

# **Athletics Ireland Gender Pay Gap Report 2025**

**Reporting Period: 01 July 2024 – 30 June 2025**



## Foreword - Hamish Adams CEO



Athletics Ireland is committed to fostering a culture of fairness, equality, and inclusion across all areas of our organisation. As the national governing body for athletics, we recognise the importance of transparency and accountability in promoting gender equality, including in how we reward and support our people.

This report outlines Athletics Ireland's gender pay gap for the reporting period and reflects our ongoing efforts to understand and address any disparities that may exist within our workforce. The gender pay gap is distinct from equal pay; it measures the difference in average earnings between men and women across the organisation, regardless of role, rather than comparing pay for like-for-like work. We are confident in our commitment to equal pay for equal work and continuously review our practices to ensure compliance with this principle.

Like many sporting organisations, our workforce composition is influenced by a range of factors, including the distribution of roles across coaching, administration, high-performance, and operational functions. These structural elements can impact overall pay averages and are an important consideration when interpreting the figures presented in this report. We are encouraged by the progress made to date but acknowledge that there is more to be done. Athletics Ireland is dedicated to implementing meaningful actions that support gender balance at all levels of the organisation, including leadership pathways, recruitment practices, and professional development opportunities.

This report forms part of our broader commitment to equality, diversity, and inclusion. By publishing our gender pay gap data, we aim to contribute to a more informed conversation and to drive positive change within athletics and the wider sporting community.

## What is the Gender Pay Gap Report

The gender pay gap report in Ireland is a legally required public document that organisations must produce each year under the **Gender Pay Gap Information Act 2021**.

It is an annual publication by employers that outlines the difference in average earnings between men and women across an organisation, along with the reasons for those differences and actions to address them.

This report presents an analysis of the gender pay gap across full-time and part-time casual staff. It examines mean (average) and median hourly pay, workforce composition, and pay distribution across quartiles to provide a comprehensive overview of pay equality within the organisation.

The metric's used to calculate this gap are.

- Mean and median hourly pay gap
- Mean and median bonus pay gap.
- Proportion of men and women receiving bonuses and benefits-in-kind
- Gender distribution across pay quartiles (lowest to highest paid roles)
- Breakdown by full-time, part-time, and temporary employees

Full-time quartile pay by gender is a way of showing how male and female employees are distributed across an organisation's pay structure.

It divides all full-time employees into four equal groups (quartiles) based on pay, from lowest to highest:

Lower quartile (Q1): lowest-paid 25% of employees

Lower middle quartile (Q2)

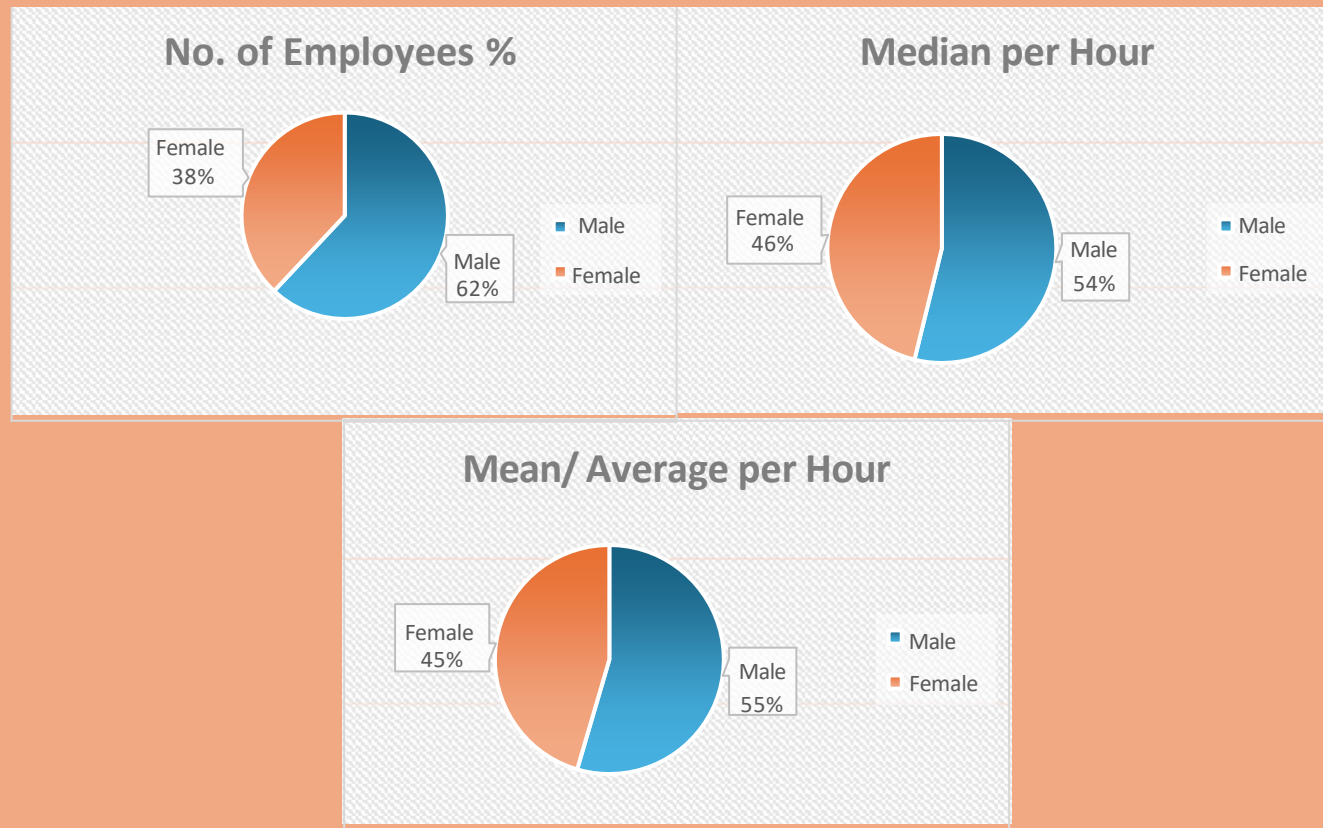
Upper middle quartile (Q3)

Upper quartile (Q4): highest-paid 25% of employees

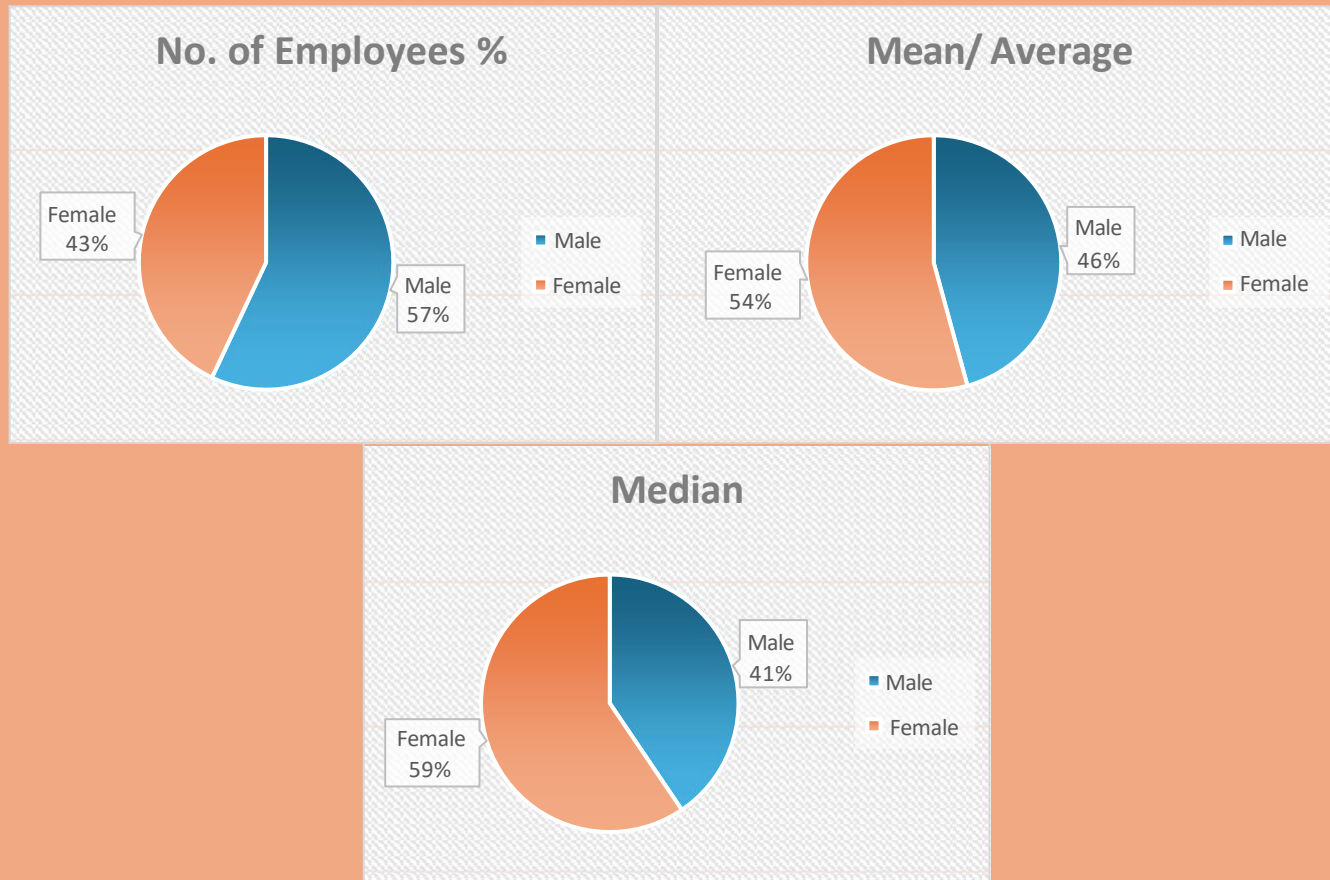
It then shows the percentage of men and women in each quartile.

## Organisational Profile - July 2025 – June 2025

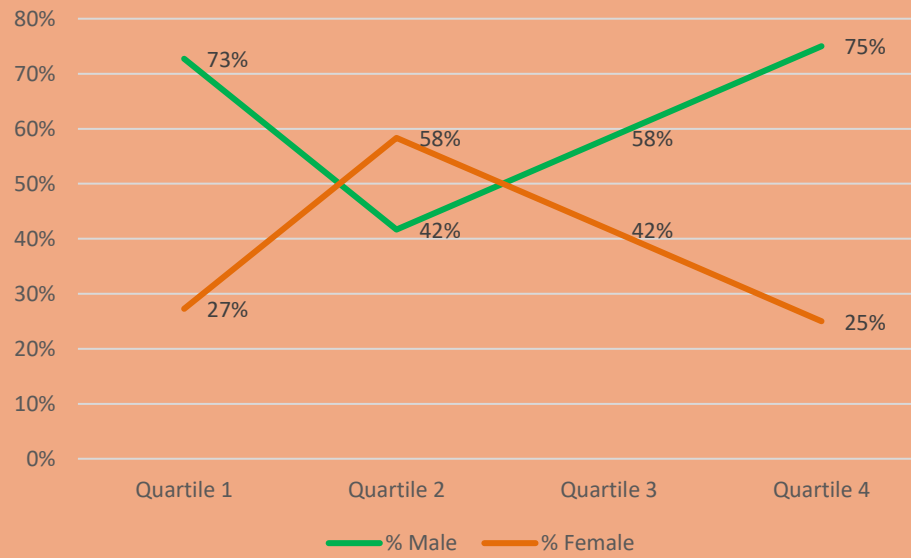
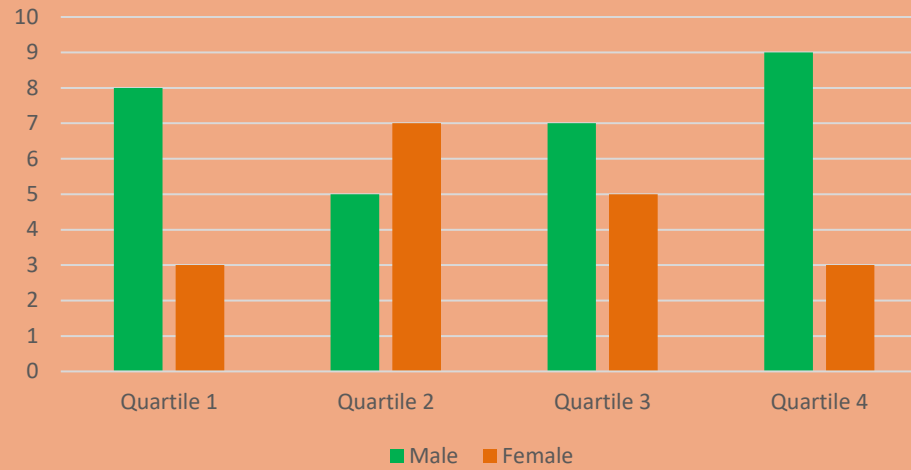
**Full Time Staff:** Within the full-time workforce, 62% of employees are male and 38% are female. This distribution is a key factor influencing overall pay outcomes due to differences in representation across roles and pay bands.



**Part Time Staff:** Within the part-time workforce, 57% of employees are male and 43% are female



### Full-Time Quartile Pay by Gender



## Analysis

Among full-time employees, a gender pay gap exists in favour of male staff. The mean gender pay gap is 16.64%, while the median gender pay gap is 14.28%.

Athletics Ireland operates a structured banded salary framework, where pay is determined by role, responsibilities, and experience. Within the full-time workforce, 62% of employees are male and 38% are female. This distribution is a key factor influencing overall pay outcomes due to differences in representation across roles and pay bands.

Among part-time casual staff, the gender pay gap is in favour of female employees. The mean gender pay gap is -18.62%, while the median gender pay gap is -46.72%, indicating higher average and median pay for female employees compared to male employees. All pay within this category is determined by the same structured framework based on role and responsibility, with differences primarily driven by workforce composition and the distribution of employees across roles and working patterns.

The pay quartile distribution for full-time staff further highlights an uneven gender balance across pay bands. In the upper quartile, 75% of employees are male compared to 25% female. The second quartile shows a more balanced distribution (58% male and 42% female), while the third quartile is in favour of female employees (58% female and 42% male). The lower quartile shows 73% male and 27% female.

Overall, male employees are more strongly represented in the highest and lowest pay quartiles, while female employees are more concentrated in mid-range bands. This distribution is a key driver of the overall gender pay gap within the full-time workforce.

Our banded pay structure within Athletics Ireland helps reduce the gender pay gap by providing clear and consistent salary ranges across roles and grades within the organisation. By placing employees within defined pay bands, there is less scope for inconsistencies or bias in pay decisions, supporting a fairer and more transparent approach to remuneration across Athletics Ireland.

Athletics Ireland remains committed to improving gender balance across all levels of the organisation, with a focus on increasing representation of women in senior and higher-paid roles.

## **Staff Bonus**

Athletics Ireland does not operate a performance-related bonus scheme. Instead, the organisation provides a standardised annual voucher to all employees. This benefit is awarded on an equal basis, with all employees receiving the same value regardless of gender, role, or seniority.

As a result, there is no gender-based variation in bonus payments within the organisation. Any reported bonus figures reflect this uniform approach and do not contribute to a gender pay gap.

## **Actions to Address the Gender Pay Gap**

Athletics Ireland recognises that its gender pay gap is primarily driven by the distribution of men and women across different roles and salary bands, rather than unequal pay for equal work. Our focus is on improving gender balance across all levels of the organisation.

To address this, Athletics Ireland is committed to the following actions:

### **1. Strengthening Gender Balance at Senior Levels**

We will continue to review recruitment and promotion processes to ensure fair and inclusive access to senior and higher-paid roles. This includes encouraging diverse candidate pools and supporting transparent selection processes.

### **2. Supporting Career Progression**

We aim to enhance development opportunities for all employees, with a focus on supporting female employees to progress into higher-level roles through training, mentoring, and leadership pathways.

### **3. Flexible Work Practices**

We will continue to support hybrid working, flexible start & finish times to support work-life balance to attract and retain a balanced range of candidates across all roles and levels to enable all employees to thrive and progress in their careers.

### **4. Monitoring Workforce Distribution**

We will regularly review gender representation across pay bands and functions to better understand where imbalances exist and to track progress over time.

***Athletics Ireland is committed to making measurable progress in reducing its gender pay gap and will continue to review and refine its approach to ensure meaningful and sustained improvement.***