



Gender Pay Gap Report

Clear Links is committed to promoting gender equality and reducing the gender pay gap within the organisation. We are pleased to present our gender pay gap report for the financial year ending April 2024.

Hourly Pay:

The following table shows the percentage of men and women in each hourly pay quarter:

Pay Quarter	% Men	% Women
Q1	14%	86%
Q2	14%	86%
Q3	19%	81%
Q4	21%	79%

Mean Gender Pay Gap for Hourly Pay:

The mean gender pay gap for hourly pay is -8%. This means that on average, men earn 8% less per hour than women within the organisation.

Median Gender Pay Gap for Hourly Pay:

The median gender pay gap for hourly pay is -4%. This means that when all hourly rates are ordered from lowest to highest, the hourly rate paid to the middle-ranking woman is -4% lower than the hourly rate paid to the middle-ranking man.

Bonus Pay:

No bonus payments were made in the reporting period.

Action Plan:

Clear Links is committed to reducing the gender pay gap within the organisation. We will continue to review our pay structures and ensure that they are fair and transparent. We will also strive to promote gender equality and encourage diversity within the workforce.

A handwritten signature in black ink, appearing to be "Lorcán Ó Murchú".

Lorcán Ó Murchú
Managing Director