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## FOREWORD

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The Environmental Protection Agency (EPA) recognises that to fulfil our vision and mandate, we need people with different backgrounds, experience and perspectives. We are privileged to have talented, dedicated and professional staff, who are immensely important in delivering our mandate and our purpose to protect, improve and restore our environment through regulation, scientific knowledge and working with others.

We are committed to building on our culture of excellence, where our colleagues are supported, and where everyone can give their best. Our organisational values and behaviours are placed at the core of our work. A diverse and inclusive culture can lead to the emergence of great talent and expertise in the EPA.

# 1

## INTRODUCTION



The Environmental Protection Agency (EPA) is committed to creating an environment that promotes equality, diversity and inclusion (EDI), and to treating all employees equally, regardless of gender, civil status, family status, sexual orientation, religious beliefs, age, disability, race, membership of the Traveller community or socio-economic background.

The EPA is an Equal Opportunities Employer with core values and behaviours of being:

- Professional.
- Trustworthy.
- Customer and stakeholder focussed.
- Collaborative.
- Innovative.

The EPA workforce is made up of a wide range of employees with diverse backgrounds, circumstances and skills. We believe that by having a culture that seeks, respects, values and harnesses differences it will:

- increase employee satisfaction.
- foster a creative and innovative workforce.
- attract and retain top talent.
- enable employees to share varying points of view.

This report outlines our gender pay profile and representation levels over the period 1 July 2022 to 30 June 2023. It also summaries the key initiatives we are taking to enhance the diversity of our workforce and to creating an environment that harnesses difference.

## 2 GENDER PAY GAP ANALYSIS



The gender pay analysis and profile is based on hourly rates of pay, covering the period from 1 July 2022 to 30 June 2023. Our pay structures are informed by public sector guidelines and provide for equal pay for equal work. All employees are aligned to Civil Service pay grades and progression within these grades is incremental.

The EPA has a gender profile of 60% female / 40% male, with an increase in the number of female employees over recent years. On 30 June 2023, there was a 40% female representation at Board level.

There are some differences in gender profiles across different grades, with for example:

- a 50% male / 50% female split at our senior grades in the upper quartile i.e. Director to the upper scales of Level 3).
- while showing a larger percentage of female staff in lower middle quartile 58% (Level 4 to upper scales of Level 5) and lower quartile 71% (Level 4s on the start of the scales to Level 6).

At 30 June 2023, the mean gender pay gap is 10.7% in favour of male employees.

The pay gap is primarily driven by three consistent factors:

- Significantly more female employees in the administrative and lower technical grades i.e. Level 6 – Level 4 grades.
- More female employees availing of unpaid family leave, such as shorter working time arrangements and parental leave.
- The impact of staff movements through new hires (commencing at the lower salary scales), resignations and retirements.

# 3

## GENDER PAY GAP METRICS



Full Time EE Mean and Median Hourly Gender Pay Gap % =

Mean Gender Pay Gap %

**+10.7%**

Median Gender Pay Gap %

**+10.3%**

Part Time EE Mean and Median Hourly Gender Pay Gap % =

Part Time EE Mean Gender Pay Gap %

**+1.8%**

Part Time EE Median Gender Pay Gap %

**+1.6%**

Temp Contracts Mean and Median Hourly Gender Pay Gap % =

Temp Contracts Mean Gender Pay Gap %

**-13.1%**

Temp Contracts Median Gender Pay Gap %

**-0.8%**

## The metrics highlights...

**01.**

A high hourly mean gender pay gap of 10.7% and median gender pay gap of 10.3% in favour of male employees is due to the higher number of males serving at senior management grades and at the higher end of the salary scales.

**02.**

The part time mean gender pay gap of 1.8% and median gender pay gap of 1.6%, is much lower due to the greater number of females availing of shorter working time arrangements.

**03.**

The temporary contracts mean hourly gender pay gap is exaggerated due to the low number of temporary contracts in place, most of which are filled by females.

Employees on secondment, career break and long-term sick leave are not included in the analysis.

# 4 GENDER REPRESENTATION



In 2023 our overall gender distribution between males and females remains similar to the 2022 figures, showing a higher female representation of 60% versus 40% male.

The table provides a gender profile by salary scale / grade. This distribution highlights:

- a 40% female representation at Board level.
- an increase in female Programme Managers from the 2022 data.
- the gender balance at the combined middle management grades (Level 2s and Level 3s).
- a slight increase in the number of males serving at the grades of Level 4 – 6, whilst showing a considerably higher number of female employees in in these grades.

Grade	2022		2023	
	Female	Male	Female	Male
Board	50%	50%	40%	60%
Programme Manager (Level 1)	31%	69%	36%	64%
Senior Management (Level 2)	46%	54%	41%	59%
Management (Level 3)	55%	45%	56%	44%
Level 4	60%	40%	60%	40%
Level 5	75%	25%	74%	26%
Level 6	86%	14%	85%	15%
OVERALL	60%	40%	60%	40%

All grades have parity with Civil Service salary scales. Pay progression within those grades is incremental for all employees, subject to satisfactory performance.



**5** KEY INITIATIVES



**The EPA has a wide range of areas, which combined, create a diverse and inclusive working environment and culture.**

## **Inclusive working environment:**

An Equality, Diversity & Inclusion (EDI) group was established by the Meitheal Group (staff forum) with representation from across sectors of the business. In 2023 this group were active across a number of areas such as:

- Raising awareness by hosting a number of lunchtime sessions with guest speakers from the Irish Centre of Diversity and Deloitte Ireland, speaking on the importance of having a diverse and inclusive workforce.
- Organising promotional events throughout the year on our internal social media page and other internal comms channels. For example, marking International Women's Day and hosting competitions.
- Members of the EDI group completed an Inclusive Language Training Course with the Irish Centre for Diversity. The intention is to provide this training for all EPA staff.

### **Flexible working environment:**

- Excellent flexible working arrangements and family friendly initiatives such as shorter working time arrangements (part-time working), flexible hours (flexi leave), paid maternity, adoptive and paternity leave, and flexible parental leave arrangements.
- Over 75% of our staff are availing of blended working following the introduction of a new policy in May.
- We offer many initiatives to support people who have caring responsibilities such as carers leave, force majeure and other forms of special leave.

### Access to opportunities:

- An extensive range of learning and development offerings including coaching and career planning which support all staff to thrive and reach their full potential.
- Bespoke Leadership Development programmes for senior and middle managers.
- Partnering with UCD Professional Academy and other providers to offer a range of programmes including some tailored specially to encourage women into leadership roles.
- We actively promote our Further Education Programme and over 68% of participants during this reporting period were female.
- To assist with inclusive recruitment, we have extended our range of advertising channels and updated our imagery as part of our job advertisements to reflect a more inclusive and diverse work environment.
- Interviewers and hiring personnel receive briefings to promote objectivity and consistency and to reduce the potential for bias and unintended barriers across our recruitment process.
- The EPA promotes its wellbeing and EDI offerings in recruitment campaigns.
- Over the period (1 July 2022 to 30 June 2023) 53% of all new hires to the EPA were female.

## Promoting health and wellbeing:

- A wellbeing group, with representation from across various sectors of the business, operates to help us achieve our wellbeing commitments. This group is sponsored by one of our female Directors.
- An ongoing wellbeing programme is in place, which was awarded the IBEC KeepWell Mark accreditation in 2020 and reaccredited in 2022.
- We raised awareness of the menopause and support options for improving health and wellbeing which included lunchtime webinars.
- Provided employees with a range of Mental Health resources.
- There is an employee assistance programme which offers counselling and a range of webinars and other resources to assist staff.

# 6 LOOKING AHEAD

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In addition to continuing the initiatives already in place the EPA will introduce a menopause policy and toolkit in 2024. We also commit to introducing additional family friendly policies and further enhancement of our recruitment and selection processes. A pilot mentoring programme will be launched in 2024 to assist staff across a wide range of areas including career progression.

We will measure the impact of our initiatives when we carry out our employee engagement survey in 2024.

# GENDER PAY GAP REPORT 2023

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