



Churchfield Home Services

# Gender Pay Gap Report 2025

Confidentiality: Public Document

## Understanding the Gender Pay Gap

The Gender Pay Gap represents the difference in average earnings between men and women and is distinct from Equal Pay, which ensures equal pay for equal work. Within the home retrofit and construction sector, differences can arise from the greater representation of men in senior and technical roles — an industry-wide trend that Churchfield Home Services is committed to addressing.

## Bridging the Gender Pay Gap

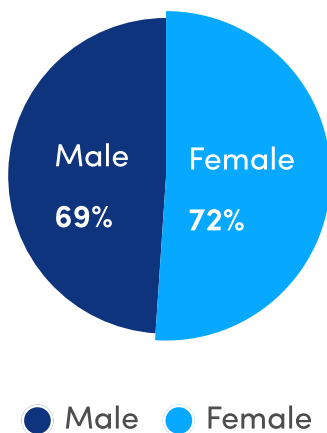
Churchfield Home Services is dedicated to continuously enhancing workplace equality and has prioritized the following key initiatives:

- Inclusive Recruitment: Refining hiring processes to attract the best talent regardless of gender.
- Career Pathways: Ensuring transparent and fair opportunities for progression and professional development.
- Policy Review: Regularly reviewing workplace and HR policies to align with best practice.
- Leadership Development: Strengthening gender balance in management through targeted programmes.

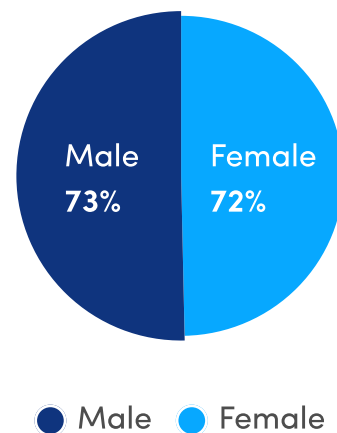
## Our Commitment

At Churchfield Home Services, we are committed to maintaining a workplace that values fairness, inclusion, and respect. Through continuous improvement and active engagement, we aim to reduce the gender pay gap, promote balanced representation at all levels, and build a stronger, more inclusive organisation for the future.

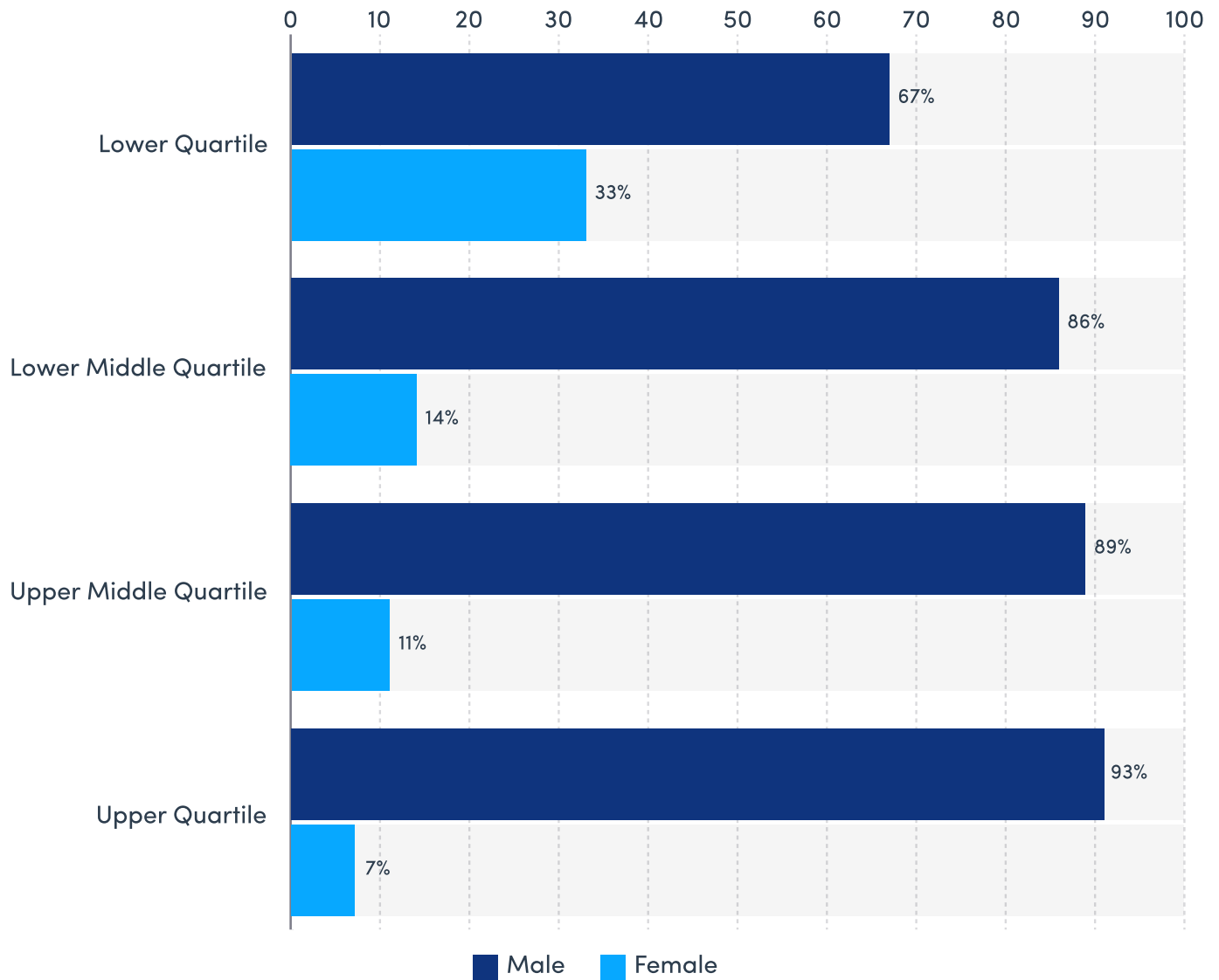
Proportion that received bonus remuneration



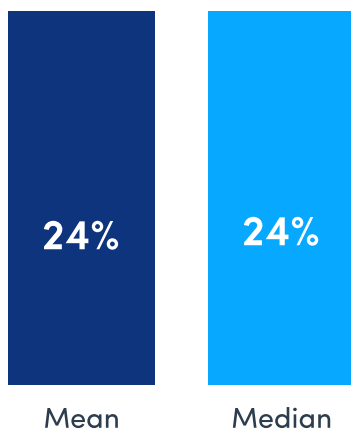
Proportion that received BIK remuneration



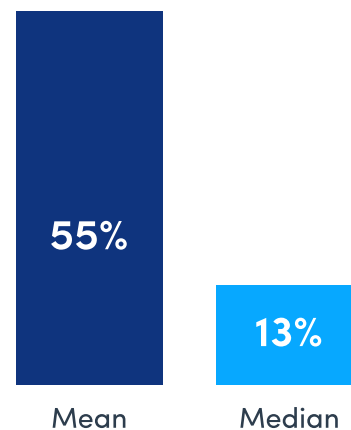
## Gender Distribution by Quartile



## Pay Gap Hourly



## Bonus Pay Gap





# Churchfield Home Services

## Head Office

Crossmolina Business Park,  
Ballina Road, Crossmolina, Mayo, F26 E9A0

 0818 011 022

 [enquiries@churchfieldhomeservices.ie](mailto:enquiries@churchfieldhomeservices.ie)

 [www.churchfieldhomeservices.ie](http://www.churchfieldhomeservices.ie)

