



Sport Ireland Facilities DAC Gender Pay Gap Report 2024

Executive Summary

Mandatory reporting on the gender pay gap in Ireland for companies with employees of over 250, began in 2022. 2024 marks the first year in which companies with 150 or more employees will fall within the mandatory reporting requirements.

The latest EUROSTAT figures show the latest gender pay gap for Ireland is 11.3%, i.e. the average man earned 11.3% more than the average woman. Ireland is doing better than the EU average of 13%.

As detailed in this report, Sport Ireland Facilities DAC has gender pay gap of 8% which is below the national and European average. We are committed to treating all employees and potential employees equally regardless of gender.

As an equal opportunity employer, we oppose all forms of unlawful or unfair discrimination and strive to create a supportive environment in which all employees can flourish and reach their full potential, regardless of gender.

All processes and internal systems involving employees will be designed to ensure that there is no bias against candidates on the grounds of gender. Every possible step will be taken to ensure that all individuals are treated equally and fairly and that decisions on recruitment, selection, pay, terms & conditions, training & development, promotion, performance appraisal, access to benefits and termination of employment are based solely on objective and job-related criteria.

All employees will be given an equal opportunity to develop and demonstrate their capabilities and skills to progress their career. It will be based solely on merit and will come from a personal work ethic that clearly evidences high standards, fair play and commitment. It will not be based on subjective, biased or discriminatory practice. We will make every effort to enable each employee to achieve an acceptable balance between work related and personal priorities, subject to our capacity to meet such needs.

Table of Contents

Introduction.....	4
Definitions	5
Data	5
Source of Data	5
Adjustments and Approximations	6
Data Protection	6
Employment Profile.....	7
Gender Pay Gap Profile	8
Gender Breakdown by Quartile	8
Analysis.....	13
Measures to be taken, or proposed to be taken to eliminate or reduce the Gender Pay Gap	13
Recruitment Strategy.....	13
Performance Management / Career Development	13
Employee Wellness	14
Company Values & Employee Feedback.....	14
Appendix 1: Gender Pay Gap Reporting Checklist.....	15

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. Organisations with over 250 employees are required to report by selecting a “snapshot” date in the month of June to base their reporting. The snapshot date chosen by Sport Ireland Facilities DAC was the 1st June 2024.

A headcount of all employees on this date was carried out and the gender pay information was calculated based on those employees' remuneration between 1st June 2023 and 1st June 2024.

This Report sets out the Employment Profile and the Gender Pay Gap profile for the reporting period. Sport Ireland Facilities DAC has a mean gender pay gap of 8% in favour of men and a median pay gap of 7% in favour of men.

An analysis on the reported pay gap and measures being undertaken to reduce the pay gap are outlined in the Report.

A summary checklist in Appendix 1 concludes that all reporting requirements have been met in the publication of this Report.

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 across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse - that, on average, men are in a less favourable position than women.

Employee Hourly Rate: The hourly remuneration of an employee is calculated by dividing the employee's total ordinary pay in respect of the reporting period by the hours worked for that period. Ordinary pay includes: the normal salary paid to the employee; allowances; overtime; shift premium pay; 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. There is no requirement to show this information for part-time employees or for temporary employees.

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 are required to choose a snapshot date. The snapshot date must be in June but may be any date in June.

Data

Source of Data

This report has been compiled with the assistance of the Human Resources /Payroll Team, who collated data from the following systems:

- Softworks – is the Human Resources Information System that the Organisation uses to automate employee time and attendance, report and analyse employee scheduling/ rosters and absence management. This system provided the required employee data to enable compilation and analysis of this report, including data on employee gender, employment status, and working patterns.
- SAGE – The SAGE payroll software used by Sport Ireland Facilities DAC provided pay information relevant to the reporting period, including data on ordinary pay including basic pay, allowances, and overtime.

The data supplied from the two systems above were analysed, which enabled the required calculations to be carried out.

Adjustments and Approximations

A headcount of the Organisation’s employees on the snapshot date confirmed the organisation had over 250 employees as of that date. The metrics in this report are calculated by reference to the employee breakdown and reflect the number of employees on the snapshot date who identify as male or as female.

- Employees on sick leave are included in the report.
- Employees on unpaid leave, such as career breaks, who have received no pay during the reporting period are included in the headcount, but not included in the report.
- Member of the Board are not included in this report as they are not employees.

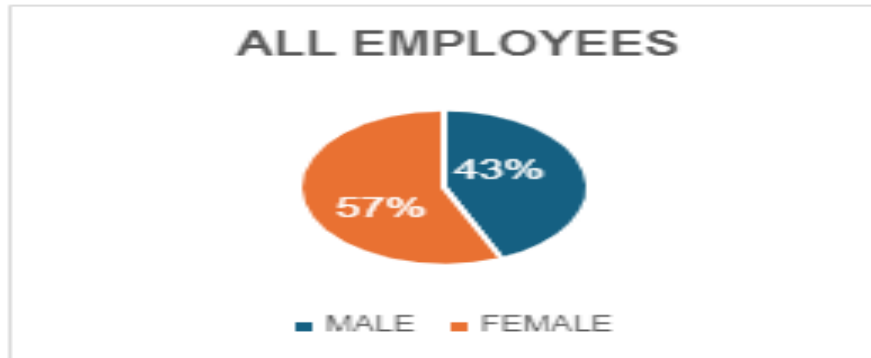
Data Protection

All processing was carried out by members of the Human Resources/ Payroll Team and in line with Data Protection obligations. All data used for producing this report was processed by employees who would have access to the data as part of their daily duties within the Human Resources Department. All statistics provided in this report are combined and do not identify individuals.

Employment Profile

On the 1st June 2024, there were 276 employees in Sport Ireland Facilities DAC:

156 Females | 120 Males

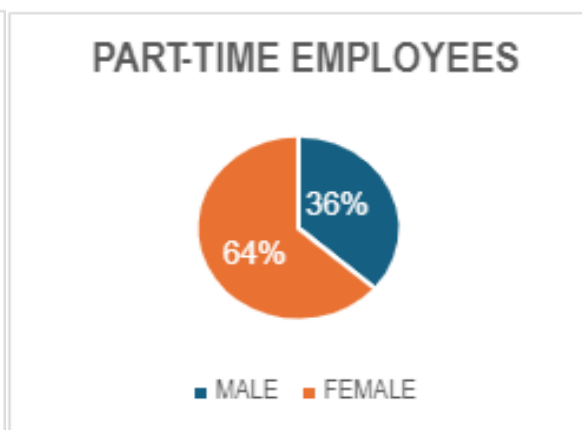
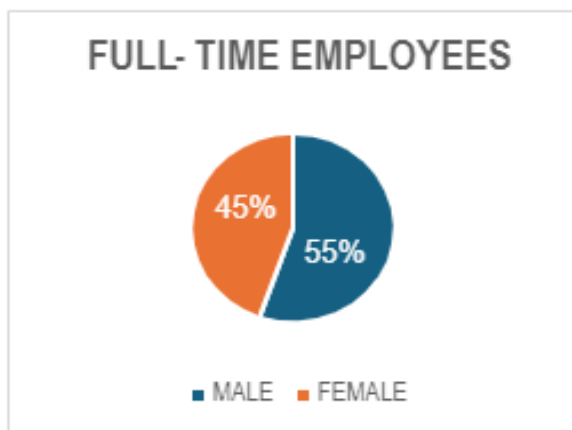


Full-Time Employees

46 Females | 57 Males

Part-Time Employees

110 Females | 63 Males

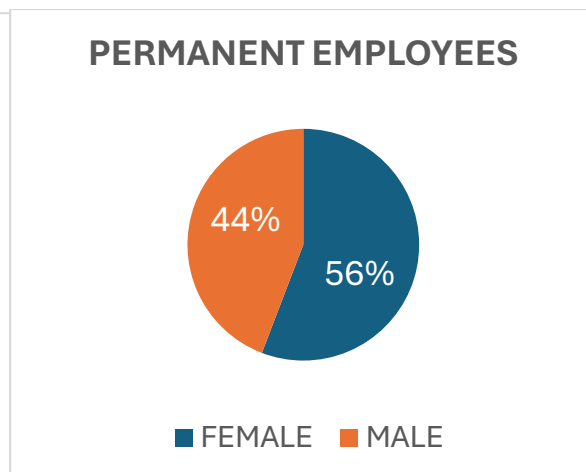
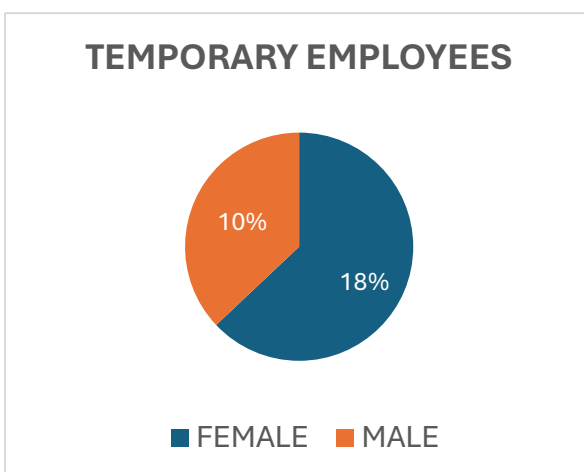


Temporary Employees

28 Females | 16 Males

Permanent Employees

46 Females | 57 Males



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 different categories:

- All Employees
- Part-Time Employees
- Temporary Employees

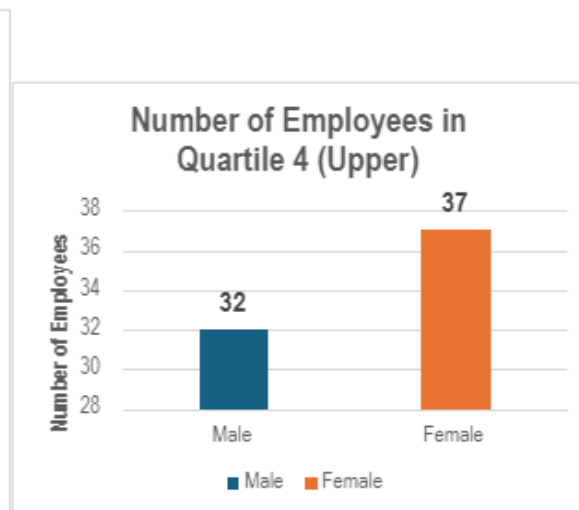
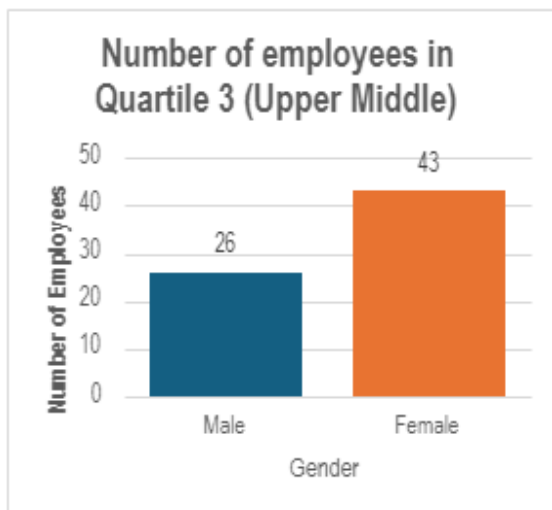
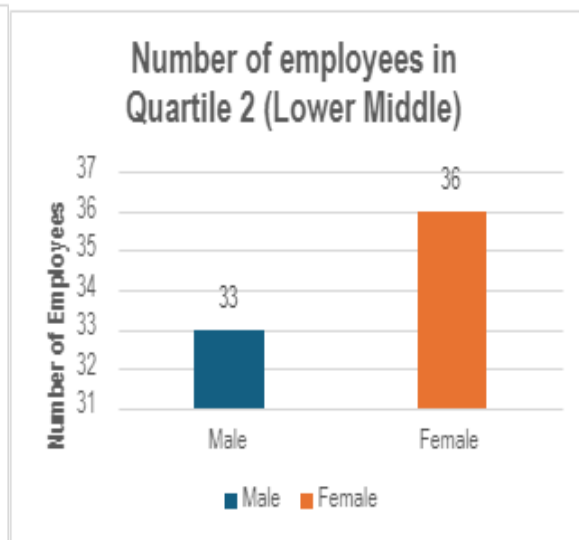
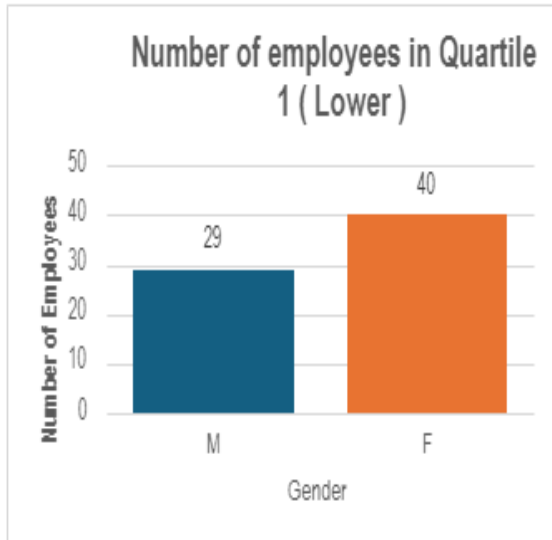
GENDER PAY GAP METRICS	Gender gap in Hourly Remuneration	
	Mean Gap %	Median Gap %
All Employees	8%	7%
Part-Time Employees	-16%	0%
Temporary Employees	-13%	0%

Gender Breakdown by Quartile

Employees were organised into quartiles based on hourly remuneration of all male and female employees (276): lower, lower middle, upper middle and upper. The proportion of male and female full-time employees in each quartile was expressed as a percentage. *There is no requirement to show this information for part-time or temporary employees.*

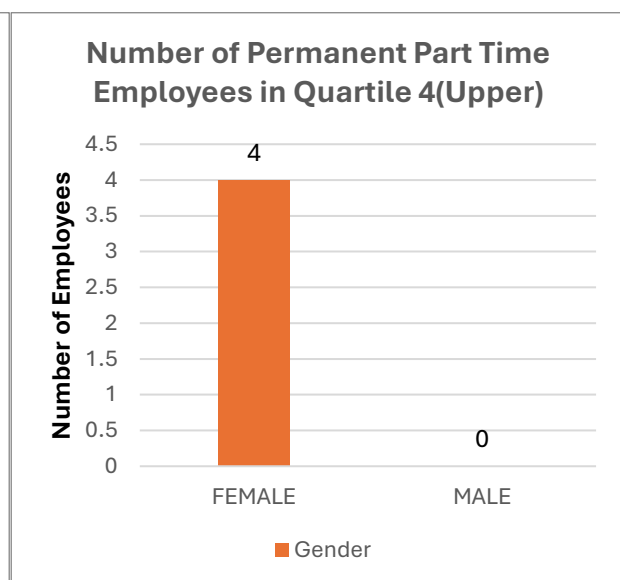
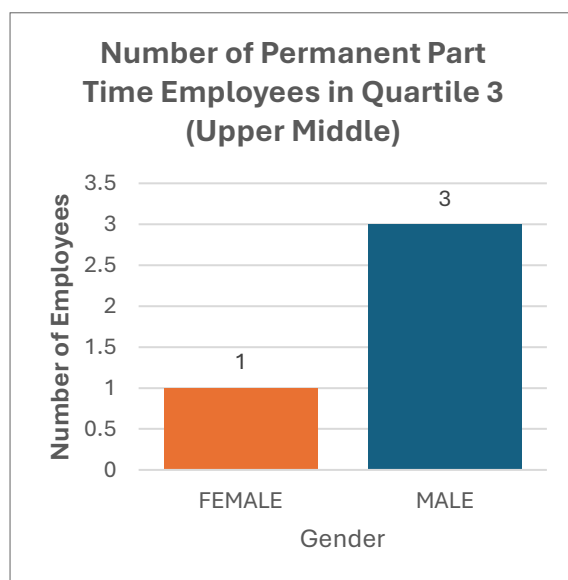
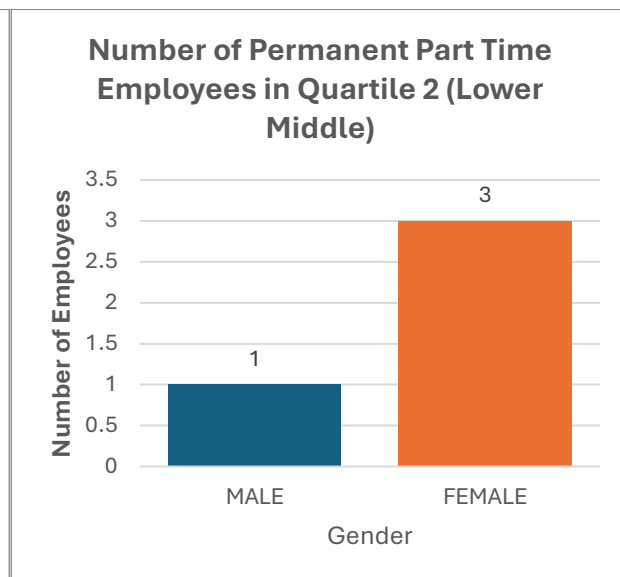
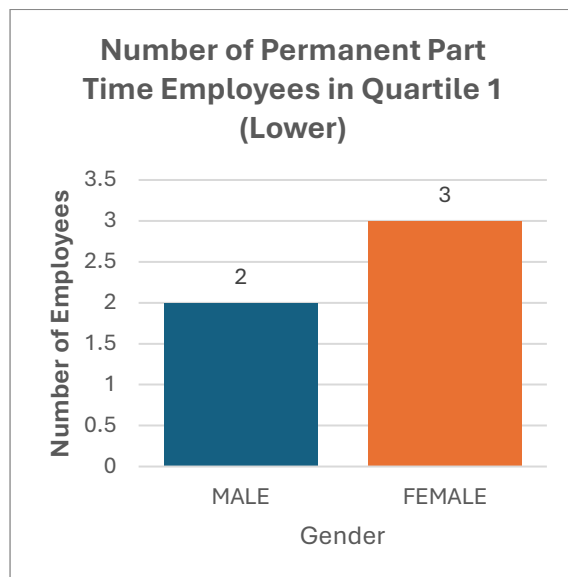
Quartiles A: All Employees Quartiles

PAY QUARTILES	% Male	% Female
Quartile 1 (Lower)	42%	58%
Quartile 2 (Lower middle)	48%	52%
Quartile 3 (Upper middle)	38%	62%
Quartile 4 (Upper)	38%	62%



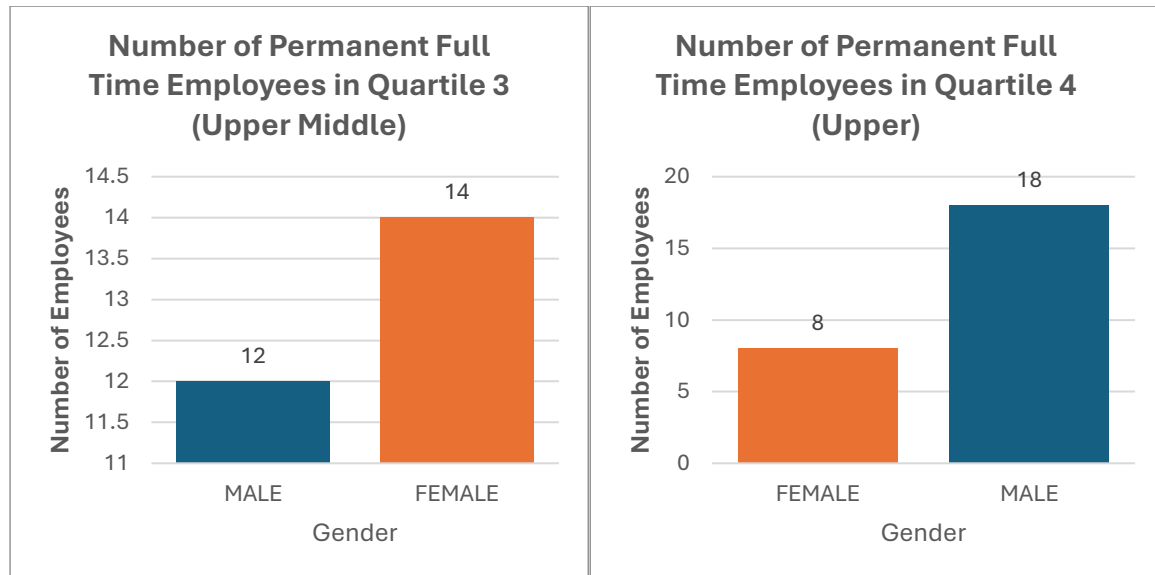
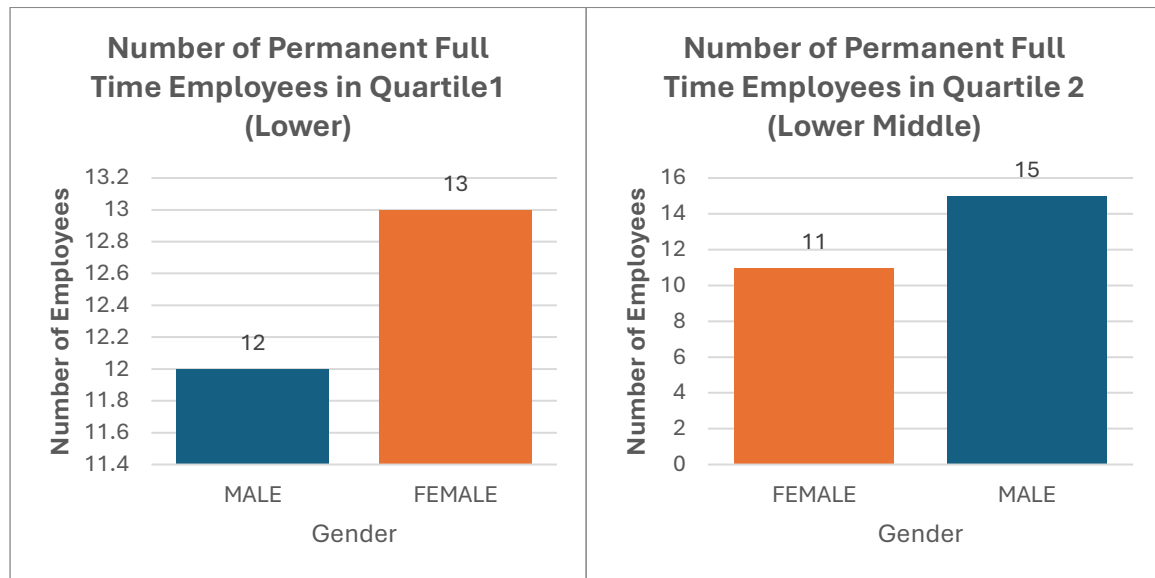
Quartiles B: Permanent Part Time Employees

PAY QUARTILES	% Male	% Female
Quartile 1 (Lower)	40%	60%
Quartile 2 (Lower middle)	25%	75%
Quartile 3 (Upper middle)	75%	25%
Quartile 4 (Upper)	0%	100%



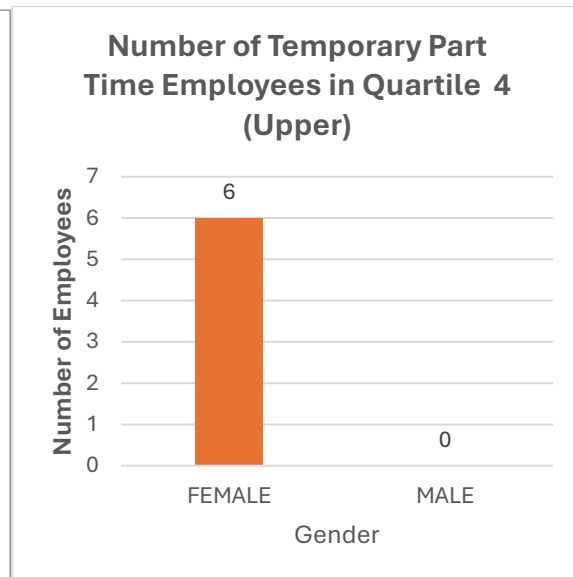
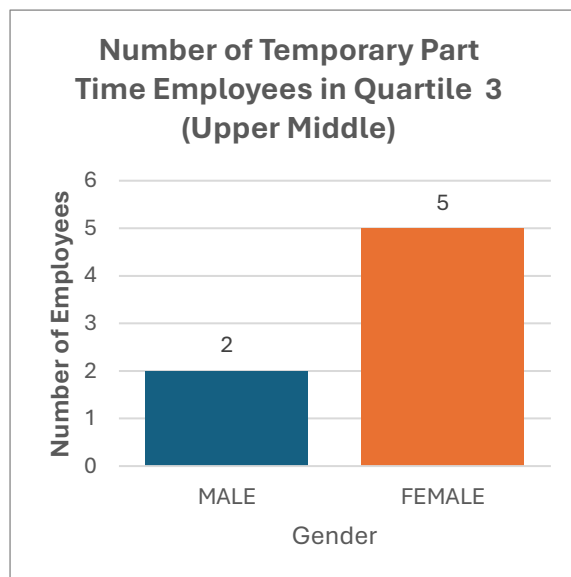
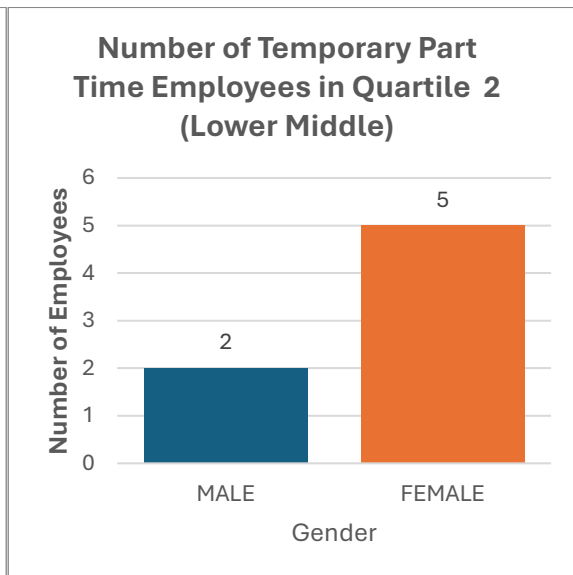
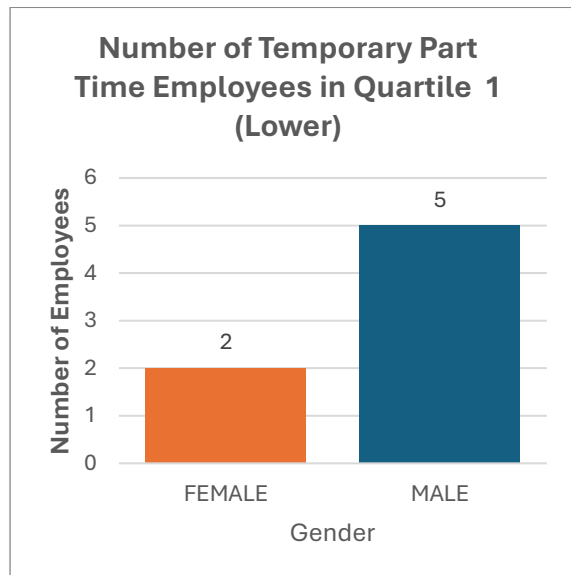
Quartiles C: Permanent Full Time Employees

PAY QUANTILES	% Male	% Female
Quartile 1 (Lower)	48%	52%
Quartile 2 (Lower middle)	58%	42%
Quartile 3 (Upper middle)	46%	54%
Quartile 4 (Upper)	69%	13%



Quartiles D: Temporary Part Time Employees (no Temporary Full Time Employees)

PAY QUANTILES	% Male	% Female
Quartile 1 (Lower)	71%	29%
Quartile 2 (Lower middle)	29%	71%
Quartile 3 (Upper middle)	29%	71%
Quartile 4 (Upper)	0%	100%



Analysis

Reasons for the differences relating to remuneration that are referable to gender

While Sport Ireland Facilities has equal pay for men and women in the same roles, we have a mean gender pay gap of 8% and a median pay gap of 7%.

- The gender pay profile is correlated to, and affected by, the timing and impact of employee joiner, leaver, mobility, and promotion activities.
- Representation on the Senior Management team was 80% in favour of males for this reporting period, which contributed to the pay gap as males were predominantly on the highest scale of pay (69% in Upper Quartile). This category of staff would have the lowest turnover rate which would prevent any instant changes to the gender balance.
- The Organisation is made up of a majority of females to males which is evident in the split between both in each quartile. Females also make up the largest majority in the Upper Middle Quartile of all employees and permanent full-time employees. The Upper Quartile for permanent and temporary part-time employees consists entirely of females.

Measures to be taken, or proposed to be taken to eliminate or reduce the Gender Pay Gap

Recruitment Strategy

The Organisation is in the process of updating its Recruitment Policy which will provide a strategy that promotes equality and fairness amongst existing and new employees. It will ensure that a fair and equal process is followed throughout. Interview boards are gender-balanced and will be provided with full training which incorporates equality, diversity and inclusion (EDI) training to facilitate a selection process free of conscious or unconscious bias.

Performance Management / Career Development

A new Performance Management Framework will be implemented which will support all employees to develop their Careers. Sport Ireland Facilities DAC proactively encourage staff to apply for any promotional opportunities and this will be done with a gender balance focus.

There is a need for more women in leadership roles throughout the Management team as a whole. This will be encouraged and supported by the Organisation by providing access to Women in Leadership workshops and internal training. This will be an informal learning

experience, targeting those early in their careers who wish to seek guidance and learn from senior female figures in the Department in a small group setting.

Employee Wellness

The Organisation provides paid maternity leave which gives female employees financial support and career reassurance. We also demonstrate a supportive attitude to work life balance. Employees can avail of flexible and blended working hours to support family responsibilities. One of the Organisation's key objectives is to obtain the "Great Place To Work" accreditation which will align with providing a fair and pleasant working environment for all employees.

Company Values & Employee Feedback

The Organisation undertook a staff survey in April 2024 with a high positive response rate, in particular 87% of staff enjoy working at Sports Ireland Campus. They are proud to acknowledge it as their employer, with a very high amount recommending it as a good place to work. There was no negative feedback regarding equality between male and female employees. Responses given indicate company promotes fairness and equity in all aspects of employment, treating all employees with respect regardless of their position or gender. Feedback also indicated that the company upholds high ethical standards in its operations and decision-making processes.

Appendix 1: Gender Pay Gap Reporting Checklist

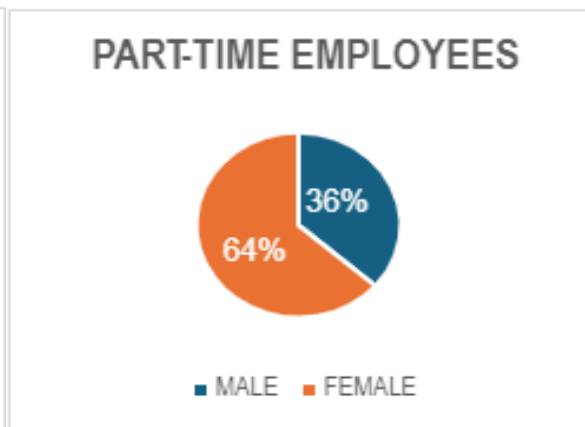
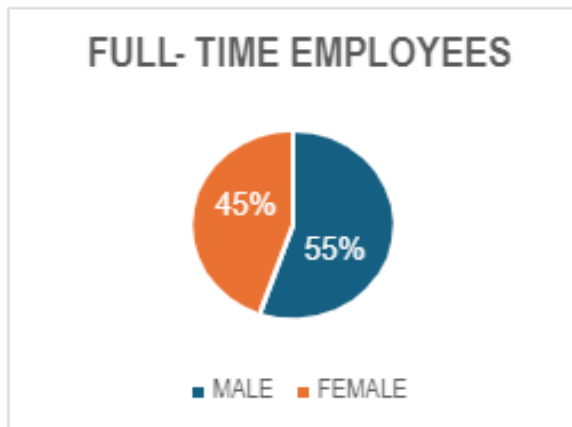
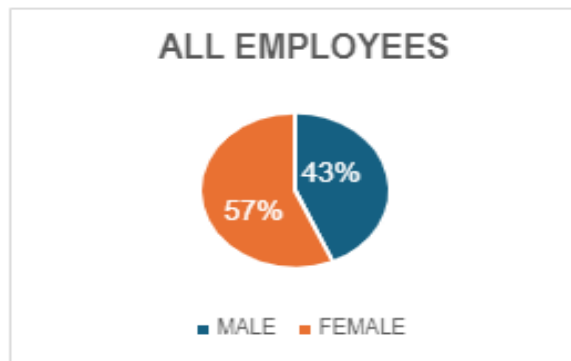
All calculations are in line with the regulations set out in the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.

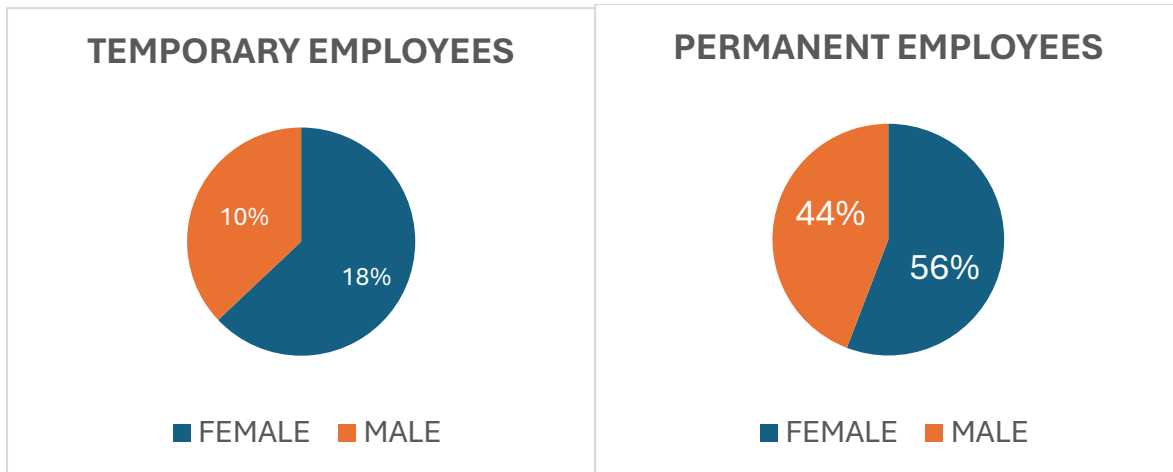
Organisation:	Sport Ireland Facilities DAC
----------------------	------------------------------

SNAPSHOT DATE

Snapshot date:	1 st June 2024
Reporting period from:	1 st June 2023
Reporting period to:	1 st June 2024

HEADCOUNT	ALL EMPLOYEES	PART-TIME EMPLOYEES	FULL-TIME EMPLOYEES	Of Whom are Temporary
MALE	120	63	57	16
FEMALE	156	110	46	28
TOTAL	276	173	103	44





Gender Pay Gap Metrics [Regulations 7(1), 8(1), 9(1),10(1)]

Gender gap in Hourly Remuneration

		Mean Gap %	Median Gap %
All Employees	R.7(1)(a)	8%	7%
Part-Time Employees	R.7(1)(b)	-16%	0%
Temporary Employees	R.7(1)(c)	-13%	0%

		Gender gap in Bonus	
		Mean %	Median %
Bonus	R.9(1)(a)	N/A	N/A
		% of all Male	% of all Female
% in receipt of Bonus		N/A	N/A
% in receipt of Benefit in Kind		N/A	N/A

PAY QUARTILES		% Male	% Female
Quartile 1 (Lower)	R.10(1)(a)	42%	58%
Quartile 2 (Lower middle)	R.10(1)(b)	46%	54%
Quartile 3 (Upper middle)	R.10(1)(c)	38%	62%
Quartile 4 (Upper)	R.10(1)(d)	38%	62%

Gender Pay Gap Information Report [Regulation 6]

Does the information specified in the metrics above show differences relating to remuneration that are referable to gender? Y/N	Y
Is a statement included setting out, in the employer's opinion, the reasons for the differences relating to remuneration that are referable to gender in that relevant employer's case? [Y/N]	Y
Is a statement included setting out the measures (if any) being taken, or proposed to be taken to eliminate or reduce such differences? [Y/N]	Y

Gender Pay Gap Statement

Name of Organisation	Sport Ireland Facilities DAC
-----------------------------	------------------------------

Reasons for the differences relating to remuneration that are referable to gender
<ul style="list-style-type: none"> The gender pay profile is correlated to, and affected by, the timing and impact of employee joiner, leaver, mobility, and promotion activities. Representation on the Senior Management team was 80% in favour of males for this reporting period, which contributed to the pay gap as males were predominantly on the highest scale of pay (Upper Quartile). This category of staff would have the lowest turnover rate which would prevent any instant changes to the gender balance. An exclusion to this is two female employees who received an exceptional higher rate of pay for minimal weekly hours during the reporting period i.e. Part- Time Yoga Teachers. The Organisation is made up of a majority of females to males which is evident in the split between both in each quartile. Females also make up the largest majority in the Upper Middle Quartile of all employees and permanent full-time employees. The Upper Quartile for permanent and temporary part-time employees consists entirely of females

Measures (if any) being taken, or proposed to be taken to eliminate or reduce such differences
Recruitment Strategy

The Organisation is in the process of updating its Recruitment Policy which will provide a strategy that promotes equality and fairness amongst existing and new employees. It will ensure that a fair and equal process is followed throughout. Interview boards are gender-balanced and will be provided with full training which incorporates equality, diversity and inclusion (EDI) training to facilitate a selection process free of conscious or unconscious bias.

Performance Management / Career Development

A new Performance Management Framework will be implemented which will support all employees to develop their Careers. Sport Ireland Facilities DAC proactively encourage staff to apply for any promotional opportunities and this will be done with a gender balance focus.

There is a need for more women in leadership roles throughout the Management team as a whole. This will be encouraged and supported by the Organisation by providing access to Women in Leadership workshops and internal training. This will be an informal learning experience, targeting those early in their careers who wish to seek guidance and learn from senior female figures in the Department in a small group setting.

Employee Wellness

The Organisation provides paid maternity leave which gives female employees financial support and career reassurance. We also demonstrate a supportive attitude to work life balance. Employees can avail of flexible and blended working hours to support family responsibilities. One of the Organisation's key objectives is to obtain the "Great Place To Work" accreditation which will align with providing a fair and pleasant working environment for all employees.

Company Values & Employee Feedback

The Organisation undertook a staff survey in April 2024 with a high positive response rate, in particular 87% of staff enjoy working at Sports Ireland Campus. They are proud to acknowledge it as their employer, with a very high amount recommending it as a good place to work. There was no negative feedback regarding equality between male and female employees. Responses given indicate company promotes fairness and equity in all aspects of employment, treating all employees with respect regardless of their position or gender. Feedback also indicated that the company upholds high ethical standards in its operations and decision-making processes.

Publication

Date of publication of report:	December 2024
If published online, the URL:	www.sportirelandcampus.ie