



St Patrick's College,
Maynooth

GENDER PAY GAP
REPORT

20
25

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INTRODUCTION TO GENDER PAY GAP

The European Commission's Gender Equality Strategy 2020–2025 prioritises equal access to the economy for both women and men. A key objective is closing gender gaps in the labour market and promoting equal opportunities.

Aligned to this objective, the Gender Pay Gap Information Act 2021 and its related statutory instruments requires Irish employers to report on their gender pay gaps, grounded in transparency, accountability, and progress on workplace gender equality.



GPG IN CONTEXT KEY STATISTICS

**Sources: Central Statistics Office (CSO), Eurostat, Corporate published reports, World Economic Forum*

IRELAND'S GENDER PAY GAP <small>(CSO 2022)</small>	9.6%
EU AVERAGE GENDER PAY GAP <small>(EUROSTAT 2023)</small>	12%
NOT FOR PROFIT REPORTS (IRELAND) <small>(2025)</small>	3.8%
GLOBAL GENDER PAY GAP <small>(WORLD ECONOMIC FORUM 2024)</small>	31.5%
ST PATRICK'S COLLEGE GENDER PAY GAP <small>(2025 GENDER PAY GAP)</small>	-1.1%

GENDER PAY GAP EXPLAINED

Definition

The Gender Pay Gap (GPG) represents the difference in the average hourly wage of men and women across the entire workforce.

It's important to note that a gender pay gap does not mean unequal pay for equal work. The right to equal pay for equal work in Ireland is already protected under the Employment Equality Acts 1998–2015, the gender pay gap typically reflects differences in how men and women are represented across various roles and levels within an organisation.

GPG reports seek to identify themes or patterns that influence high gender pay gaps and seeks to address those through targeted initiatives.

Key Factors

- The mean GPG, is found by finding the average hourly pay of all men and the average of all women and expressing the difference as a percentage.
- The median GPG is found by comparing the middle-paid women's hourly pay with the middle-paid man and expressing the difference as a percentage.
- A positive Gender Pay Gap means women earn less than men on average.
- A negative Gap means men earn less than women on average.
- The legislation requires that only male and female genders are reported, so non-binary employees are omitted for the purpose of GPG reporting.



PAY GAP STATEMENT



Rev. Dr Michael Shortall , President, St Patrick's College, Maynooth.

I am pleased to present St Patrick's College's 2025 Gender Pay Gap Report, prepared in full compliance with the Gender Pay Gap Information Act 2021. St Patrick's College is comprised of the Pontifical University, National Seminary and additional services, dedicated to the twin missions of education and formation.

As an organisation operating within the education and not-for-profit sectors, we recognise the importance of equity, transparency, accountability, and fairness in every aspect of our twin missions. This includes how we recruit, reward, and develop our people who are the foundation of our success as a College.

In our employment practices, we continue to foster a cohesive and supportive culture across our teams providing a workplace that is reflective of our ethos and where all colleagues and students can thrive.



REFLECTING ON OUR 2025 RESULTS

St Patrick's College's Gender Pay Gap 2025 Report is based on a reference period between 29th June 2024 – 28th June 2025. On the snapshot date of 28th June 2025, there were a total of:



62
PEOPLE EMPLOYED
(26 female; 36 male)



9
PART-TIME PEOPLE
EMPLOYED



10
TEMPORARY PEOPLE
EMPLOYED



SECTOR CONTEXT Reflecting on Our 2025 Results

The Education Sector in Ireland is part of a wide and varied public services sector in the State. The sector includes a wide range of organisations and public bodies with varying purposes around government, healthcare, education and the delivery of other key services.

The not for profit (Charity organisation) sector has specific challenges in attracting, rewarding and retaining staff where there is strong competition from the private and public sectors. The sector has a good track record in attracting and retaining women into a range of roles in the workforce; however, some disparities remain particularly in the representation of

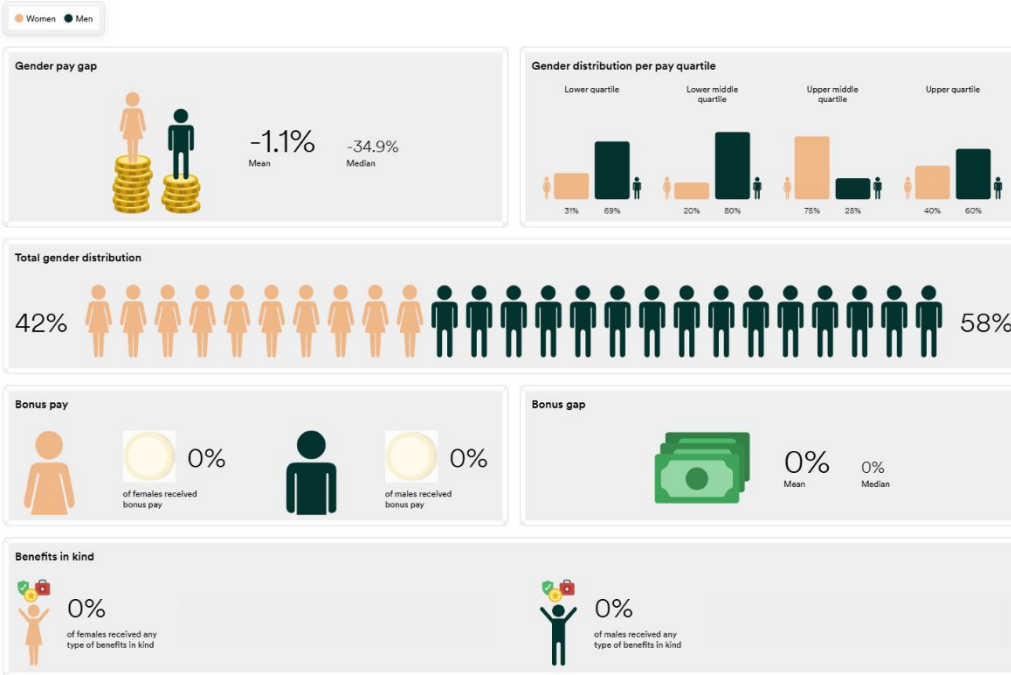
women in senior roles.

There is also a trend across the sector where administration and support roles are more typically undertaken by women, and there are a number of support functions within the College staffing structure.

We note that only larger charity or not for profit organisations have reported so far. The average Gender Pay Gap currently stands at 3.8% (as reported by The Wheel).

OUR GENDER PAY GAP RESULTS 2025

Metrics Reporting



The mean GPG at -1.1% reflects very positively in comparison to national benchmarks and in comparison to the not for profit sector as a whole.

The gender distribution across the quartiles indicates that women are underrepresented in higher paying roles in the College.

Women are also underrepresented in the Lower and Lower Middle Quartiles.

GENDER PAY GAP

Gender pay gap – part time employees

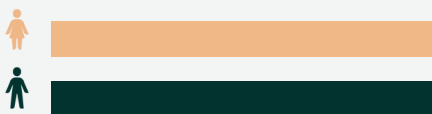


-36%
(Mean)

-50.8%
(Median)

The results show that pay levels for part time employees are on average, more favourable to women as they are more likely than men to undertake part time roles.

Gender pay gap – temporary employees



-32.4%
(Mean)

-38.4%
(Median)

Pay levels for temporary employees at -32.4% are also favouring women.

These are both very positive trends to see in a context where females are often disadvantaged by working in more flexible roles.

GENDER BONUS & BIK PAY GAP

Gender pay gap – Bonus



0.00%
(Mean)

0.00%
(Median)

No bonuses are paid at the College. These results are provided for compliance purposes.

Received bonus

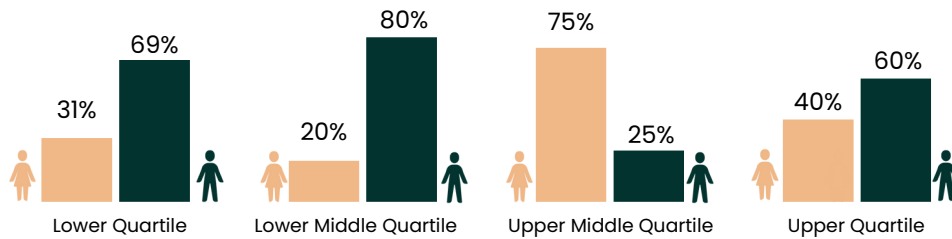
Received benefits in kind



No additional benefits in kind are provided. These results are provided for compliance purposes.

QUARTILE DISTRIBUTION

Gender distribution per pay quartile



The total gender distribution is 42% female and 58% male across the organisation.

There is a very high female representation at the Upper Middle Quartile but further steps need to be taken to improve representation across the other quartiles.



WHAT THIS MEANS

► Key Findings

The results of our first Gender pay gap results for 2025 show a mean gender pay gap of -1.1% and a median gender pay gap of -34.9%. This gap shows that we are performing well against the trend of gender pay gaps experienced broadly within the public service and not for profit sectors which is encouraging and to be protected in years to come.

The results for part time employees (-36%), and

temporary employees (-32.4%) gaps each show a similar trend with negative mean gender pay gaps reflecting higher rates earned by women on these forms of employment contracts.

We note that this year's result will be subject to an element of change in the coming year as our team has grown since October 2025.

► Understanding the Gap

The representation of women across the range of roles at all levels in the College has driven the good results in terms of our pay gap. A key factor in this results is the relatively balanced spread of women across the roles in the College and also a very strong staff retention rate of which we are proud.

The College also works to ensure that we comply with the requirements in respect of equal pay and our pay structures have supported the Gender Pay Gap result.

In the Upper Quartile there are currently lower levels of representation of women in these roles.

Female colleagues occupy many of the mid level roles in our support and teaching teams and this cohort of our staff have the largest negative pay gap with women earning on average more than men in other roles in this quartile.

PLANNED INITIATIVES FOR FUTURE ACTION

We take our obligations under the Gender Pay Gap Information Act 2021 seriously. This report has been prepared in full compliance with these statutory requirements, reflecting both our transparency and our broader corporate responsibility to employees, investors, and the wider community. While legislation mandates reporting, we view it as a strategic opportunity to hold ourselves accountable and to contribute positively to the sector-wide conversation about representation, inclusion, and equity in Ireland's education sector.

Living Wage

We will continue our policy of tracking the Living Wage rate when setting remuneration levels within the College. Where appropriate we also track relevant public service pay rates in setting staff pay.

Remuneration Funding

Continue our work on funding models and sources for the College that allow us to achieve the remuneration policy and practices to which we are committed.

Learning & Development

Ensure that all colleagues irrespective of gender have full access to a range of College and external learning opportunities to build the skills, and experience for them to work at all levels across the College.

Pay Transparency

Continue preparations for Pay Transparency by implementing a pay equity audit with planned remediation where required. This will include the implementation of more detailed records of terms and conditions and hours worked by our staff.



Ireland's comprehensive 2025 Gender Pay Gap Report showcases the company's commitment to addressing gender imbalances in the workplace.



By transparently sharing their results and planned initiatives, the organisation demonstrates its dedication to fostering a more equitable and inclusive work environment.



The report serves as a valuable resource for stakeholders, employees, and industry peers, showcasing Ireland's leadership in promoting gender equality and driving meaningful change.

STATUTORY REPORTING GENDER PAY GAP METRICS

1. Mean hourly gender pay gap (all)	-1.1%
2. Mean hourly gender pay gap (part-time)	-36%
3. Mean hourly gender pay gap (temporary)	-32.4%
4. Median hourly gender pay gap (all)	-34.9%
5. Median hourly gender pay gap (part-time)	-50.8%
6. Median hourly gender pay gap (temporary)	-38.4%
7. Mean hourly performance related bonus gender pay gap (all)	0.00%
8. Median hourly performance related bonus gender pay gap (all)	0.00%
9. Percentage of employees per gender to receive a performance related bonus remuneration	(F) 0.00%
	(M) 0.00%
10. Percentage of employees per gender to receive benefit-in-kind	(F) 0%
	(M) 0%
11. Percentage of employees within lower remuneration quartile	(F) 31%
	(M) 69%
12. Percentage of employees within lower middle remuneration quartile	(F) 20%
	(M) 80%
13. Percentage of employees within upper middle remuneration quartile	(F) 75%
	(M) 25%
14. Percentage of employees within upper remuneration quartile	(F) 40%
	(M) 80%

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Prepared by



Adare

Trusted People Partners



info@adarehrm.ie



www.adarehrm.ie

DUBLIN



(01) 561 3594



2nd Floor,
43-51 Temple Grove House,
Temple Road, Blackrock,
Co. Dublin,
A94 E7F8

SHANNON



(061) 363 805



Shannon Airport House,
Suite 14, Free Zone,
Shannon,
Co. Clare,
V14 E370

CORK



(021) 486 1420



Penrose Wharf Bus. Centre,
14 Penrose Wharf,
Cork,
Co. Cork,
T23 EK0E