



Extern Group/Northern Ireland
Gender Pay Gap Report 2024

Understanding the Gender Pay Gap

Contained within the Employment Act (Northern Ireland) 2016, Section 19 sets out the requirement for employers to publish information relating to the pay of employees for the purpose of showing whether there are differences in the pay of male and female employees, ie; the Gender Pay Gap.

Whilst the enacting of this remains out for consultation in Northern Ireland, as an organisation that operates across the island of Ireland, Extern have produced its own GPG report for the NI based parts of its operation, namely Extern NI & Extern Group, to coincide with the GPG reporting required for the ROI part of its operation.

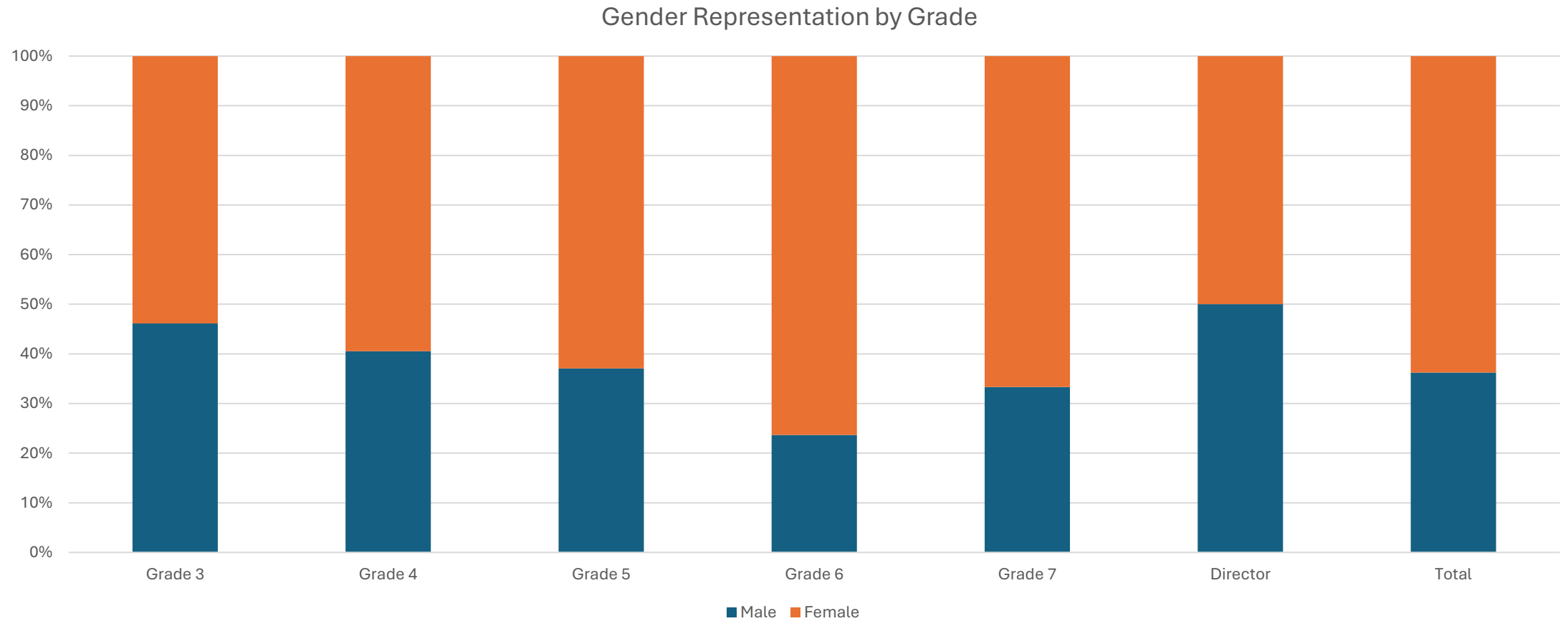
What is Pay Gap Reporting?

- A pay gap shows the difference in the average pay between two groups in a workforce, eg men and women, regardless of job, role or seniority.

How is it different to equal pay?

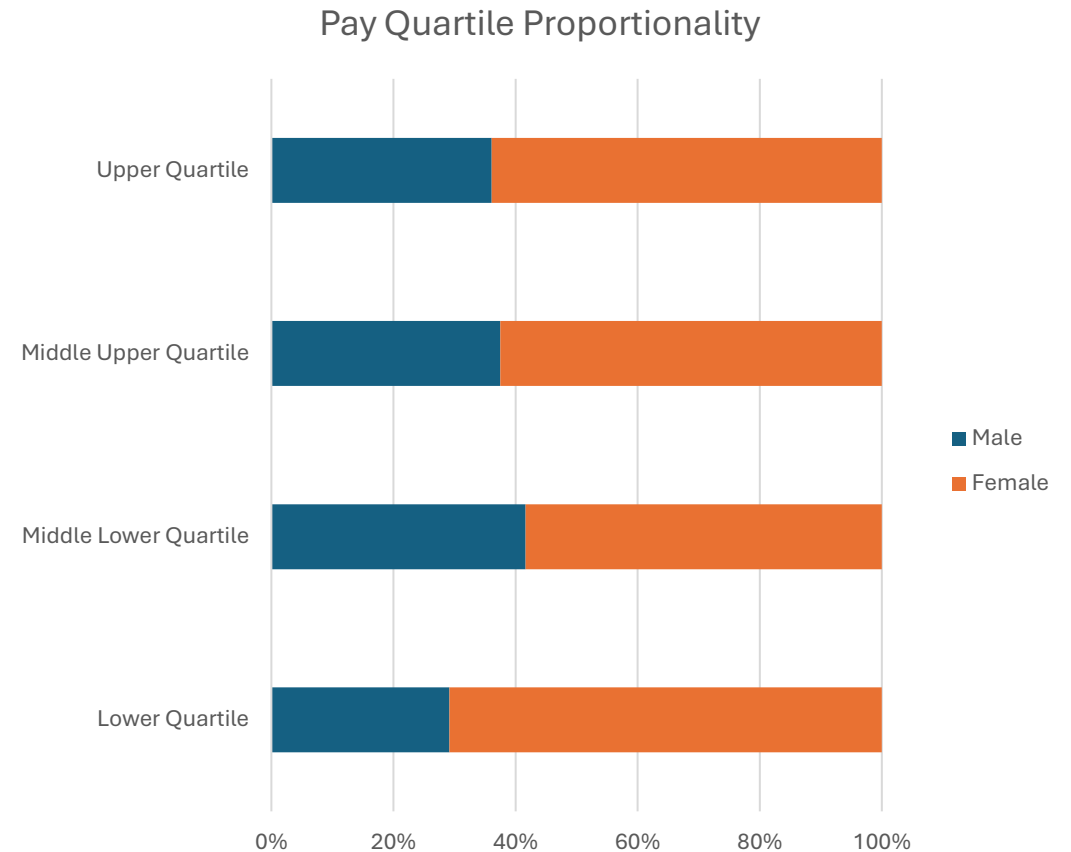
- Equal pay deals with pay differences between two groups, eg men and women who carry out equal work.

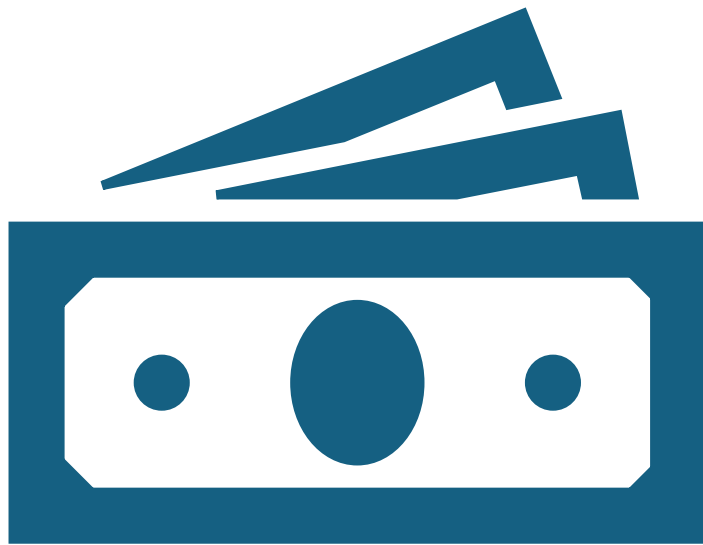
Gender Representation by Grade



Gender Representation per Quartile

- In Extern Group/Extern NI we have a total population of 287 employees as of the snapshot date of 1st June 2024
- The graph opposite represents the proportion of males and females in each salary quartile.
- It can be seen that females account for at least 60% across 3 of our quartiles, except for the Mid-Lower quartile (which is 59.7%), however the greatest % representation of females is in the lower quartile (72.2%).





Pay Gap – Our Data

- Pay Gap of **Mean** hourly remuneration of **all employees**: 2.81%
- Pay Gap of **Median** hourly remuneration of **all employees**: 1.85%

- Pay Gap of **Mean** hourly remuneration of **full time employees** : **2.69%**
- Pay Gap of **Median** hourly remuneration of **full time employees**; **1.0%**

- Pay gap of **Mean** hourly remuneration of **part time employees**: **15.34%**
- Pay Gap of **Median** hourly remuneration of **part time employees**: **31.11%**



Interpreting the Data

- The analysis is for all Extern Northern Ireland and Group employees, full and part time. We have expressed the data in the various groupings.
- The mean hourly rate is the same as the average rate, while the median hourly rate is the middle number in the range of hourly rates when those rates are sorted from smallest to largest. The median is a better measure as it is not impacted by exceptionally high or low hourly rates.
- Where a percentage difference is being expressed, a positive value means the percentage difference in favour of males and a negative value means a percentage difference in favour of females.
- Our pay gap data includes all earnings across the year reference period including those where colleagues have been on periods of statutory leave (maternity, paternity, parental, dependents leave etc.)
- No employees receive bonus payments or benefit in kind.

What did the data tell us? What are the factors attributing to the GPG?

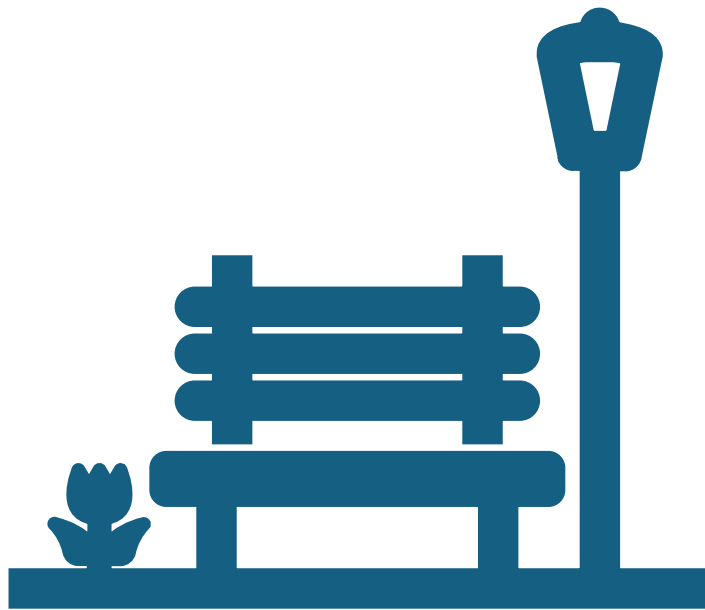
Whilst Extern has equal pay for men and women in the same roles, based on pay scales, we have a small gender pay gap currently of 2.81% in terms of mean hourly remuneration and our pay gap in terms of median hourly remuneration is 1.85%.

Contributory Factors:

- From the figures above, the Gender Pay Gap in Extern NI/Group is significantly lower than the 7% UK average that is reported by the ONS.
- One of the main drivers of our Gender Pay Gap would be the fact that 64% of our workforce in Extern NI/Group is female. This trend is reflected in each of our quartiles.
- The impact of periods of protected leave (eg; maternity leave) are also contributing, as our higher proportion of female employees means that reduced earnings has a disproportionate impact on that gender.
- Within our part time population, we report a significantly higher gender pay gap (15.34% for mean hourly remuneration and 31.11% for median hourly remuneration). These figures are skewed by the small sample size (8 P/T staff, only 1 of whom was male). The male in this sample had a high hourly rate, which was the mean and median figure used and has impacted the GPG figure disproportionately.

Our Proposals to Reduce the Current Gap Further

- Extern NI/Group reports a very modest GPG, therefore our position for reducing the gap further is limited.
- As we have a majority female workforce, our modest GPG is in somewhat impacted by reduced earnings during periods of maternity leave. We will continue to review our family friendly benefits to ensure these remain competitive.
- Whilst the majority of our workforce is female, across the quartiles, the highest percentage of female employees is in the lower quartile. Extern will remain committed to ensuring that both males and females are provided equally with developmental opportunities and career progression within the organisation.
- Extern intends to further develop its existing Diversity, Equality and Inclusion forum.



Embedding Inclusion in our Culture and DNA

Flexibility

- At Extern, we embrace flexible working as a bedrock of our employee experience. We are committed to building an inclusive working environment for people of all genders, creating a culture where teams can balance their personal and professional commitments.

Inclusive Policies

- Our current suite of inclusive policies positively contributes to our gender equity goals. We continue to identify opportunities to strengthen the support available for Mental Health, Fertility, Pregnancy Loss, Gender Identity and Expression, Menopause and Domestic Abuse. We aim to advance policies in these areas in the next twelve months, encouraging open and honest dialogue, recognising the complexities and challenges often faced by women, and indeed all employees. We will also be exploring a Trauma Informed approach towards policy revision.

Wellbeing

- At Extern, we care about each other and have a focus on wellbeing at the heart of what we do, and this applies for employees as well as those who use our services.
- Our Wellness Hub provides access to a range of supportive resources available to all.

Parents and Carers

- We have a range of progressive policies and support for those with parental and caring responsibilities. We believe this is important in retaining women in the workplace and supports gender balance at all levels in the organisation.