



BEAM SERVICES GENDER PAY GAP REPORT

14th June 2024 - 13th June 2025

The Gender Pay Gap Information Act 2021
requires organisations to report on their hourly
gender pay gap across a range of metrics.

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Introduction

BEAM Services CLG, Bagenalstown, provides a year-long day service to over ninety adults, drawn from Bagenalstown, South Carlow, North Kilkenny & Wexford. Our Mission is to encourage and assist adults with special needs to achieve social and personal fulfilment through involvement in a holistic programme.

In BEAM Services we strongly believe that each individual's needs are totally unique, so the task of providing educational support is highly staff intensive. BEAM Services has been providing housing for its members since 2006, giving them the opportunity to live independently, in a supported environment, and to maximise their role within the community.

Reference Period

Beam Services CLG, selected a reference date of 13th June 2025, therefore the information included in this report refers to the year from **14th June 2024 to 13th June 2025**

What is the Gender Pay Gap?

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. The gender pay gap in the EU stands at 13.0 % in 2020 and has only changed minimally over the last decade. It means that females earn 13.0 % on average less per hour than males.

Demographics (headcount of relevant employees)

On 13th June 2025 Beam Services employed **98** relevant employees¹. The overall representation levels between females and males are at 79% females to 21% males.

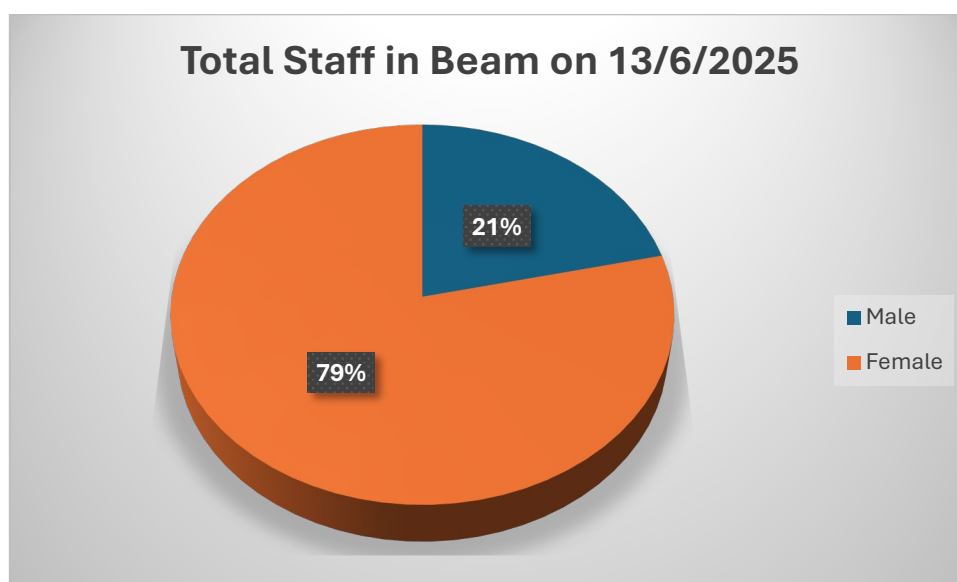


Fig 1. Staff Gender Ratio.

¹ Relevant employee means a person who is an employee for the purposes of the Employment Equality Act 1998 and is employed by the relevant employer on the snapshot date.

Snapshot

All employees in Beam Services are aligned to pay grades which provide for equal pay for equal work irrespective of gender.

Beam Services pay structure is primarily determined by public service pay policy, with the Department of Health setting the consolidated salary scales for different grades. Our pay structures are informed by Health Service Pay Structure and are fully transparent.

Beam Services gender pay profile is primarily driven by one factor which is that employees are predominantly female.

Allied to this is the fact that Social Care Sector roles attract more female employees (77.3% female to 22.7% males)²

Total Weekly Working Hours for the Reporting Period

The total weekly working hours per for 98 relevant staff is 2765.58 hours based on weekly contracted hours.

Full-time / Part-time / Temporary employees

For the reporting period, 22% of employees were full-time, 70% were part-time, and 08% were temporary employees.

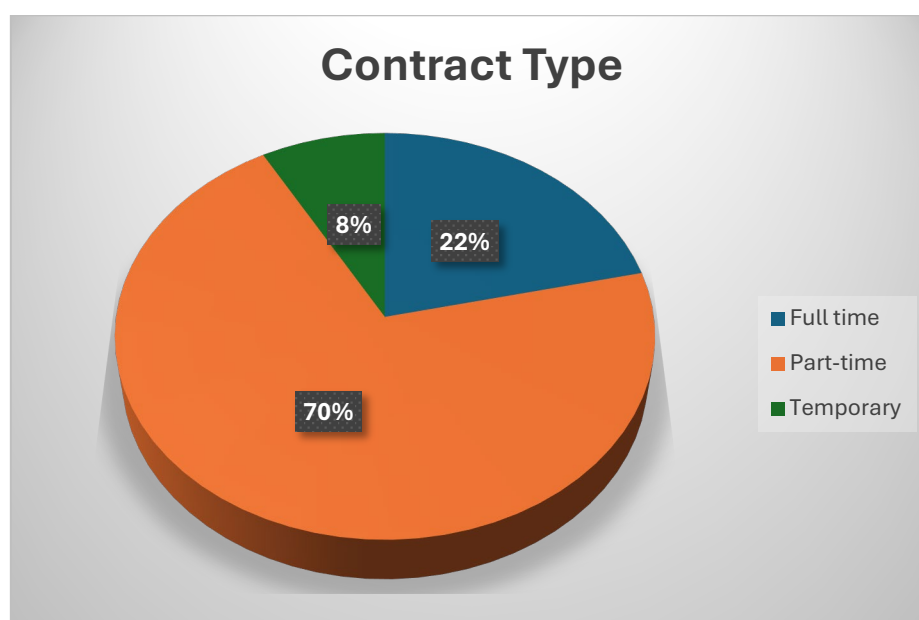


Fig. 2. Full-time / Part-time / Temporary Contracts.

² [Workplace Work Women and Men in Ireland Hub - Central Statistics Office](#)

Gender Breakdown of Full-Time / Part-Time / Temporary Employees

The following is the gender breakdown for full-time, part-time, and temporary employees for the reporting period.

- 29% of male staff work full-time, 52% work part-time and 19% are temporary.
- 19.5% of females staff work full-time, 75.3% work part-time and 5.2% are temporary.

There are a number of driving factors behind these percentages, primarily the nature of the roles in Healthcare and Beam Services supportive approach to family friendly working arrangements.

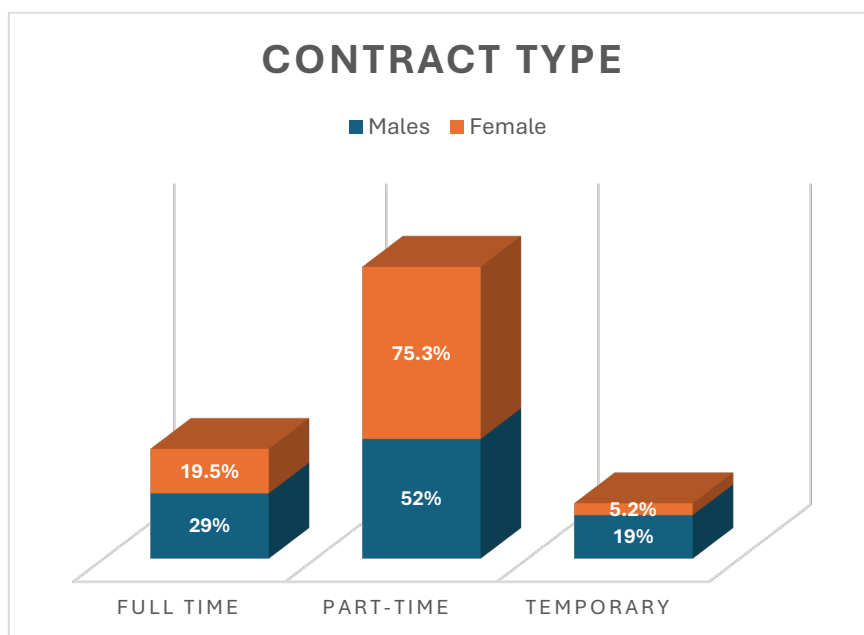


Fig 3. Ratio of Male / Female Staff in Full-Time, Part-Time & Temporary Employment.

Remuneration Statistics

Mean Remuneration

The mean remuneration in Beam Services is the average remuneration and is calculated by adding up the salaries of all employees from both genders and dividing it by the number of employees. The mean average hourly remuneration in Beam Services is **€20.03**.

The Mean Gender Pay Gap – Male & Female Employees

The mean gender pay gap shows the difference between the mean hourly remuneration of relevant employees of the male gender and that of relevant employees of the female gender and is expressed as a percentage of the mean hourly remuneration of relevant employees of the male gender. In Beam Services the gap is **1%** in favour of female staff. The high number of female staff in the organisation and the high number of female staff in senior roles account for the difference.

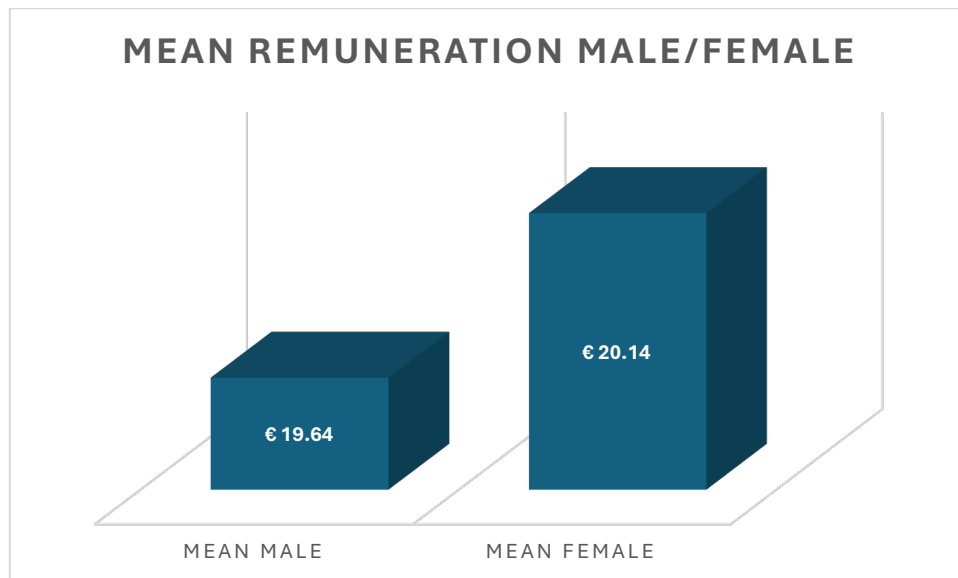


Fig. 4. Male / Female Mean Average Hourly Remuneration in Beam Services.

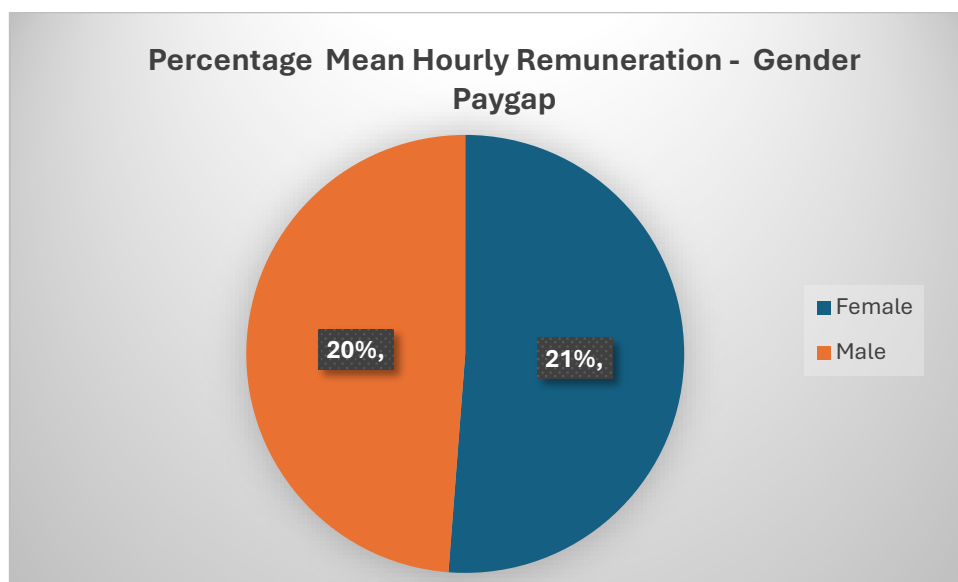


Fig. 5. Percentage Mean Hourly Pay Gap.

Mean Pay Gap - Full & Part-time Employees

Both full and part-time employees in Beam Services earn the same percentage mean remuneration of 21% so there is no mean pay gap between full and part-time employees.

Mean Pay Gap – Temporary Employees

Those on temporary contracts have a mean remuneration of 16% therefore there is a **5%** gap between those on temporary contracts and those on full or part-time contracts.

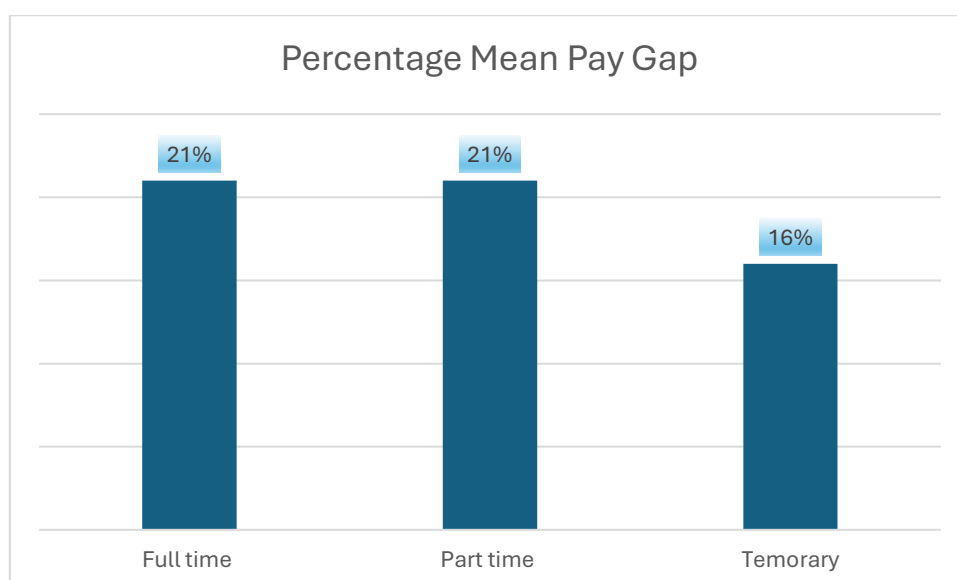


Fig. 6. Mean Pay Gap for Full-time, Part-time, and Temporary Employees.

Mean Pay Gap Percentage Summary Table

Mean % Pay Gap	
Full time	21%
Part time	21%
Temporary	16%

Table 1. Mean Pay Gap Percentage Summary Table

Median Hourly Remuneration of Beam Service Employees

The Median is calculated by sorting the order of pay from highest to lowest. The Median is the salary in the middle of the line. The median remuneration in Beam Services is **€18.97**.

Median Hourly Remuneration of Male and Female Employees in Beam Service

To calculate the median for male and female employees, the males and female salaries are lined up in order of pay from highest to lowest, the median gender pay gap compares the pay of the middle remuneration of female employees and the middle remuneration of male employees. In Beam Services the median remuneration for Male staff is €17.55 and for female staff is €19.14.

When expressed as a percentage this gives a pay gap of +4% in favour of female staff.

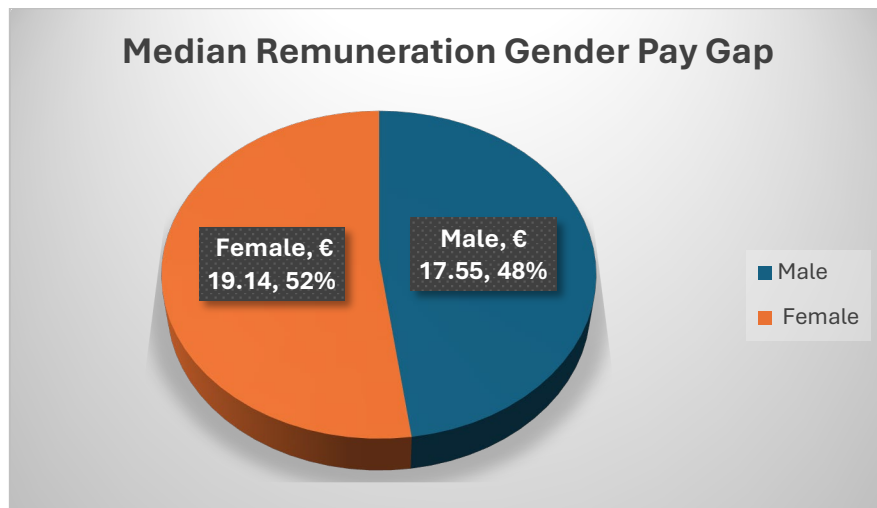


Fig 5. Median Remuneration Gender Pay Gap

Median Hourly Remuneration for Part-time Employees

The median hourly remuneration for those on full time contracts is €19.14.

Median Hourly Remuneration for Part-time Employees

The median hourly remuneration for those on part time contracts is €18.13.

Median Hourly Remuneration for Temporary Employees

The median hourly remuneration for those on temporary contracts is €17.50 which is lower than those that work full time and part-time.

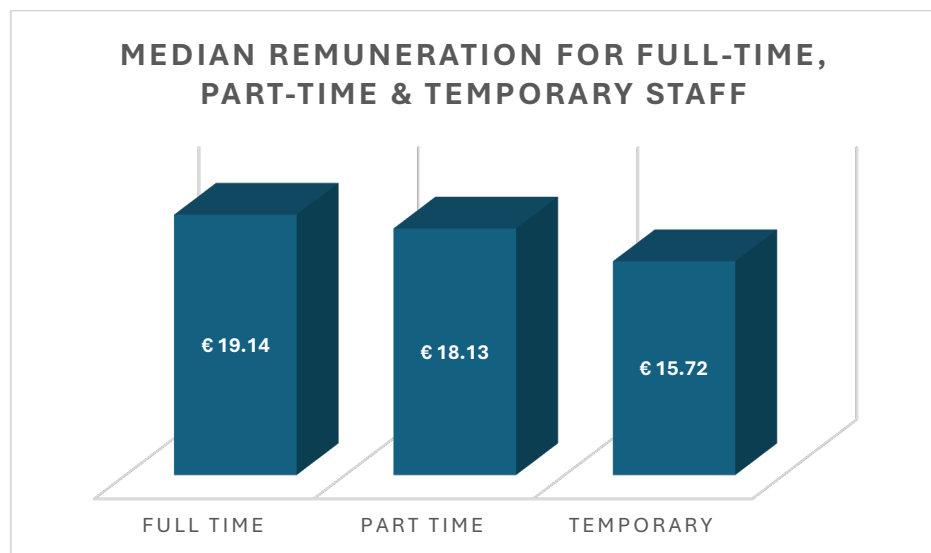


Fig 6. Median Remuneration for Full-Time, Part-Time & Temporary Staff.

Median Remuneration Summary Table

Median Pay Gap	
Full time	€ 19.14
Part time	€ 18.13
Temporary	€ 15.72

Table 2. Median Pay Gap Summary Table

Mean / Median Bonus / Benefit in Kind Payments of Male and Female Employees.

There is no bonus payment to staff in Beam Services CLG, Bagenalstown, therefore it not applicable for this report.

There is no benefit in kind payment to staff in Beam Services CLG, Bagenalstown, therefore it not applicable for this report.

Quartiles Based on Hourly Remuneration of all Male and Female Employees

To calculate the proportion of male and female employees in each quartile and calculate mean hourly remuneration of males and females, employees were grouped into quartile pay bands, ranking employees based on their hourly remuneration from lowest to highest. This was then divided into quartiles: lower, lower middle, upper middle and upper.

The proportion of male and female employees in each quartile is expressed as a percentage.

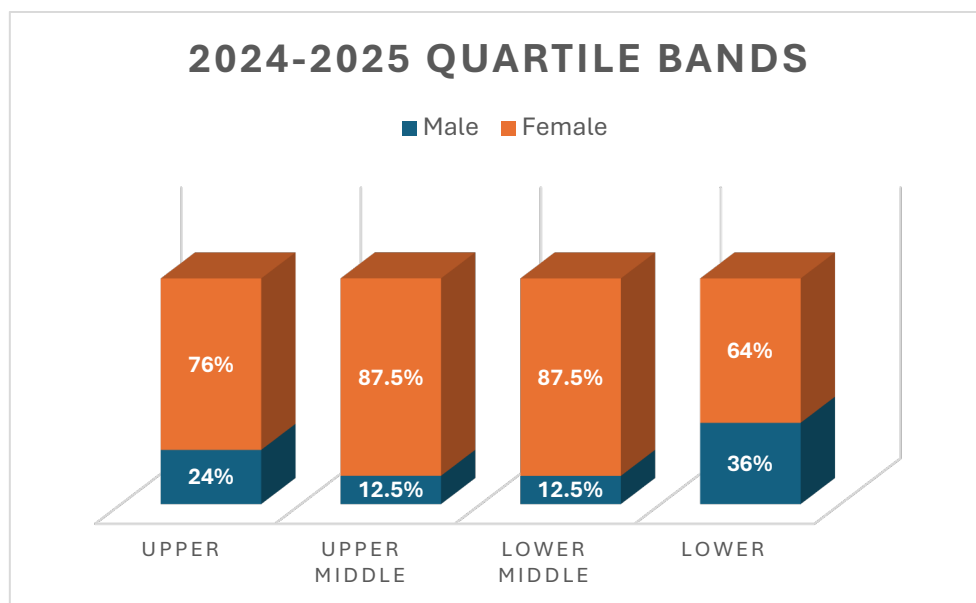


Fig 7. 2024-2025 Quartile Bands - Ratio of Males to Females in Each Quartile

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Fig. 5. Percentage Mean Hourly Pay Gap.

Fig. 6. Mean Pay Gap for Full-time, Part-time, and Temporary Employees.

Fig. 7. 2024-2025 Quartile Bands - Ratio of Males to Females in Each Quartile.

Table 1. Mean Pay Gap Percentage Summary Table.

Table 2. Median Pay Gap Summary Table .

References

Employment Equality Act 1998.

Central Statistics Office.