

GENDER PAY GAP 2023

A Note from our President

In 2023, DBS continued to welcome diverse and interesting people, both staff and students, to our College community. Continuing to pursue our objective to support good citizenship we have, over the course of the last 12 months continued to progress against the DEI commitments we outlined in our 2022 gender pay gap report. This aligns with our strategy, how we are structured and how we deliver the best student experience as a College. We have over 30 nationalities represented across staff within the college and over 70% of our students are international. We recognise how important it is that we continue to focus on our DEI initiatives.

Over the course of 2023, relevant and recent data collection was a significant focus for us, in particular, around protected criteria and how we recruit. This data will help us going forward to make further informed decisions around where we should prioritise our DEI efforts.

We would have liked to have made more progress in the last year. Our results suggest that in the areas of talent acquisition and talent management, we need to have tighter targets across our quartiles, to ensure we have a more balanced gender representation. We also need to be mindful that as we transform and change we continue to focus on ensuring there is a gender balance of specialised skills of experienced levels and diversity in our roles.

Once again, we have been encouraged and enabled by our parent company, Kaplan, where global colleagues have provided other experiences that contribute to the work we do. Our Board takes a keen interest in the matter, as does our Senior Leadership Team. My thanks to all my colleagues for their support across the past year.

We are committed to being a fully inclusive Higher Education Institution with a culture that welcomes, respects and enjoys the diversity evident across our full community.

sincerely,



Andrew Conlan-Trant

President

Who we are

Dublin Business School (DBS) specialises in the provision of career-focused education. We have evolved over the years, expanding our offerings to meet the demands of various sectors. Our extensive suite of programmes at DBS now includes subjects in business, law, finance, computing, media, arts, psychology, psychotherapy and social science.

DBS works closely with industry and professional bodies to ensure the quality and relevance of material, and the employability of graduates, to drive meaningful and impactful careers.

We at DBS understand the importance of balancing study with social and physical health. Accordingly, we have over 60 clubs and societies to choose from, ranging from sports, enterprise, academia and charity. The years spent at College are arguably the most formative in one's life.

DBS continues to grow and build on its reputation as Ireland's leading independent College with a student population of more than 8,000 and an ability to deliver over 100 accredited programmes.

Our Values that Guide

- We act with integrity**
WHICH MEANS
 we are straightforward

- We empower and support**
WHICH MEANS
 we are nurturing

- We create opportunities**
WHICH MEANS
 we are innovative

- We grow knowledge**
WHICH MEANS
 we are inspiring

- We drive results together**
WHICH MEANS
 we are agile


- +8000**
Students
- +400**
Employees
- +30**
Nationalities

What is the Gender Pay Gap?

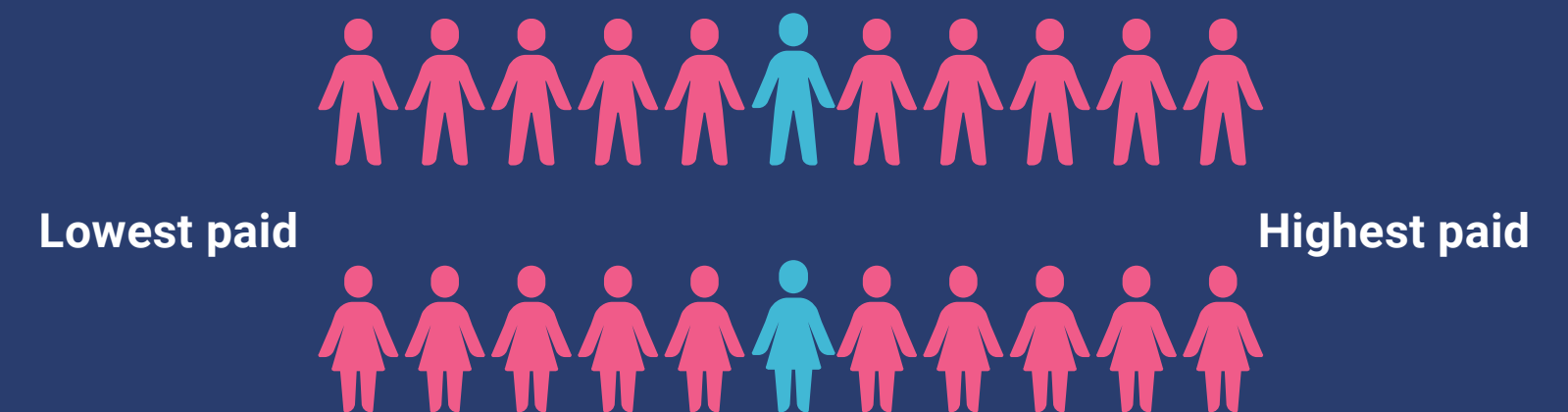
The gender pay gap is the difference in the average hourly wage of men and women across the workforce.

The gender pay gap is not only about equal pay for equal work or work of equal value, which is required under the Employment Equality Act, but it is also about gender representation.

These are two different ways the gender gap is reported:

The Median Difference

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all relevant income in the sample lines them up in order from lowest to highest and picks the middle rate.



The Mean Difference

The mean gender pay gap is the difference between the average hourly earnings by gender.

Gender Pay Gap

Mean (average)



Median (middle)



	All	Full-time	Part-Time	Temporary
Mean	7.7%	13.2%	-0.89%	16.6%
Median	35.8%	23.6%	0.00%	74.9%

Information relating to bonus remuneration and benefits in kind as at the 30th June 2023.

% Staff receiving Bonus: 2.22%

Bonus % of all employees

Female 33.33%

Male 55.56%

Benefit in Kind (BIK)

1.48%

2.48%

Gender Bonus Gap

Mean



Median



This is our second DBS Gender Pay Gap report. Our results show we have recorded an increase of 2.4% in the mean gender pay gap. This is due to a greater representation of females in the lower quartile since we last reported.

Our median gender pay gap has also recorded an increase of 10.7%. This is primarily due to the further variance of the gender pay gap within our non-academic teams (mean increase by 6.4% and median increase by 37.1% over 2023). This reflects the shifts in our organisational structure reflecting specialised skills, experience levels, and diversity across roles within the last 12 months.

We have a positive gender pay gap for our academic teams and for our part-time staff.

We are pleased to share that we continue to also have a positive gender bonus gap towards women in both mean and median calculations (mean -36.6% and median -8.5%).

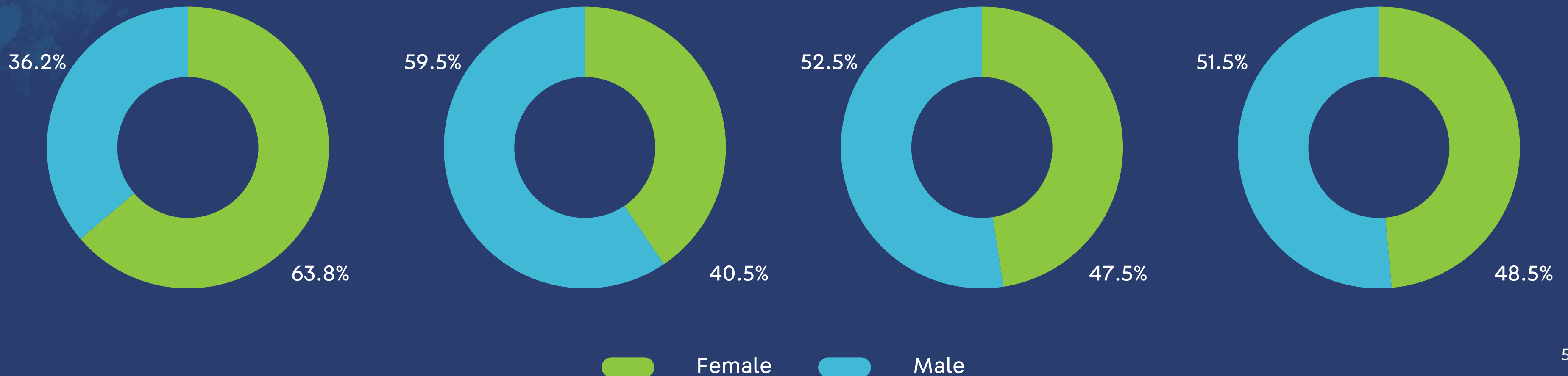
Whilst we have made considerable progress against our commitments since last year, we would have liked to have seen further improvements in our results. Our focus in 2023 was data collection in order to make informed DEI decisions. In particular, we analysed our recruitment data over the last three years and gathered protected criteria across the College.

Going forward we need to further focus on our talent acquisition and talent management strategy setting hard targets across our quartiles to ensure gender is represented evenly in both our academic and non-academic areas.

Gender Pay Gap By Quartile

The percentages displayed signify the gender balance within each quartile.

In the lowest quartile, female representation has increased by 3.8% over the course of 2023 (from 60% to 63.8%). Quartile two shows a higher male representation, with an increase of 2.5% compared to 2022 (from 57% to 59.5%). There were no material changes in quartiles three and four showing a relatively balanced gender distribution.



Educate, Embed and Embrace to Reduce the Gap

Our overall ambition for DBS is to **Educate, Embed** and **Embrace** a culture of Diversity, Equity, and Inclusion throughout DBS, which facilitates an environment where staff can bring their whole selves to work.

Our goals remain the same, namely are focused on

1. Equal Treatment
2. Equal Opportunity
3. Safety as a High Priority
4. Data and Governance
5. Inclusive Leadership
6. Knowledge
7. Accountability
8. Collaboration



Our Progress Against Our Commitments

<p>Data and Governance: Ensuring a comprehensive and reliable data collection, in order to monitor DEI progress across our DBS principles and vision.</p>	<p>Throughout 2023, there has been a significant focus on collecting protected criteria data within DBS and its digitalisation on our HRIS, Workday.</p> <p>Other collated data includes a recruitment analysis spanning the last three years, gender distribution within senior leadership and DBS committees, and gender representation within academic and professional units, as well as non-faculty units.</p> <p>Additionally, DEI progress has been tracked through the annual Kaplan Group Engagement Survey. Our overall DEI score showed an improvement of 2.6%, increasing from 77% to 79.6%. Notably, the question regarding the sense of belonging saw a significant boost, surging from 59.6% to 67.2% (an improvement of 7.6%).</p>
<p>Collaboration: Engaging with external stakeholders and staff on DEI will enable DBS to build DEI best practices and strengthen the development of our DEI Strategy.</p>	<p>We have developed a strong alliance with the Irish Centre for Diversity, engaging in collaborative efforts with external stakeholders to organise DEI events and training. Additionally, we are actively involved with the Athena Swan organisation, an equality charter mark framework and accreditation scheme established and managed by the UK Equality Challenge Unit in 2005. This organisation recognises and celebrates good practices in higher education and research institutions aimed at advancing gender equality in representation, progression, and success.</p>

Our Progress Against Our Commitments

Equal Treatment: Ensuring that all individuals who come into contact with DBS, whether as employees, students or in other capacities, are treated with dignity and respect.

Throughout 2023, we organised numerous events and initiatives at DBS to foster an inclusive culture. We established a DEI annual calendar featuring themes such as Chinese New Year, International Women's Day, Diversity Awareness Month, and more. These were highlighted in our DEI Monthly Newsletter and staff communications, emphasising equal treatment for all individuals associated with DBS.

We have dedicated officers – a Disability & Inclusion Officer and a Student Experience Officer for Wellbeing – who have been steadfast in ensuring equitable access to services. They offer personalised assistance to students facing challenges and actively promote welfare through workshops and collaborations with the Student Union Body.

Additionally, a Student Union Vice President for Wellbeing actively champions diversity, inclusion, and mental health initiatives, further demonstrating our commitment to addressing these critical aspects of student well-being.

Continuing our focus on equal treatment, DBS has maintained its scholarship programmes for local schools and disadvantaged communities in our area. Additionally, we remain engaged in the Ireland Fellows Programme, offering full scholarships to international students from developing countries to study in Ireland.

Our Progress Against Our Goals

Equal Opportunity: Ensuring that the opportunities DBS provides for learning, personal development and employment are made available on a non-discriminatory basis.

We've conducted a college-wide training needs analysis to address individual, team, and college-wide requirements. We launched training programmes covering unconscious bias, conflict resolution, critical thinking, DEI for managers, and change management.

We've extensively analysed our recruitment process over the last three years. We received 5,486 applications during this period. Of those applications, 44% were submitted by male candidates, while 56% were submitted by female candidates.

Job offers were extended to 204 candidates based on skills and experience, with a breakdown of 46% male job offers and 54% female job offers.

This will continue to be an area of focus for us in 2024.