

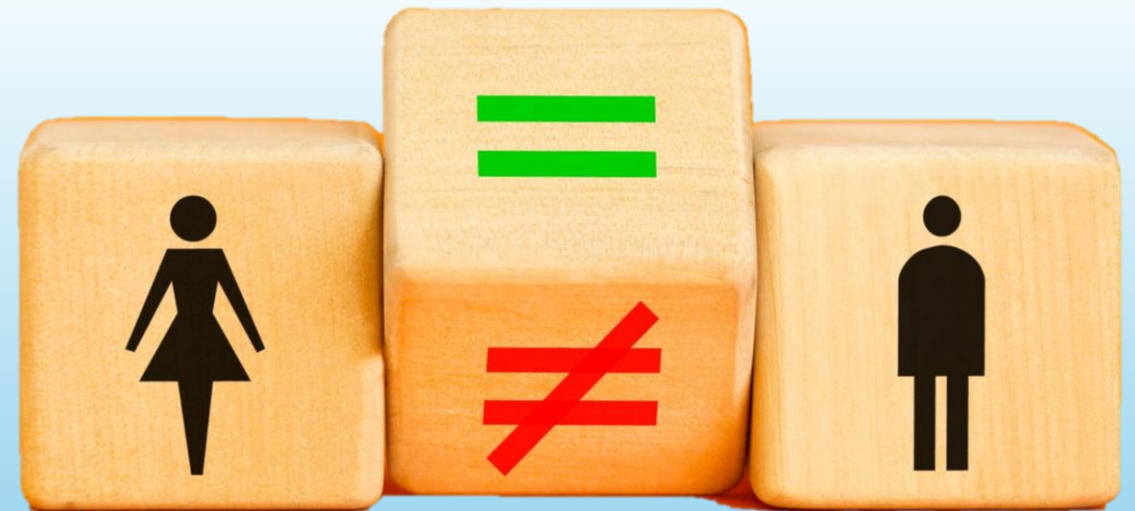
Kerry Community Youth Service



Gender Pay Gap

Report

2024–2025



Executive Summary

Kerry Community Youth Service (KCYS) is pleased to present its first Gender Pay Gap Report for the 2024–2025 reporting period. This report provides a transparent overview of pay equity across the organisation. Analysis shows that KCYS does not have a significant gender pay gap. Overall mean hourly pay shows a very small difference of 1.57% in favour of men, while the median gender pay gap is effectively zero (0.01%), demonstrating that men and women at the midpoint of the pay distribution receive equivalent pay. These results reflect and demonstrate a strong commitment to fairness, equity, and compliance with equality principles.



Introduction

This Gender Pay Gap (GPG) Report presents an analysis of hourly pay across the organisation as required under gender pay reporting regulations. The report identifies differences between the average hourly earnings of men and women and highlights the underlying factors contributing to the results. It also outlines the actions the organisation will continue to take to promote fairness, equality, and transparency in pay.

The gender pay gap measures the difference between the average hourly pay of all men and all women across the workforce, regardless of role or seniority. It does not measure equal pay, which refers to men and women receiving the same pay for the same or similar work. This report demonstrates that the organisation continues to uphold equal pay principles and maintains gender balance across its structure.



About Us

KCYS is a not-for-profit, community-based organisation that has been supporting young people, their families, and communities across Kerry since 1971. Our work is grounded in the principle of meaningful youth participation, ensuring that everything we do is with, for, and about young people. We provide safe, positive, and supportive spaces that help young people grow, learn, and reach their full potential through a wide range of programmes, mentoring, and developmental opportunities.

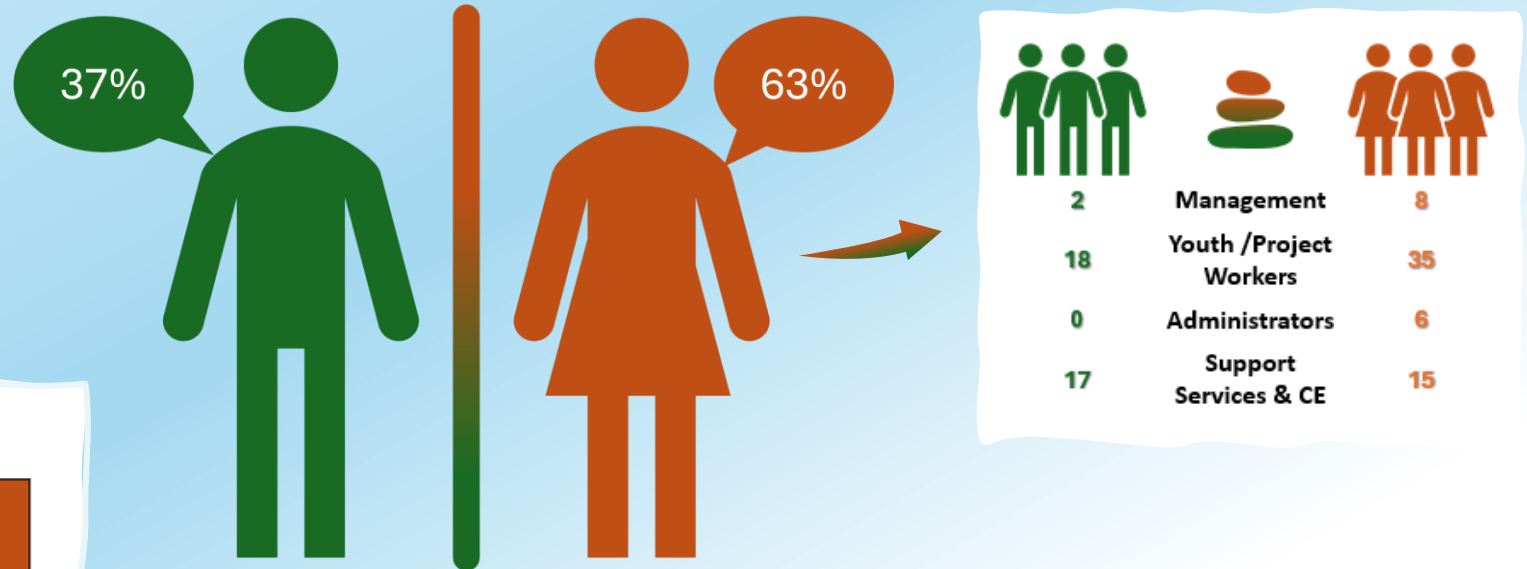
As an organisation, we are guided by strong values—we are inclusive, respectful, non-judgemental, young-person centred, empowering, and rights-based. KCYS is committed to equality, diversity, dignity, and respect in both our services and our workplace. We strive to ensure that all staff are treated fairly and that our policies and practices reflect our commitment to creating an equitable, supportive, and inclusive environment for everyone.

Our Gender Pay Gap Report forms part of this commitment to transparency and accountability. It reflects our dedication to promoting fairness across the organisation and ensuring that KCYS remains a place where all employees feel valued and respected.

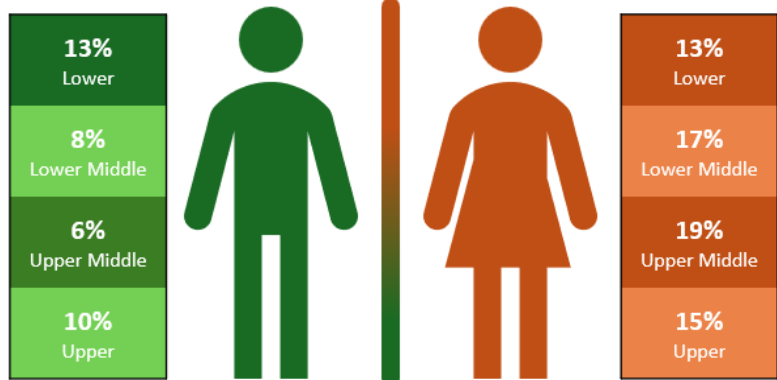
Workforce Overview

KCYS employs 101 staff members, (with a fulltime equivalent (FTE) of 67.35) across management, project, youth, administrative, and support roles. Of these, 64 (63%) are female and 37 (37%) are male. Women are represented across all departments and make up the majority in several key areas. This distribution contributes to a balanced workforce and supports equitable representation in decision-making and service delivery.

Workforce Gender Balance



Pay Quartiles



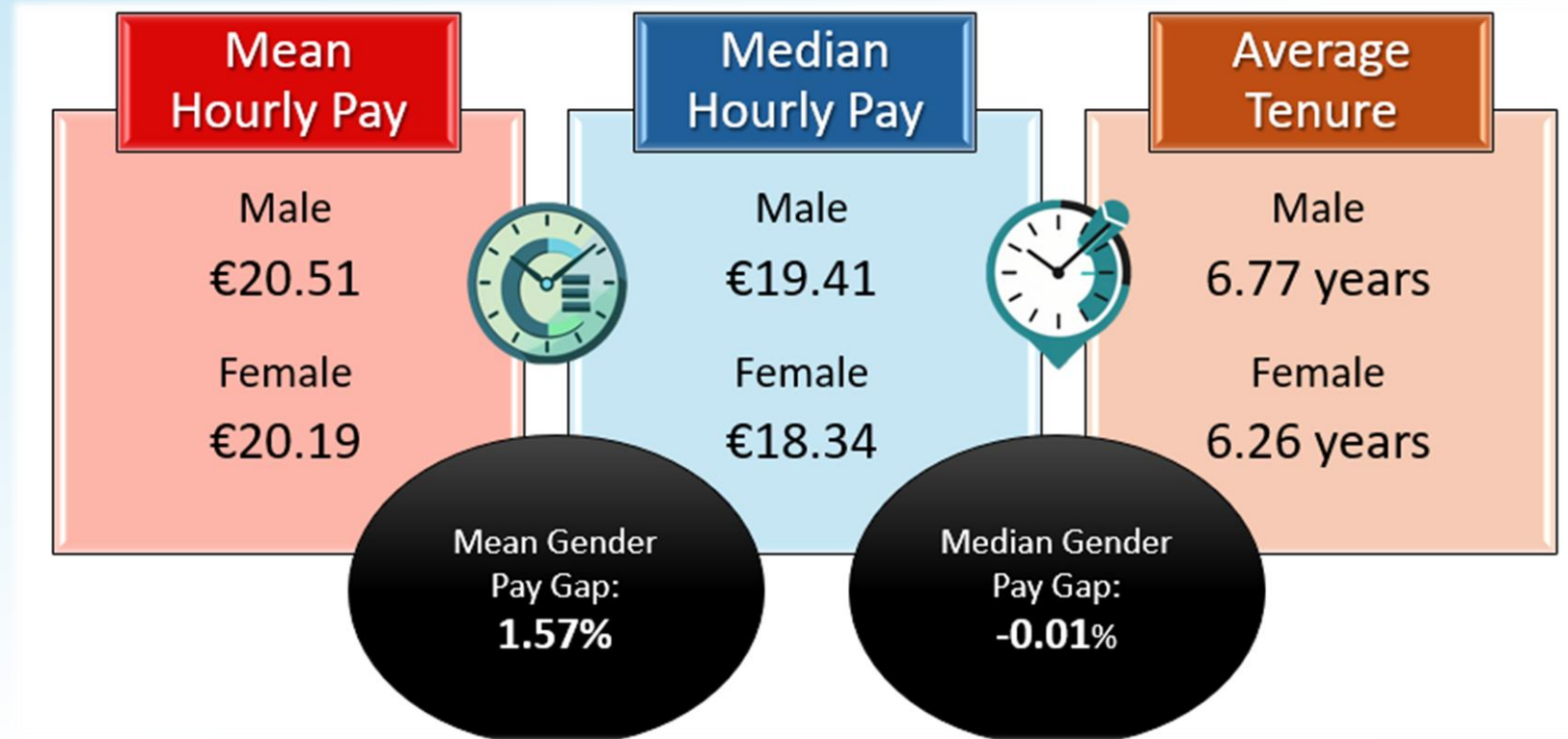
Pay Quartile

Quartile analysis shows an equitable distribution of staff. The lower and upper quartiles are relatively balanced, while women form a higher proportion of the two middle quartiles

Pay Gap Analysis

The Overall Results:

The overall gender pay gap is very small, and the almost zero median gap demonstrates that men and women receive equivalent pay at the midpoint of the pay distribution. This provides strong evidence of pay equality across the organisation.



A detailed analysis across the four key role categories—Management, Youth/Project Workers, Administrators, and Support Services—shows that KCYS maintains strong gender balance and consistent pay practices across the organisation. Median pay in all role categories is effectively equal, demonstrating that men and women performing comparable work are paid at the same level.



Management: Women make up the majority of management roles (8 women and 2 men). In this category, women earn slightly more on both the mean and median hourly rate. This small difference reflects group composition and differences in tenure rather than any inconsistency in pay structures.

Youth and Project Workers: Youth and project roles (43 staff) also show strong gender representation, with 27 women and 16 men. While the mean hourly rate is moderately higher for men (3.49%), the median hourly rate is almost identical. This indicates that the mean difference is influenced by individual variations—such as length of service—and not by unequal pay for equal work. The median equality confirms that typical male and female earners are paid the same.

Administrators: This category is entirely female in the current reporting period (6 staff). As a result, there is no gender comparison available, but pay within the group is applied consistently.

Administrative Support / Maintenance / Support Services: This mixed-gender group (17 women, 15 men) shows near-perfect pay parity. Mean and median hourly rates differ by less than 0.2%, reflecting consistent pay practices for male and female employees performing similar work.

Across all role categories, the median gender pay gap is either zero or extremely close to zero, demonstrating that KCYS applies pay policies fairly and consistently. Any observed variation in mean hourly rates is driven primarily by group composition, tenure differences, or very small sample sizes—particularly within some funded programmes—rather than any form of structural or systemic gender inequality.

KCYS operates across several funding streams. While pay levels may vary between projects due to externally set funding structures and role types, these differences do not reflect gender-based disparities. All pay within each role type is applied consistently regardless of gender.

Interpretation and Commentary

The analysis confirms that KCYS maintains strong pay parity across its workforce. Median pay is effectively equal across all categories, demonstrating that men and women performing equivalent work are paid the same. Variations in mean hourly pay are primarily driven by differences in role composition, tenure, and project-specific funding arrangements rather than any structural inequality. Women are well represented across all areas, including senior roles, which contributes to a balanced overall pay profile and equitable distribution across pay quartiles.

Several positive and neutral factors shape the organisation's gender pay position:

Strong female representation in leadership: *Women hold the majority of senior roles, supporting balanced representation in the upper pay quartile.*

Small sample sizes in some areas: *In categories with fewer than five employees of one gender, mean pay figures can fluctuate widely and should not be interpreted as structural disparities.*

Differences in tenure: *In a small number of cases, longer-serving employees influence average hourly rates; however, these factors do not affect median pay equality.*



Employee Benefits and Supports

While these do not form part of the gender pay gap calculation, KCYS provides a range of supports that promote gender equality and work-life balance. These include enhanced annual leave entitlements of 26 days per year (except for Community Employment participants, who are subject to CE rules), top-up maternity leave pay, flexible and family-friendly working arrangements, a paid sick leave scheme, and professional development opportunities. These initiatives reflect KCYS's commitment to creating an inclusive and supportive workplace for all employees.

Actions and Commitments

To maintain and strengthen gender pay equality, KCYS will:

- Continue to monitor and report annually on gender pay outcomes.
- Ensure equal access to promotion, professional development, and progression opportunities.
- Maintain transparent pay structures and review remuneration frameworks to ensure equity.
- Promote ongoing awareness and training on equality, diversity, and inclusion principles.

Appendix: Methodology and Notes

Gender Pay Gap calculations are based on the statutory definitions:

- Mean Gender Pay Gap = $(\text{Mean male hourly rate} - \text{Mean female hourly rate}) \div \text{Mean male hourly rate} \times 100$
- Median Gender Pay Gap = $(\text{Median male hourly rate} - \text{Median female hourly rate}) \div \text{Median male hourly rate} \times 100$

The snapshot date selected for this Gender Pay Gap Report was **30th June 2025**. Data were gathered for all employees who were employed on this date and covered the previous 52 weeks. Calculations were based on income earned during this period and on the total hours worked or paid for, including annual leave, public holidays, and other paid absences. Community Employment (CE) participants were also included, although their pay is determined by the Department of Social Protection. “As & When” employees - who do not have a fixed contract and work only when available and required - were also included.

Benefits and Bonus Pay: KCYS does not provide any form of bonus payments or benefits-in-kind to employees. All pay calculations in this report are therefore based solely on hourly rates of pay, which include ordinary time, annual leave, public holidays, and other forms of paid leave - such as topped-up maternity leave and paid sick leave - where applicable.

