



COLÁISTE CHEATHARLACH
NAOMH PÁDRAIG

CARLOW COLLEGE
ST. PATRICK'S



Gender Pay Gap Report

2025



GENDER PAY GAP REPORT 2025

AN OVERVIEW OF CARLOW COLLEGE, ST PATRICK'S

Carlow College, St Patricks (hereafter Carlow College), founded in 1782, is a third-level higher education institution of the Arts, Humanities and Social Sciences. Carlow College is committed to providing an inclusive working and learning environment, valuing diversity and fostering a culture where the rights and dignity of all its staff and learners are respected. In 2022, Carlow College was awarded the Athena Swan Bronze Award in recognition of the College's commitment to advancing gender equality across higher education. As such, Carlow College strives to embed the principles of equality, diversity and inclusion into every area of the College function. We foster a diverse and inclusive community of both staff and learners through transparent and cohesive processes.

For more on Equality, Diversity and Inclusion at Carlow College, please visit: <https://carlowcollege.ie/equality-diversity-inclusion/>.

THE CONCEPT OF THE GENDER PAY GAP

The *Gender Pay Gap Information Act 2021* requires certain employers to report and publish information relating to employee pay and gender to determine if any pay difference (gender pay gap) exists.

The gender pay gap (GPG) is the difference between the average hourly earnings of men and women, not necessarily for the same job, but across an entire organisation. It is measured by comparing the average wages of all paid employees, using both mean (average) and median (middle) figures. The concept is distinct from equal pay for equal work, which is a legal requirement and measures like for like work. A gender pay gap can emerge when there are more men in higher paid roles than women, who may typically be in lower paid roles or more women in part-time employment within an organisation.

The legislation for the GPG report gives a timeframe within which the relevant date is to be selected. For 2025, the date was to be selected in the month of June; Carlow College chose 27 June 2025 as this date coincided with the pay date for the College. Although Carlow College was not legally required to do so, it completed a GPG report in November 2022. However, the methodologies used for calculating the 2023 GPG report was significantly different from this GPG report. As such, it is not possible for any comparison to be drawn regarding progress, or the lack thereof. This report is the College's starting point for future reporting requirements and the metrics used to calculate the GPG align with the guidelines provided by the Department of Children, Disability and Equality.

WHAT IS CARLOW COLLEGE, ST. PATRICK'S GENDER PAY GAP?

There were 71 members of staff included in the GPG report, which was all staff on the payroll on 27 June 2025. The staff numbers were made up of 66.2% women and 33.8% men in scope for the relevant day of the report.

Table 1 : Carlow College, St. Patricks Gender Pay Gap Data (2025), using the snapshot date of 27 June 2025.

	Mean Hourly Pay Gap - All Staff	Median Hourly Pay Gap - All Staff	Mean Hourly Pay Gap Part-Time Staff	Median Hourly Pay Gap Part-Time Staff	Mean Hourly Pay Gap Temporary Staff	Median Hourly Pay Gap Temporary Staff
Carlow College, St. Patricks	9.03%	-9.88%	5.51%	-29.65%	-38.81%	-20.57%

MEAN PAY GAP

Legislation states that organisations must report on three sets of mean hourly pay gaps as follows:

- the mean hourly gap between male and female employees based on the pay data for all staff;
- the mean hourly gap between part-time male and female employees; and
- the mean hourly pay gap between male and female employees who are employed on temporary contracts.

This is calculated by the formula $(A-B) / A \times 100$, which was prescribed by the Department of Children, Disability and Equality, where A is the mean hourly remuneration of men and B is the mean hourly remuneration of women. For clarification, a *positive* gender pay gap figure shows that female staff are on lower pay than male employees in the category reported and a *negative* figure shows male employees are on lower pay.

The overall mean hourly gender pay gap for all staff in the College is 9.03%.

The mean hourly gender pay gap for part-time male and female staff is 5.51%.

The mean hourly gender pay gap for staff on a temporary contract of employment is -38.81%.

REASONS FOR THE GENDER PAY GAP

The overall GPG could be influenced by the longevity of male academic staff members. Historically lecturing staff have been male and subject to increasing pay scales. Currently CCSP has more female academic staff with a much lower length of service reflecting remuneration. PSS career advancement is much harder with

little opportunity to progression within departments: this will reduce the number of women in the upper quartiles and reflect upon the overall GPG.

The part time hourly pay gap largely reflects the overall pay gap percentage in make-up. However it is influenced by more senior roles being filled by male part time staff that are on a higher hourly rate of pay.

The mean hourly rate for staff on a temporary contract is advantageous towards females. There are twice as many female staff on temporary contracts than males. Temporary female staff tend to be in senior roles which pay a higher hourly rate.

MEDIAN PAY GAP

As above, the legislation also requires that we report on three sets of median hourly pay gaps as follows:

- the median hourly gap between male and female employees based on the pay data for all staff;
- the median hourly gap between part-time male and female employees; and
- the median hourly pay gap between male and female employees who are employed on temporary contracts.

This figure is obtained by lining up the female staff and male staff in descending order of hourly pay and then taking the middle figure in each list. The percentage is calculated by the use of the same formulas as before $(A-B) / A \times 100$, where A is the median hourly remuneration of all relevant employees of the male gender; and B is the median hourly remuneration of all relevant employees of the female gender.

This report shows the median hourly gender pay gap for all staff in Carlow College is -9.88%.

The median hourly pay gap between part-time male and female staff is -29.65%. The median hourly pay gap for male and female staff on a temporary contract of employment is -4.8%.

In the six sets of figures reported above there are two positive results. This means that in these areas, female staff members are typically paid less than their male counterparts are. The two areas where there is a positive result are the overall gender pay gap hourly rate of all staff and the mean hourly pay gap of part-time employees. In the remaining four categories, female staff members earn more per hour than male staff members.

PAY QUARTILES

Table 2: Proportion of female and male employees in the lower, middle, upper middle and upper quartile pay bands (2025) using the snapshot date of 27 June 2025

	Quartile 1 Lower	Quartile 2 Middle	Quartile 3 Upper Middle	Quartile 4 Upper
Female	72.22%	47.06%	94.44%	50%
Male	27.78%	52.94%	5.56%	50%

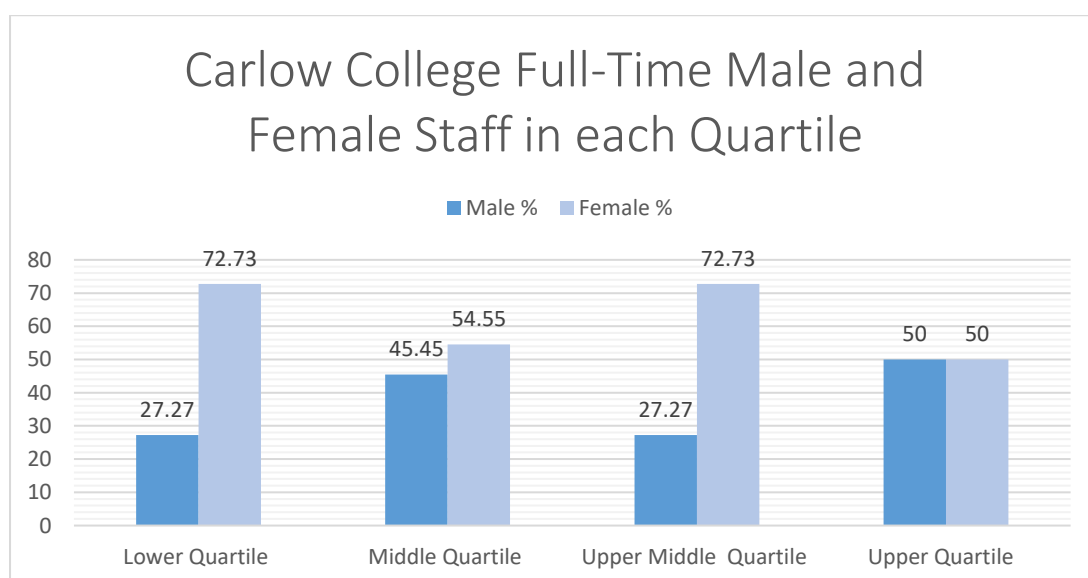
To achieve quartile pay bands all employees are ranked from lowest to highest based on their hourly rate of pay. They are then divided into four quartiles of lower, middle, upper middle and upper quartile. Each quartile should, as far as possible, contain an equal number of employees.

Within each quartile, the proportion of men and the proportion of women are reported as a % of the total number of employees in that quartile. To achieve this the formula $(A / B) \times 100$ is used. A is the number of men in that quartile and B is the total number of employees in that quartile divided by 100 to get the percentage.

The results show that more females made up the lower quartile and the upper middle quartile. Moreover, the middle and upper quartiles were fairly evenly distributed between men and women.

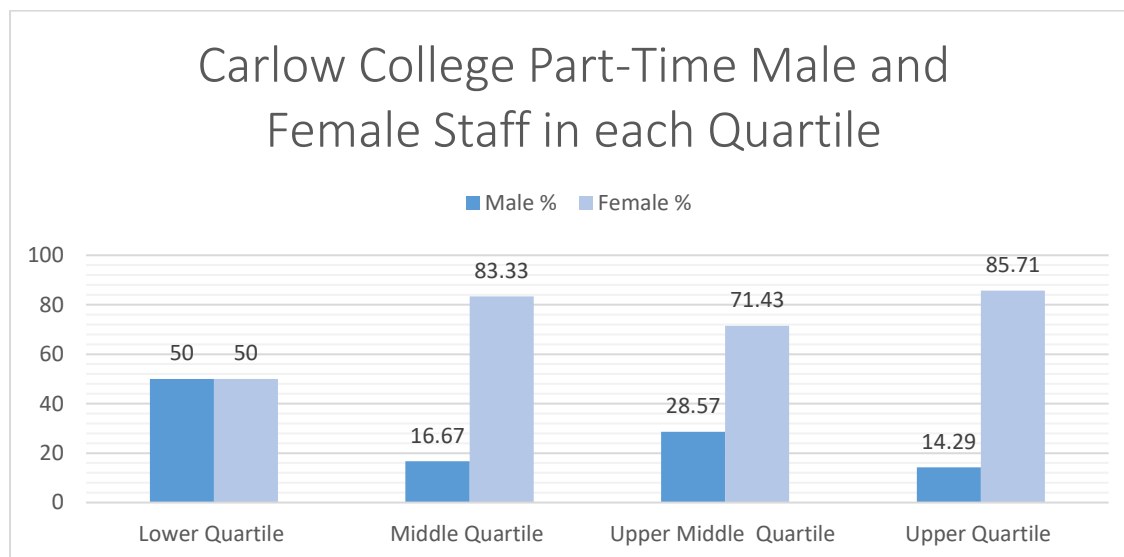
In tables 3 and 4 below, the quartiles in table 2 have been separated into full-time and part-time staff. The results in Table 3 largely reflect those in Table 2. Amongst part-time staff, females are significantly higher in three categories and equal in the lowest category.

Table 3: Proportion of female and male full-time employees in the lower, middle, upper middle and upper quartile pay bands (2025)



The percentages in Table 3 reflects the proportion of Full Time staff in each quartile pay band presented in Table 2. Table 3 indicates that Female Full Time staff are highly represented in the lower, middle, upper middle quartiles and the upper quartile being equally split. The equal split in the upper quartile indicates a 50/50 representation of both male and female in a higher hourly pay band.

Table 4: Proportion of female and male part-time employees in the lower, middle, upper middle and upper quartile pay bands (2025)



The percentages in Table 4 are a reflection of Part Time staff in each quartile pay band presented in table 2. Contrary to the full time staff results Table 4 indicates that there is an equal split of male and female in the lower quartile. The middle, upper middle, upper quartile consist of more females than males.

ACTIONS BEING TAKEN TO ADDRESS THE GENDER PAY GAP

Carlow College achieved the Athena Swan Bronze Award in March 2022, and this year will submit an application for renewal of this award. The College has an action plan which continues to address the GPG through various initiatives.

- Carlow College is encouraging a fairer more transparent interview process by ensuring gender balance on interview panels as far as is possible.
- We are committed to eliminating unconscious bias in the recruitment process, with professional recruitment and selection training, and unconscious bias training.
- We will conduct exit interviews to ascertain reasons for leaving and carry out an analysis across staff cohorts annually
- We are developing supportive policies regarding career progression such as Career Break and Sabbatical Leave
- We are ensuring that policy sub-groups strive for gender balance and ensure that institutional policies are written with gender-inclusive language.

- We have implemented the following policies to create a more equal workplace:
 1. *Domestic Violence Leave Policy* (2024);
 2. *Fertility Leave Policy* (2024);
 3. *Flexitime Policy* (2022);
 4. *Maternity and Adoptive Leave Policy* (updated to include new rights related to Work Life Balance) (2023);
 5. *Menopause Policy* (2022);
 6. *Recruitment and Selection Policy* (revised in 2023 to include clarity provided in terms of 'Interview Panel' and 'Selection Committee');
 7. *Hybrid Working Policy* (2024); and
 8. *Gender Identity and Expression Policy* (2025).



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