Sport Ionad Réigiúnach Chorcaí CTR. T/A LeisureWorld

Gender Pay Gap Report 2025

November 2025

1. Introduction

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland and requires organisations to report on their hourly gender pay gap. Under recent amendments to legislation, organisations with more than 50 employees must now report by selecting a "snapshot" date in June to base their reporting.

The snapshot date chosen by the company was the **30th of June 2025**. A headcount of all employees on this date was conducted, and the gender pay information was calculated based on those employees' remuneration between **1st of July 2024 and 30th of June 2025**.

This report presents the Employment profile and the Gender Pay Gap profile for the reporting period.

The company has a mean gender pay gap of **4.14%** in favour of men and a median pay gap of **-18.24%** in favour of women.

For part-time employees, the mean gender pay gap is **-14.37%** in favour of women and the median gender pay gap is **50.92%** in favour of men.

The report includes an analysis of the reported pay gap and measures being undertaken to reduce it.

Appendix 1 contains a summary checklist confirming that all reporting requirements have been met.

2. Definitions

- **Gender Pay Gap (GPG):** The gender pay gap is the difference on average across a population between men's and women's pay. The gender pay gap is usually represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings.

    - A gender pay gap which is **positive** indicates that, on average, women are in a less favourable position than men.
    - A gender pay gap which is **negative** indicates the reverse - that, on average, men are in a less favourable position than women.
    - It is important to note that the company respects gender as a spectrum, to include those who are non-binary, and we are reporting as per the legislative requirements.

- **Employee Hourly Rate**: The hourly remuneration of an employee is calculated by dividing the employee's total ordinary pay according to the reporting period by the hours worked for that period. Ordinary pay includes: the normal salary paid to the employee; Sunday premium; pay for sick leave; any salary top-ups for statutory leaves like maternity / paternity / parent's leave.

- **Mean Hourly GPG:** The mean gender pay gap is the difference in the arithmetic average hourly pay for women compared to men, within our organisation.

- **Median Hourly GPG:** The median gender pay gap is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay (the middle-paid man). The median hourly pay is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly pay of the person in the middle.

- **Quartiles:** Employees were organised into quartiles based on hourly remuneration of all male and female full-time employees: lower, lower middle, upper middle and upper. The proportion of male and female employees in each quartile was expressed as a percentage.

- **Snapshot Date**: Employers to whom the reporting obligations apply are required to calculate and publish the gender pay gap information in respect of relevant persons employed by them on the chosen snapshot date, with the calculations to be based on those employees' remuneration for the 12-month period that precedes the snapshot date. Employers must choose a snapshot date. The snapshot date must be in June but may be any date in June.

3. Data

3.1 Source of Data

The Quantum payroll software used by the company provided pay information relevant to the reporting period.

3.2 Data Protection

All processing was conducted in line with Data Protection obligations. All statistics provided in this report are combined and do not identify individuals.

4. Employment Profile

On 30th of June 2025, there were **89** employees in the company included in the report.

Category	Total Count	Breakdown
All Employees	**89**	47 Males (53%) | 42 Females (47%)
Full-Time Employees	**41**	21 Males (51%) | 20 Females (49%)
Part-Time Employees	**48**	26 Males (54%) | 22 Females (46%)

Note: Percentages are rounded to the nearest whole number.

5. Gender Pay Gap Profile

The Gender Pay Gap Information Act 2021 requires organisations to provide the Mean Gender Pay Gap % and the Median Gender Pay Gap % across three distinct categories.

Gender Pay Gap Headcount, June 2025

	Full-time employees	Part-time employees	Total employees	Of whom are temporary
Male	21	26	47	0
Female	20	22	42	0
Other	0	0	0	0
Total	**41**	**48**	**89**	**0**

Gender Pay Gap Mean & Median Hourly Remuneration Differences

	Statutory Reference	Mean Hourly Gap %	Statutory Reference	Median Hourly Gap %
All Employees	R.7(1)(a)	**4.14%**	R.8(1)(a)	**-18.24%**
Part-Time	R.7(1)(b)	**-14.37%**	R.8(1)(b)	**50.92%**
Temporary	R.7(1)(c)	**NIL**	R.8(1)(c)	**NIL**

Gender Pay Gap Benefit in Kind & Bonus Remuneration Differences

As a not-for-profit organisation, the company does not provide bonuses or benefits-in-kind; therefore, no data is reported under this criterion.

Gender Pay Gap Quartile differences based on gender

Employees were organised into quartiles based on hourly remuneration of all male and female employees.

Pay Quartiles	Ref	% Male	Ref	% Female
Quartile 1 (Lower)	R.10(1)(a)	**43%**	R.10(1)(a)	**57%**
Quartile 2 (Lower Middle)	R.10(1)(b)	**64%**	R.10(1)(b)	**36%**
Quartile 3 (Upper Middle)	R.10(1)(c)	**55%**	R.10(1)(c)	**45%**
Quartile 4 (Upper)	R.10(1)(d)	**50%**	R.10(1)(d)	**50%**
Total Gender Breakdown		**53%**		**47%**

6. Analysis

The Gender Pay Gap is the difference in the average hourly wage of men and women across a workforce. It is important to distinguish this from Equal Pay.

The company operates under pay scales decided on by the Board of Directors, regardless of gender, ensuring equal pay for equal work.

While the company has equal pay for men and women in the same roles, we have a **mean gender pay gap of 4.14%** in favour of men and a **median gender pay gap of -18.24%** in favour of women.

These results are influenced by the distribution of gender across the grading structure:

- **Timing:**
  - The gender pay profile is correlated to, and affected by the timing of employee joiner, leaver, mobility, and promotion activities.
- **Seniority and Representation:**
  - The quartile data highlights a higher representation of men in operations management at the snapshot date, which are higher-paid roles.
  - In the Upper Middle Quartile (Quartile 3), 55% of employees are male, compared to 45% female.
  - Conversely, the Lower Quartile (Quartile 1) has a higher representation of women (57%) compared to men (43%). These roles are typically reception and cleaning staff roles and have a higher percentage of female representation which is in line proportionally with the gender of the job applications for these roles.
- **Part-Time Trends:**
  - For part-time employees, the gap is significantly positive (50.92% median) in favour of women.
  - This indicates that most of the part- time roles are held by men (54%), and these men are, on average, at lower grades or points on the pay scale than the smaller number of women (46%) working part-time.
  - This is influenced by the type of work undertaken by these higher paid women, e.g., private swim lessons, class instructors. These roles currently have a higher percentage of female representation.

7. Measures being taken to eliminate or reduce the Gender Pay Gap

Recruitment & Promotional Practices

The company is committed to ensuring that our workforce reflects the diversity of the society we serve. Recruitment is largely fulfilled by advertising jobs publicly, with transparent pay ranges, adhering to company policy.

- Interviewer teams are gender balanced.
- Training is provided to interviewers on equality, diversity, and inclusion (EDI) to mitigate unconscious bias.

Learning & Development

We continue to prioritise Learning and Development to support career progression:

- Mentoring programmes and leadership development courses are available to all staff.

Work-Life Balance

To support retention and progression, the company offers:

- Blended working policy, where possible.
- Flexible working hours (flexitime), where possible.
- These policies aim to support all employees, particularly those with caring responsibilities, to remain in the workforce and progress to senior roles.

Equality, Diversity and Inclusion (EDI)

LeisureWorld is an Equal Opportunities Employer and does not discriminate on grounds of, gender, marital status, family status, sexual orientation, race, religion, age, disability, membership of the Traveller community in employment, promotion, practices or procedures.

The company's EDI initiatives focus on promoting an inclusive culture. Our aim is to promote a positive inclusive workplace culture where all colleagues feel respected, supported and valued.

Appendix 1: Gender Pay Gap Reporting Checklist

Organisation: Sport Ionad Réigiúnach Chorcaí CTR. T/A LeisureWorld

Snapshot Date	Reporting Period From	Reporting Period To
30th June 2025	**1st July 2024**	**30th June 2025**

Headcount on Snapshot Date

	Full-time	Part-time	Total	Of whom Temporary
Male	21	26	47	0
Female	20	22	42	0
Total	**41**	**48**	**89**	**0**

Gender Pay Gap Metrics

Metric	Statutory Ref	Result
Mean Gap (All Employees)	R.7(1)(a)	**4.14%**
Median Gap (All Employees)	R.8(1)(a)	**-18.24%**
Mean Gap (Part-Time)	R.7(1)(b)	**-14.37%**
Median Gap (Part-Time)	R.8(1)(b)	**50.92%**
Gap (Temporary)	R.7(1)(c)	**NIL**
Bonus/BIK	R.9(1)	**N/A**

Gender Pay Gap Information Report

- Does the information show differences relating to remuneration referable to gender? **[YES]**
- Is a statement included setting out reasons for the difference? **[YES]**
- Is a statement included setting out measures to reduce the difference? **[YES]**

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