

GENDER PAY GAP

2022

A NOTE FROM OUR PRESIDENT

Dublin Business School has a proud tradition of welcoming diverse and interesting people to our College community, both to the staff body and to the student population. In pursuit of our objective to support good citizenship, we have developed a set of initiatives to enhance our performance on diversity, equity and inclusion (DEI). Encouraged and enabled by our parent company, Kaplan, we have established a DEI Board from amongst employees that provides oversight to our DEI activities that help make it easy for everyone to feel welcome and engaged at DBS. We have reached out to students and staff to understand how our performance on DEI is perceived and have taken actions when the feedback suggested we should. Our efforts in 2022 were recognised by the Irish Centre for Diversity when we achieved a Bronze Award in our first application.

Gender equality is important to DBS. It is a matter discussed and guided by our overall Board, which itself is equally represented by men and women. Our Senior Leadership Team, comprising myself and nine colleagues, is also equally split between women and men. While we believe we have a strong basis already in place, we know that like many other organisations, we have more work to do on gender equality, as you will see from this report. 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. This is our first year preparing and sharing this gender equality report. We already look forward to next year's report when we can speak more to the progress we plan to demonstrate through 2023.

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

Integrity is ingrained in the way we work, and everything we do is consistent with our purpose and values. We build clarity around how we will create success. And by being straightforward, we also build trust between all of us to create a strong, dynamic and close team with clear roles and responsibilities.

We empower and support

which means we are nurturing

We're in it together and we remember to stand in the other person's shoes. Yet we never stand still. We nurture our people to ensure they have the space and tools they need to work together to continuously improve how and what we deliver, directly or indirectly.

We create opportunity

which means we are innovative

Opportunity doesn't just happen - we make it happen. From truly understanding the individual needs of learners to exploring exciting new approaches, we keep DBS personal, relevant and progressive. A place where we can become inspirational educators, grow into experts in our specialist fields and build leadership careers. Those who drive DBS's success, find their success at DBS.

We grow knowledge

which means we are inspiring

Investing in knowledge of our ever-changing markets, and our individual fields creates success for our learners - and for ourselves. It all starts with thinking, "How can we all keep learning and making a difference, to help DBS grow"?

We drive results together

which means we are agile

Whatever our role, we all play an active part in helping our learners, and our organisation, consistently achieve success. Focusing on what matters most, we collaborate and partner with colleagues, setting targets and measuring progress to turn ambition into outcomes, which we all celebrate.

WHAT IS THE GENDER PAY GAP?

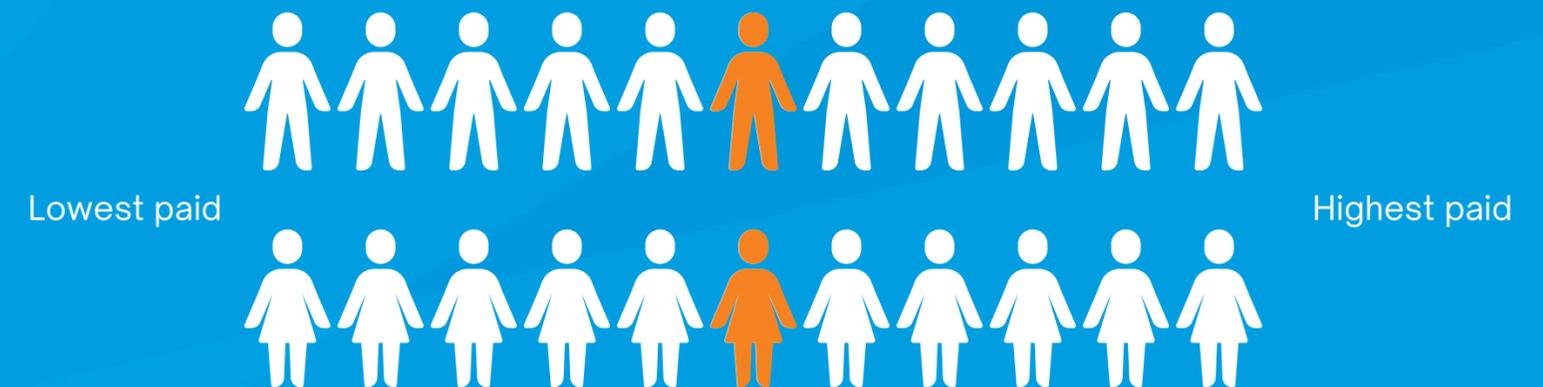
The gender pay gap is the difference in the average hourly wage of men and women across the workforce.

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.



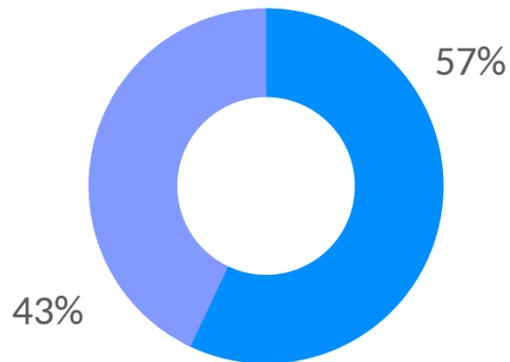
THE MEAN DIFFERENCE

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

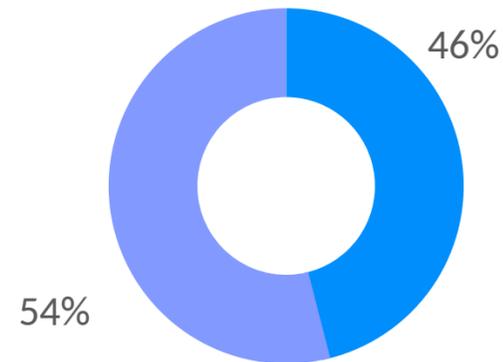
Our snapshot - Date 30th June 2022

Relevant Employees employed on 30th June 2022 - 371
 Relevant Employees for the basic hourly rate report - 358
 13 Employees being on leave or with no income in the period.

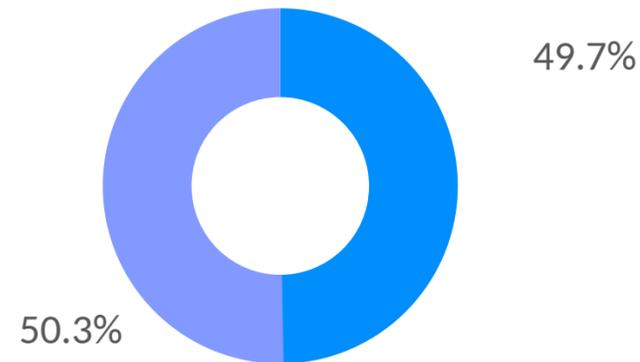
Non-Academic



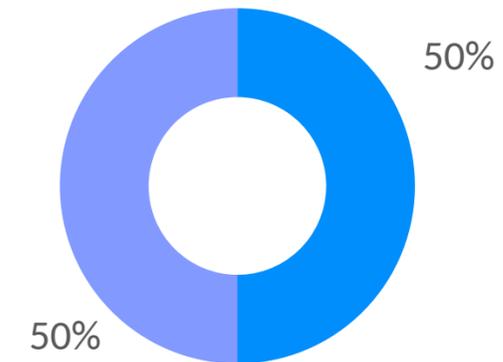
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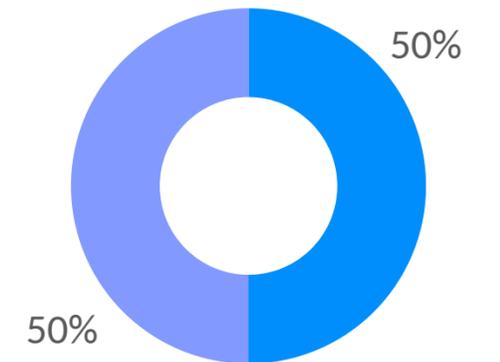
Non-Academic & Academic



Senior Leadership



DBS Board

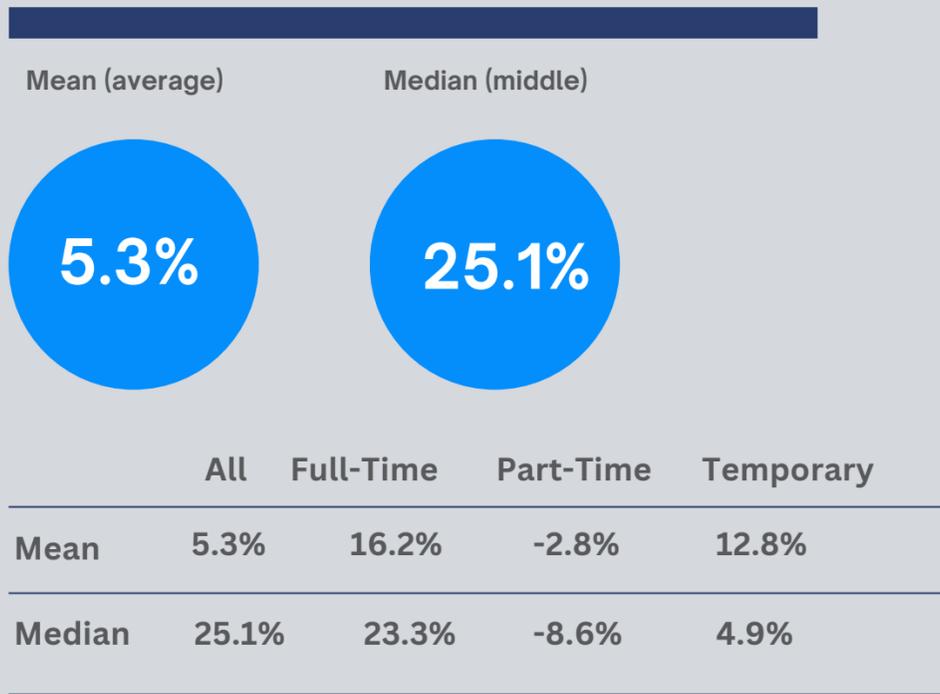


 Female  Male

More than 50% of our Non-Academic staff are female. The DBS report shows a reasonable balance between male and female staff. The report also shows an equal representation of females and males at Senior Leadership team level and Board level.

GENDER PAY GAP

Snapshot Date
30th June 2022



Information relating to bonus remuneration and benefits in kind as at the 30th June 2022.



This is our first year publishing the DBS gender pay gap report.

Over the last 18 months, there has been a significant focus on Diversity, Equity and Inclusion (DEI), and gender pay is an area we want to further progress in our efforts towards creating a more equitable environment for both our female and male staff.

DBS has a mean of 5.3%. This reflects more female representation at lower quartile pay. We aim to address closing the gap through targeted recruitment initiatives.

The median is 25.1%. We have a positive gender pay gap in our academic teams (median -2.2%, mean -8.6%). Whilst in our non-academic teams, there is some variance (median 15.2%, mean 18.3%) which reflects special skills, levels of experience, and diversity of roles.

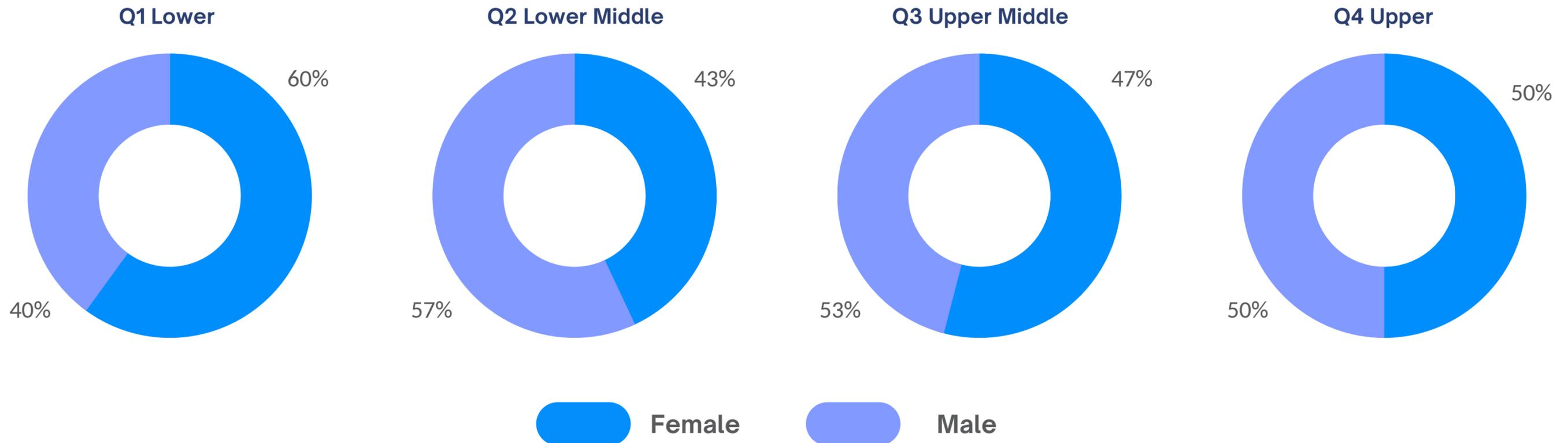
We have a positive gender pay gap in our part-time staff.

We have a positive bonus gap towards women in both mean and median calculations.

GENDER PAY GAP BY QUARTILE

Pay quartiles represent four different salary bands within the organisation, from lowest to highest. All employees are divided equally into one of the quartiles. The percentage shown highlights the balance of men and women in each quartile.

At the lowest quartile, there is more female representation. In quartile two, there is more male representation. In the upper quartiles, there is a more balanced representation, with quartile four equally represented by both females and males. This is due to continued efforts at targeted recruitment to address equity as part of our DEI agenda.



OUR JOURNEY SO FAR

In mid-2021, a Diversity, Equity and Inclusion "DEI" strategic framework was developed for DBS. This strategic framework outlined the vision, mission, ambition, and goals for DBS going forward and was developed in consultation with the broader Kaplan group.

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 are focused around

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

As part of our DEI Strategy, a survey was conducted in order to provide further insights into the experiences of diversity, equity and inclusion within DBS.

In 2022, we launched our monthly DEI staff newsletter, as well as five new family-friendly policies, which include Menopause Policy, Fertility Treatment Policy, Domestic Violence and Abuse Policy, as well as focusing on a strong internal DEI communications plan, and providing training in Inclusive Leadership, Unconscious Bias, Well-being, and Intercultural Awareness.

Dublin Business School is proud to announce the achievement of Bronze accreditation from the Irish Centre for Diversity.



Investors in
Diversity

BRONZE

OUR NEXT COMMITMENT

- Ensure a comprehensive and reliant data collection in order to monitor DEI progress across our DBS principles and vision.
- Measure the impact and success of DEI-related policies and develop a set of KPIs as part of the DBS DEI strategy.
- Increase transparency around recruitment processes ensuring diversity of employees in the shortlist and hiring stage to address gender representation at each quartile.
- Ensure that appropriate training and development programmes are developed and launched at targeted DEI initiatives.
- Strengthen female representation through active talent management and succession planning.
- Continue to engage with external stakeholders and staff on DEI initiatives to build best practices and strengthen the development of the DBS DEI strategy.