Gender Pay Gap Report

Crosscare exists to support people and families when they face difficult challenges in life and when they find it hard to get the help they need. Crosscare focuses on helping people when they need it most or when they can't find support anywhere else.

Our Vision & Mission

Inspired by the example and teachings of Jesus Christ, Crosscare has a vision of a society where all people can fulfil their potential and a mission to help those most in need.

Our Values

Crosscare has three core values that define what we stand for – **Love, Respect, and Excellence.**
Our values are stated in the first-person singular to emphasise that it is the personal responsibility of all of us to uphold these values.
It is in the thousands of everyday interactions between people that our staff, volunteers and service users bring these values to life.

Servant Leadership

We work to develop the concept of servant leadership, a philosophy which suggests that every person can become a leader by first serving and then, through conscious choice, leading.

What it means to work at Crosscare

At the heart of our charitable organisation lies a deep commitment to kindness, care, and fairness. We believe in treating everyone with equal respect and dignity, regardless of their background or circumstances. Our work is rooted in a genuine desire to support and uplift those in need, always striving to leave a lasting, positive impact that endures even after our direct help is no longer required. We foster a supportive environment by helping our colleagues and continuously seeking ways to improve the quality of care we provide, ensuring that every person we assist feels valued, remembered, and empowered.

Crosscare pay salaries based on approved Bandings.

Increments are paid where funding is available on an annual basis.

Robust recruitment process with a scoring matrix.

All the above regardless of gender.

We identified our snapshot date as 1st June 2025 and have used data from the 12 months preceding this date to calculate our gender pay.

Results were as follows: -

The gender profile of our staff is 67 % female and 33% male

At Crosscare, we are committed to promoting equality, fairness, and transparency in our pay practices. We have carried out a thorough analysis of our gender pay data for the reporting period, and the findings are as follows:

- **Our total workforce consists of 410 employees, comprising 275 females and 135 males.**
- **The mean hourly rate of pay is €22.82 for females and €23.06 for males, representing a 1% higher average pay for males. This slight difference reflects role distribution and seniority levels, rather than unequal pay for equal work.**
- **The median hourly rate, which provides a clearer picture of typical earnings, is €21.50 for females and €20.90 for males, indicating that female employees earn slightly more at the midpoint of pay distribution.**
- **There is no bonus pay awarded within the organisation; therefore, there is no gender pay gap in bonus payments.**
- **The percentage of men and women in receipt of Benefit in Kind is equal at 1.73%.**
- **Across all pay quartiles — upper, upper middle, lower middle, and lower — we observe a consistent gender distribution and equitable pay levels.**

These results affirm that there is no systemic gender pay gap in our organisation. We continue to prioritise equal pay for equal work and will maintain regular monitoring to uphold our standards of fairness and inclusion.