circle
MORE THAN HOUSING



# Gender Pay Gap Report 2025

# Gender Pay Gap Report 2026

CircleVoluntaryHousingAssociation | Snapshotdate:30June2026

**4.4%**

Mean pay gap — Average hourly pay

**-2.6%**

Median pay gap — Women earn more

**11.5%**

Meanbonusgap—Medianbonusgap 0%

**69**

Employees — 45 women, 24 men

## In short

Our gap is low by national standards, and the typical woman at Circle earns slightly more than the typical man. Our average gap is driven by a small number of senior salaries, not by paying men and women differently for the same work.

# Introduction

At Circle VHA, our WE HEAR values of Willingness, Excellence, Honesty, Empowerment, Accountability and Respect shape how we work with our tenants, our communities and each other.

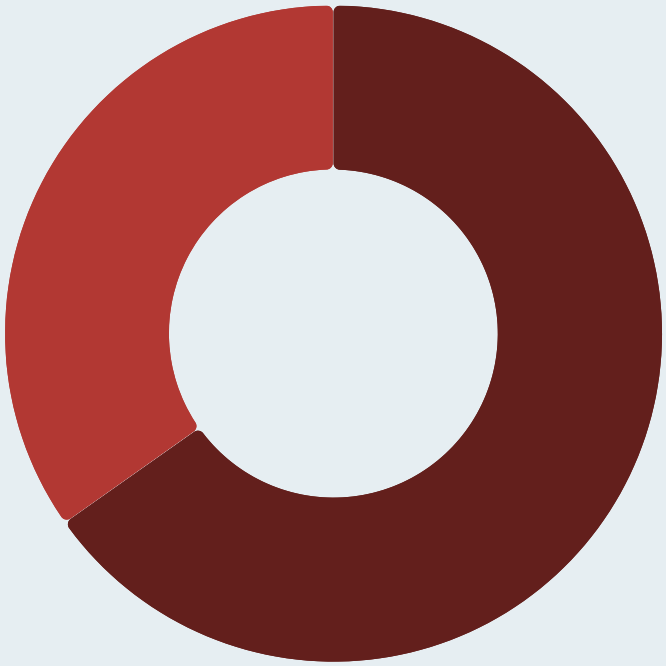
> **Fair pay is part of that. We want everyone at Circle to feel valued, and to have the same chance to grow and progress, whoever they are.**

We are required under the Gender Pay Gap Information Act 2021 to publish our gender pay gap each year. This report sets out our figures for 2026, explains what sits behind them, and describes what we will do next.

## Our workforce

**45** women

**24** men



On 30 June 2026 we employed 69 people. Women make up 65% of our team and work at every level of the organisation. All of our employees are full-time and permanent.

# Our figures

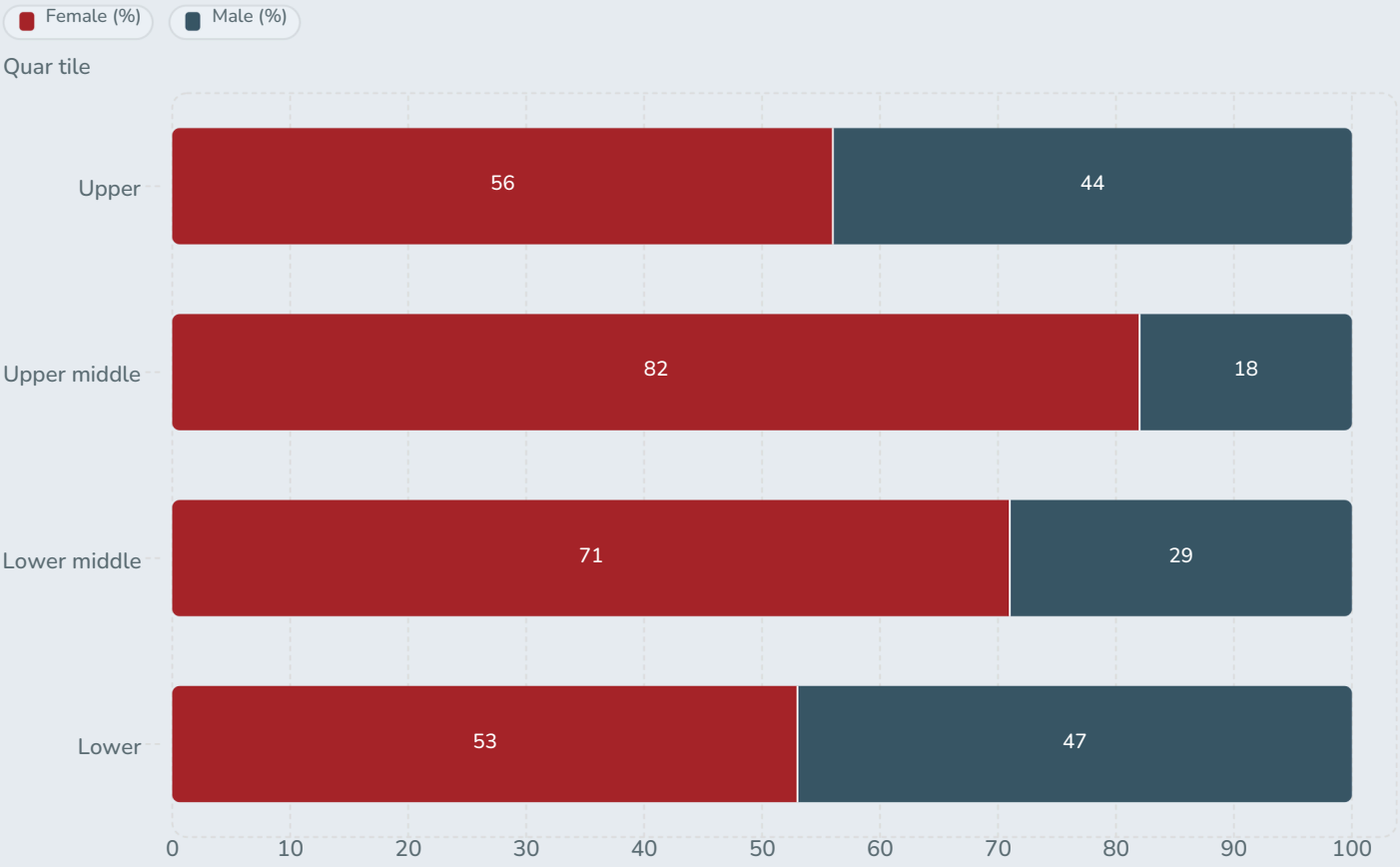
| MEASURE | MALE | FEMALE | GAP |
|---|---|---|---|
| Headcount on 30 June 2026 | 24 | 45 | |
| Mean hourly pay | (35%) | (65%) | **4.4%** |
| Median hourly pay | €28.30 | €27.04 | **-2.6%** |
| Mean bonus (recipients) | €24.48 | €25.12 | **11.5%** |
| Median bonus (recipients) | €571 | €506 | **0%** |
| Received a bonus | €500 | €500 | |
| Received benefits in kind | 88% | 93% | |
| Part-time employees | 0% | 0% | Not applicable |
| Temporary employees | None | None | Not applicable |
| | None | None | |

**Average hourly pay for men was €28.30 and for women €27.04, a mean gap of 4.4%.** The median hourly rate for men was €24.48 and for women €25.12, a median gap of -2.6%. A negative figure means women earn more. In other words, for every €1 men earn per hour on average, women earn 96c. Comparing the man and the woman in the middle of our pay scale, she earns €1.03 for every €1 he earns.

Most of our bonus payments are the €500 Christmas bonus. **The mean bonus gap of 11.5% comes from a small number of milestone awards and staff referral bonuses paid on top of it.** With so few of these payments, one or two awards have a large effect on the average. The median bonus is €500 for both men and women, so there is no median bonus gap. 93% of women and 88% of men received a bonus. Bonuses are included in hourly pay, as the regulations require. Circle VHA did not provide benefits in kind during the reporting period, and as we have no part-time or temporary employees, there are no separate figures for those groups.

# Pay quartiles

We ranked all 69 employees by hourly pay and divided them into four groups of 17 or 18, from the highest paid to the lowest paid.




| QUARTILE | FEMALE | MALE | HOURLY PAY RANGE |
|---|---|---|---|
| Upper | 56% (10) | 44% (8) | €29.30 to €66.92 |
| Upper middle | 82% (14) | 18% (3) | €25.06 to €29.26 |
| Lower middle | 71% (12) | 29% (5) | €21.02 to €25.06 |
| Lower | 53% (9) | 47% (8) | €16.80 to €20.88 |

# What sits behind our gap

**Two things explain our figures.**

- The mean gap is influenced by a small number of senior salaries held by men. In an organisation of 69 people, a few salaries at the top of the pay scale have a large effect on the average.
- Men are more common in our lowest-paid roles. Eight of the 17 people in the lower quartile are men, although men make up just over a third of our staff. This is why the typical woman earns slightly more than the typical man.

Women hold 56% of the roles in the upper quartile, and most women work in our middle pay bands. Our pay is set through banded salary scales, so men and women in the same role are paid on the same basis. The gap therefore reflects who holds which roles, not how people in the same role are paid.

# Our gap in context

**4.4%**

**11.2%**

Average across 550+ Irish employers (PwC)

Our mean gap of 4.4% is low by national standards. PwC's analysis of the reports published by more than 550 Irish employers found an average mean gap of 11.2%.

Because we are a small organisation, our figures can move noticeably from year to year as people join and leave. We will judge our progress on the trend over several years, and on whether women have clear routes to progress from our middle pay bands into
senior roles.

# What we are doing

1 **Continuing to screen every job description for gendered language before roles are advertised.**

**Why it matters:** biased wording can discourage applicants before pay is ever discussed. **How we'll measure it:** every job description screened before advertising.

2 **From January 2027, including salary ranges in all job advertisements, in line with the EU Pay Transparency Directive.**

**Why it matters:** candidates see the pay on offer up front. **How we'll measure it:** salary ranges in 100% of job ads from January 2027.

3 **By June 2027, reviewing the routes for women to progress from our middle pay bands into senior roles.**

**Why it matters:** progression into senior roles shapes pay over time. **How we'll measure it:** review completed by June 2027.

4 **Monitoring starting salaries and pay decisions by gender, and reporting the results to the Executive Team each November.**

**Why it matters:** it shows whether pay decisions are applied fairly. **How we'll measure it:** a report to the Executive Team every November.

5 **Preparing for the wider pay transparency requirements, with our policies updated as the law is brought in.**

**Why it matters:** our policies stay aligned with the law. **How we'll measure it:** policies updated as the requirements are brought in.

# How we calculated our figures

| 30 June 2026 | 12 months | 37.5 hours |
|---|---|---|
| Snapshot date | Pay period | Standard week |

Our figures cover all employees on the payroll on our snapshot date of 30 June 2026. Hourly pay is based on pay received in the 12 months up to and including that date, divided by hours worked in the same period, calculated at a standard 37.5 hour week. Employees who joined during the year are included on a pro-rata basis, and periods of unpaid leave are not counted as hours worked. Employees who had left before the snapshot date are not included.

## Statement

I confirmthat theinformation in this report is accurate and has been calculated in line with the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.

*John Hannigan*

**John Hannigan**

Chief Executive Officer, Circle VHAC

05/11/2026