



Gender Pay Gap Report 2025

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Boyd HR
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Áras Ghaoth Dobhair Nursing Home

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INTRODUCTION

At Áras Ghaoth Dobhair, we are proud to present our Gender Pay Gap Report for 2025. As a purpose-built, community-founded nursing home located in the heart of the Gaeltacht in Northwest Donegal, we are deeply committed to equality, respect, and cultural heritage.

We operate under the principles of the Gender Pay Gap Information Act 2021, which requires employers to report on the difference in average hourly pay between male and female employees. This report reflects our commitment to transparency and fairness in pay practices.

ABOUT ÁRAS GHAOTH DOBHAIR

Founded in 2004 by the local community, Áras Ghaoth Dobhair provides long-term, convalescent, and respite care to older adults, including those living with dementia. Irish is the primary language of the home, and our values of respect, independence, and compassion guide everything we do.

We offer a 41-bed capacity across dementia and general care units, supported by a multidisciplinary team including nurses, care assistants, catering and housekeeping staff, and administrators.

DATA AT A GLANCE

Total Staff: 57

Female: 49

Male: 8

GENDER PAY GAP METRICS

| | |
|-------------------------------|--|
| Mean hourly pay gap: | 0% |
| Median hourly pay gap: | 0% |
| Bonus pay gap: | Not applicable |
| Benefit in kind: | Not applicable |
| Pay quartiles: | All roles show identical hourly rates across genders. |
| Conclusion: | There is no gender pay gap at Áras Ghaoth Dobhair. |

NARRATIVE EXPLANATION

The absence of a gender pay gap is a reflection of our values and operational structure. Roles are compensated based on responsibilities and experience, not gender. Our workforce is predominantly female, consistent with trends in the healthcare sector, particularly in nursing and care roles.

We ensure equal pay for equal work, transparent pay structures, and opportunities for career progression based on merit.

ACTION PLAN

To maintain and enhance gender equality, Áras Ghaoth Dobhair will:

- Continue to monitor pay practices annually
- Promote inclusive recruitment and development pathways
- Encourage feedback from staff through surveys and open forums
- Support staff with training, education, and career progression opportunities

LOOKING AHEAD

We remain committed to providing a culturally rich, inclusive workplace, supporting both male and female staff equally, and ensuring that our practices reflect the values of the Gaeltacht community we serve.