

FOLD HOUSING

Gender Pay Gap Report

Reporting Period: July 2024 – June 2025

Introduction

The Gender Pay Gap is the difference in average hourly earnings between men and women across an organisation, industry, or economy as a whole. It is not the same as equal pay, which relates to men and women being paid the same for carrying out the same or similar work. Instead, the gender pay gap highlights broader issues such as the distribution of men and women across roles, working patterns, and career progression opportunities.

Gender Pay Gap Reporting Legislation

- The Gender Pay Gap Information Act 2021
- Employment Equality Act 1998 (Section 20a) (Gender Pay Gap Information) Regulations 2022
- Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2024

Key Terms

The following terms are important in understanding this report:

- **Mean Pay Gap:** The difference between the average hourly pay of men and women.
- **Median Pay Gap:** The difference between the midpoint hourly pay of men and women when all are ranked from lowest to highest.
- **Quartiles:** Employees are divided into four equal groups based on their hourly pay, from lowest (Quartile 1) to highest (Quartile 4).
- **Bonus Pay Gap:** The difference between bonuses paid to men and women.
- **Equal Pay:** Men and women receiving the same pay for doing the same or equivalent work.

Workforce Profile

Total employees: 135

Men: 25 (19%)

Women: 110 (81%)

Pay Gap Results

Category	Men (€)	Women (€)	Gap
Mean hourly pay (all employees)	26.20	26.39	-0.72%
Median hourly pay (all employees)	24.84	24.25	2.37%
Mean hourly pay (part-time)	26.03	23.38	10.19%
Median hourly pay (part-time)	26.03	24.50	5.86%
Mean hourly pay (temporary)	n/a	13.99	n/a
Median hourly pay (temporary)	n/a	15.71	n/a

Pay Quartiles

Quartile	Men (%)	Women (%)
Lower (Q1)	14.81%	85.19%
Lower-Mid (Q2)	16.22%	83.78%
Upper-Mid (Q3)	25.71%	74.29%
Upper (Q4)	16.67%	83.33%

Commentary

- Overall Pay Gap:** There is no significant gender pay gap, with mean pay slightly higher for women (-0.72%) while the median pay is slightly higher for men (2.37%).
- Part-Time Staff:** Part-time male employees earn more on both a mean and median basis, suggesting differences in roles between genders.
- Temporary Staff:** Currently, these are held exclusively by women, affecting averages.
- Quartile Distribution:** Women are the majority across all quartiles, reflecting the overall gender composition of the workforce.

Conclusion

This report highlights that Fold Housing has a broadly balanced pay structure across genders, with only small gaps in mean and median pay. Women outnumber men significantly in the workforce due to Fold ownership of two Housing with Care schemes. These schemes have 94 women and 12 men working within them. The Executive Team consists of four women and zero men, while the Operational Management Team consists of four women and three men. The quartile analysis indicates women are well-represented across all pay levels, with men having a slightly stronger presence in the upper-middle quartile.

We remain committed to fairness, transparency, and equality in pay and opportunities across all levels of the organisation.