



SPÓRT ÉIREANN
SPORT IRELAND

Gender Pay Gap Report 2025

www.sportireland.ie

Forward

At Sport Ireland, our purpose is to enable everyone to participate, progress and excel. A culture that is fair, inclusive and respectful is essential to that purpose. Publishing our Gender Pay Gap report is part of how we remain transparent and accountable to our colleagues and the public we serve.

As a non-commercial State agency, Sport Ireland applies nationally agreed public sector pay rules. Base pay is set by grade-based scales and progression is through defined increment points. Differences in average pay at a given grade therefore reflect length of service and increment point, not the absence of a structured or equitable pay policy. Reported averages can also be influenced by the operation of the sick leave and maternity pay schemes, which affect the salary actually paid within the reporting period.

We are focused on practical steps that make a measurable difference - fair and transparent recruitment and promotion processes; strengthening the pipeline into senior grades; targeted development and mentoring; equitable access to flexible work; and better support before, during and after periods of leave. We will track outcomes, publish our progress, and adjust our actions where the data shows we should.

Thank you to colleagues across Sport Ireland who contribute to this work every day. By recognising talent, removing barriers and holding ourselves to high standards, we will continue to build an organisation that reflects the communities we serve - and where everyone has the opportunity to thrive.

Dr Úna May

CEO, Sport Ireland

Executive Summary

The data outlined in this report shows how Sport Ireland has performed against the metrics highlighted in the Regulations in the Gender Pay Gap Information Act 2021, based on the snapshot date of 30 June 2025.

Sport Ireland recognises that our people are one of our most important assets and will continue to invest in its highly talented workforce, further expanding their skill base and diverse range of talent and expertise. The publication of our first Gender Pay Gap report is part of our ongoing commitment to provide a positive working environment and an inclusive place to work for all of our staff.

Our 2025 gender pay gap metrics shows that the overall mean gender pay gap is 11.5%, in favour of male employees. This means that the average hourly rate for our male employees is 11.5 % higher than females during the reporting period.

The overall median gender pay gap which is the middle point of the pay scale is 12.8% in favour of male employees. This means that at the mid-point of the pay report males are paid 12.8% higher than females during the reporting period.

As a government agency Sport Ireland are aligned to public sector pay scales. This ensures that all employees receive equal pay for the same work regardless of gender, and progression within the pay scale is incremental based on years of service and satisfactory performance.

The pay scales are set centrally by the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation. Information on the most recent pay scales is available on www.gov.ie

Sport Ireland's aim is gender parity and our current initiatives to achieve this are outlined below.

Methodology

The figures in this report are based on employees employed by Sport Ireland on the snapshot date of 30 June 2025. Calculations use pay and hours for the 12 months preceding the snapshot date, drawn from payroll and HR systems. Records are checked for completeness (start and end dates, contracted hours) and reconciled to payroll totals to ensure accuracy and consistency.

All eligible employees on payroll on the snapshot date are included, whether full-time, part-time or on fixed-term contracts; agency workers and contractors are not included in employer calculations. Hourly rates are derived from ordinary pay divided by paid hours in the reference period, in line with the Regulations. Ordinary pay reflects contractual salary and relevant premia as defined in the guidance and excludes items such as expense reimbursements. Sport Ireland does not operate bonus or benefits-in-kind schemes; in line with the Regulations these indicators are therefore reported as 0% for both women and men.

We report the statutory metrics required by the Regulations - mean and median hourly pay gaps for all employees, and separately for part-time and temporary (fixed-term) employees and pay quartiles showing the gender distribution across four equal pay bands. All calculations are generated from a controlled workbook, independently checked by HR and Finance, and reviewed against the published guidance.

Understanding the Gender Pay Gap

Sport Ireland is a non-commercial State agency and operates within the public sector pay framework. Base pay is set by nationally agreed, grade-based scales, with progression through increments determined by service under clear rules. As a result, any pay differences at a given grade primarily reflect length of service and increment point, not the absence of a structured or equitable pay policy. In addition, reported averages for the reference period can be influenced by the operation of the sick leave and maternity pay schemes (for example, periods on half pay), which affect the hourly amount actually paid in that period. Our overall gender pay gap therefore reflects grade mix, average increment position and leave-related pay effects, rather than unequal pay for equal work.

The gender pay gap is the difference in the average hourly pay of women compared to men, and it shows whether women are represented evenly across an organisation. For example, if there are a greater proportion of males than females in senior roles, the gender pay gap is typically greater.

Statistical size also is an important factor. While part time and temporary gender pay gaps have been included in Appendix B, due to the small numbers involved, no significant statistical data can be inferred. It is expected that these figures will fluctuate from year to year, and therefore our analysis is focused on the overall mean and median gender pay gap.

There are several factors that have contributed to the gender pay gap reported within Sport Ireland.

- All employees on Half Pay Pregnancy Related sick leave and on Ordinary Half Pay sick leave during the reporting period are female, which reduces the overall mean and median female hourly rate. This results in a higher proportion of females in the Lower and Lower Middle Quartile.

There are more males proportionally working in higher paid grades (Assistant Principal and equivalent and above) at 46% versus 39% of the overall workforce. This higher representation of males reflects historical patterns of specialisation and career pathways.

- In addition, tenure in role also affects the gender pay gap.
 - Over 60% of males in the Upper Quartile have greater than 8 years length of service which results in a higher salary increment, compared to 45% of females in this quartile.
 - In the Upper Middle Quartile of those who have greater than 6 years length of service, 33% are female, and 66% are male.

Sport Ireland Initiatives

This section details how Sport Ireland are tackling the gender pay gap.

Recruitment Practices: Sport Ireland are committed to ensuring gender-neutral job advertisements and provides unconscious bias training for all staff. The salary range and indicative starting pay for each role is included in every role advertised so applicants are able to make an informed decision prior to app. During the interview process we ensure gender balanced interview panels wherever possible.

Pay Policies: Sport Ireland roles have pay transparency, as pay scales are aligned to the public sector pay scales which set out the pay for each grade incremental pay, paid annually.

Ongoing training to provide support, upskill and raise awareness as part of our People Development Framework. These include

- Leadership Development
- One to one coaching supporting
- Mentoring Programme
- Diversity, Inclusion & Anti Racism Training
- Dignity and Respect Training
- Strong, Smart and Stretched
- Domestic Abuse Awareness Training
- Resilience & Energy Management

Sport Ireland also provide gender and life cycle health awareness raising webinars including Men's General Health, Men's Mental Health, Period Power and Menopause in the Workplace for all employees.

Family Leave Benefits and our hybrid working model make it easier for employees to balance work and family life, in addition to our policies on remote working, work sharing and flexible working for caring purposes. By offering greater control over work-life balance, these arrangements enable more women to maintain and advance their careers and support both men and women to balance work and caregiving responsibilities.

Goal Setting focused on an all company approach, to provide alignment to the Sport Ireland 2023 – 2027 strategic plan and allow everyone to set, track, and reflect on our goals at Company, Department, and Individual level.

Ongoing Feedback through the annual Great Place to Work® survey. As this is facilitated by an external organisation, it ensures anonymity and encourages employees to share their honest feedback. Results of the survey are then analysed, and feedback is actioned via workshops and implementation of prioritised ideas, ensuring continued momentum in fostering a more supportive, effective environment for all workers at Sport Ireland. Achieving Great Place to Work® certification reflects Sport Ireland's deep commitment to creating a workplace rooted in our values of inclusion, integrity, respect, excellence, and accountability.

Appendices

Appendix A: Definitions and Data

The gender pay gap is the difference in the average pay between men and women, regardless of job role or seniority. It compares the pay across a workforce – not just men and women in similar jobs, similar experience or working pattern. The gender pay gap is expressed as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings.

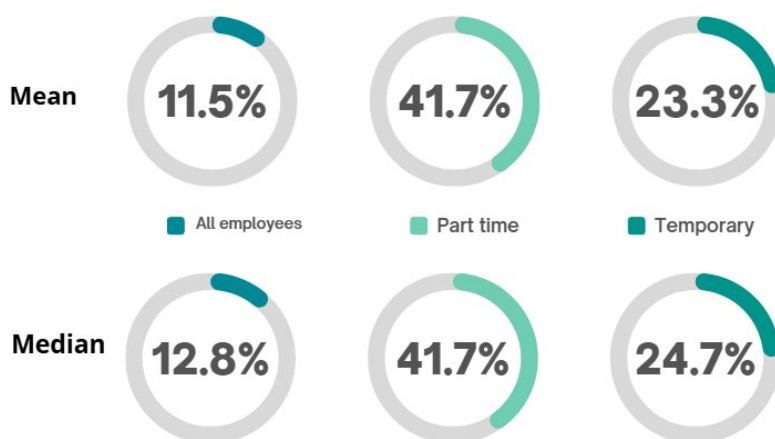
It does not measure equal pay and does not indicate discrimination or an absence of equal pay for equal work. The Gender Pay Gap is calculated through a simplistic calculation of gross earnings by men and women and the difference in pay using median and mean figures.

On the snapshot date Sport Ireland had 82 employees, 50 female and 32 male, and the calculations are based on their remuneration for the 12-month period that precedes the snapshot date.

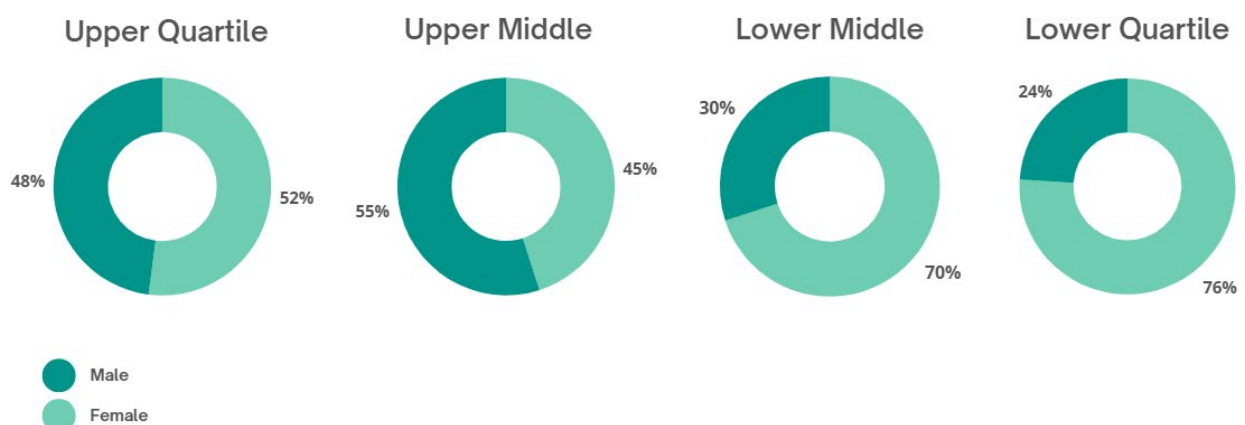
Appendix B: Regulatory reporting Requirements

Gender Pay Gap Information Act 2021 Reporting Requirements, Snapshot date 30/06/2025

Gender Pay Gap



Gender Pay Quartiles



Bonus, performance related pay or benefit in kind are not paid by Sport Ireland.