



County Kildare
LEADER PARTNERSHIP

Gender Pay Report

As of June 30th, 2025

Introduction

County Kildare Leader Partnership is pleased to report on our Gender Pay Gap for the first time in 2025. A diverse and inclusive workforce is important to us as it allows a wide variety of inputs to shape our community-based initiatives.

The Gender Pay Gap measures the difference between the average earnings of women and men in our workforce. It does not examine equal pay. County Kildare Leader Partnership remains steadfast in its' commitment to ensuring that employees are paid equally for work that is the same, similar or for work of equal value, without regard to gender, contract status or working hours.

The report reveals a positive gender pay gap for women in the organisation, driven by the larger proportion of women in senior roles.

Overview

- The Gender Pay Gap is the difference between the average earnings of men and women, expressed relative to men's earnings. The percentages expressed with a minus means that women have earned more than men on average.
- At the year-end under review June 30th 2025, County Kildare Leader Partnership employed 63 people in full-and part-time roles.
- 58.73% of team members are female, and 41.27% are male.
- 87.30% are full-time and 12.70% are part-time team members.
- 60% of full-time team members are female and 40% are male. For part-time team members, the split is equal: 50% for male and female.

Male/Female Ratio

Quartile	Male	Female	Number of staff
Upper	20.00%	80.00%	15
Upper Middle	50.00%	50.00%	16
Lower Middle	56.25%	43.75%	16
Lower	37.50%	62.50%	16

- For calculation purposes, the total number of employees are separated into quartiles on the basis of hourly rates of pay, these are Upper, Upper Middle, Lower Middle and Lower.
- The percentages of male and female employees in each quartile are shown above.

Mean and Median

- Mean Gender Pay Gap All Employees **(4.95%)**
- Median Gender Pay Gap All Employees **(7.84%)**
- Mean Gender Pay Gap Part-time Employees **(23.62%)**
- Median Gender Pay Gap Part-Time Employees **(10.34%)**

Other Information

- There was just one team member on a temporary contract as at June 30th, 2025. As a result there are no gap calculations to be determined.
- Staff did not receive Bonuses or Benefits in Kind, and therefore there are no relevant calculations to report.