



Gender Pay Gap Report

2025

An Breacadh Nua
t/a Ard Aoibhinn
Services

Snapshot Date: 27th June 2025



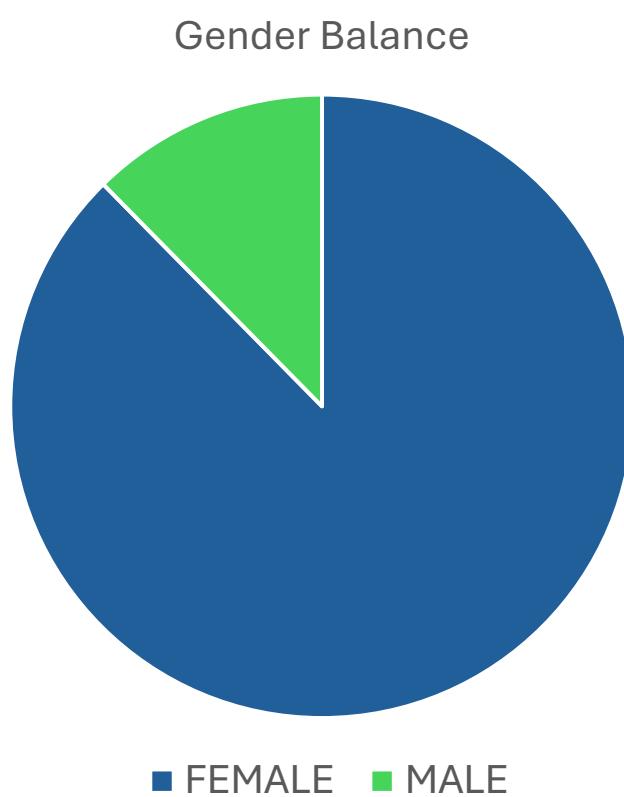
INTRODUCTION

At Ard Aoibhinn, part of our mission is to promote equality, which is extended to both employees and service users' alike. We are proud that this years' figures represent our dedication to maintaining a fair, balanced and future-focused work setting. We share our Gender Pay Gap Report 2025, in compliance with the Gender Pay Gap Information Act 2021.

WHAT IS GENDER PAY GAP?

The gender pay gap is the difference in average pay between men and women, regardless of job role or seniority. It measures the difference between what is earned on average by women and men based on average gross hourly earnings of all paid employees not just men and women doing the same job, or with the same experience or working pattern. It does not measure equal pay. 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.

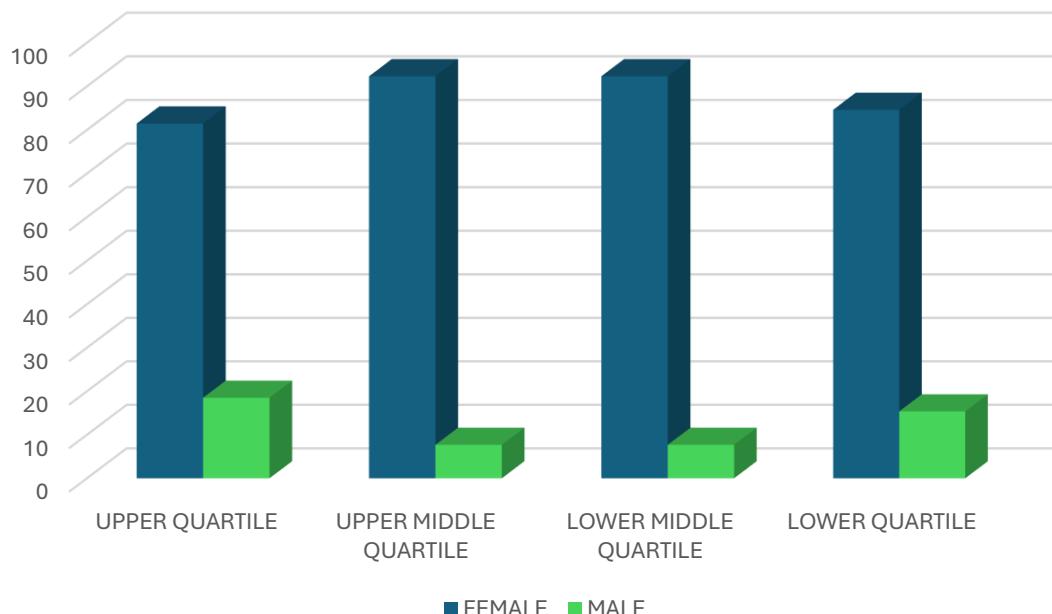
WORKFORCE OVERVIEW



Total Number of Employees: 105

92 Female | 13 Male
87.62% | 12.38%

EMPLOYEES IN EACH QUARTILE



Upper Quartile:

81.48% Female | 18.52% Male

Upper Middle Quartile:

92.31% Female | 7.69% Male

Lower Middle Quartile:

92.31% Female | 7.69% Male

Lower Quartile:

84.62% Female | 15.38% Male

Each quartile represents one quarter of the relevant employee population when every employee in the organisation is listed from the highest hourly paid employee to the lowest paid employee.

BONUS AND BENEFITS

Bonus Payments: 0% for both men and women

Benefits in Kind: 0% for both men and women

Due to the nature of the organisations funding model, we are not authorised to offer bonuses or financial incentives, outside of what is considered normal remuneration.

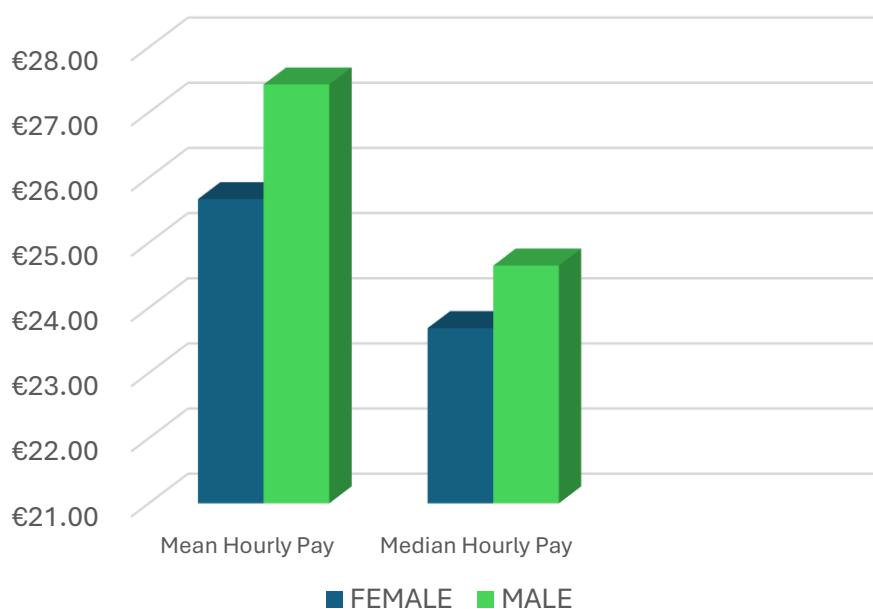
MEAN AND MEDIAN HOURLY PAY

Mean Hourly Pay

- Female: €25.67 | Male: €27.43 | Gap: €1.76 / 6.63%

Median Hourly Pay

- Female: €23.69 | Male: €24.65 | Gap: €0.96 / 3.97%



WHAT THIS MEANS

Ard Aoibhinn Services employs significantly more women than men, and whilst men are paid slightly more on average, we are committed to the promotion and development of women and men in our organisation alike, through fair and transparent recruitment processes as well as equal training and development opportunities.

Numerous factors which are not highlighted within the above data include employees on unpaid leave such as unpaid sick leave, due to their entitlement being fully utilised, parental leave, additional unpaid maternity leave ect.

Lack of funding of section 39 organisations and inability to implement HSE pay increases in recent years further exacerbate the issue. Every role within the organisation has received pay scale increases and appropriate back pay aligning with most recent HSE pay scales, however this was completed in November, hence this report is not reflective of this change.

OUR COMMITMENT

We are committed to continuing our inclusive culture and are continuously reviewing our policies and procedures and data metrics, to ensure equality throughout the organisation. We continue to promote career development opportunities through learning and development and promotion. We are dedicated to advancing diversity and inclusion in the workplace, and take all possible advancements to support pay equity.