

# Gender Pay Gap Report 2023

Cope Foundation provides a full range of specialised health and interdisciplinary supports across the region of Cork City and County, including; early intervention, education and training, supported employment, residential care, adult day services, leisure, sports and the arts, housing, and the provision of information and advice.

Cope Foundation selected a reference date of the 25th June 2023, and the information provided in this report refers to the year up to 25th June 2023.

In the reference year, there were a total number of 1,374 employees, with 83% being female employees and 17% male employees.

Cope Foundation supports family friendly arrangements and flexible working options as much as possible while providing services to the people we support.

## Male and Female Employees in each Quartile

Quartile	Male	Female
Upper	10.84%	89.16%
Upper Middle	18.38%	81.62%
Lower Middle	21.89%	78.11%
Lower	17.57%	82.43%

## Gender Pay Gap Analysis

	Mean	Median
All employees hourly pay gap	-4.35%	-6.70%
Part- Time employees hourly pay gap	-18.88%	-30.58%
Temporary contracts hourly pay gap	1.01%	2.69%

## Bonus payments

There are no bonus payments paid by Cope Foundation, and therefore it is not applicable.

## Benefit-In-Kind

There is no benefit-in-kind provided in Cope Foundation, and therefore it is not applicable.