

Gender Pay Gap Report

2025–2026

Kerry Community Youth Service

Executive Summary

Kerry Community Youth Service (KCYS) presents its Gender Pay Gap Report for the 2025–2026 reporting period. The mean gender pay gap was 4.34% and the median gap was 5.33%, both in favour of men. This compares with a mean gap of −3.08% and a median gap of −7.34% in the previous reporting period, when women had higher mean and median hourly pay.

KCYS experienced a period of leadership transition, including at CEO level, and staff turnover during the reporting year. Although overall staffing numbers remained similar, departures and appointments changed the distribution of men and women across the pay structure. Women leaving some higher-paid roles were replaced by men, while the reverse occurred in some lower-paid roles. Differences in length of service and the application of pay increases across staff groups also contributed to the results.
Women continued to represent the majority of the workforce and held the majority of management roles. The results varied across role categories, reflecting differences in responsibilities, tenure, funding arrangements and the gender composition of each group.

KCYS remains committed to fairness, equality and transparency in its recruitment and pay practices. The findings will inform the organisation's ongoing review of remuneration and progression arrangements.



Introduction

This Gender Pay Gap (GPG) Report presents an analysis of hourly pay across the organisation. 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 concerns men and women receiving equal pay for the same or similar work. The gender pay gap figures alone cannot establish whether employees carrying out comparable work are paid equally.

Comparisons with the previous reporting period use the corrected figures in KCYS's revised 2024–2025 Gender Pay Gap Report.











About Us

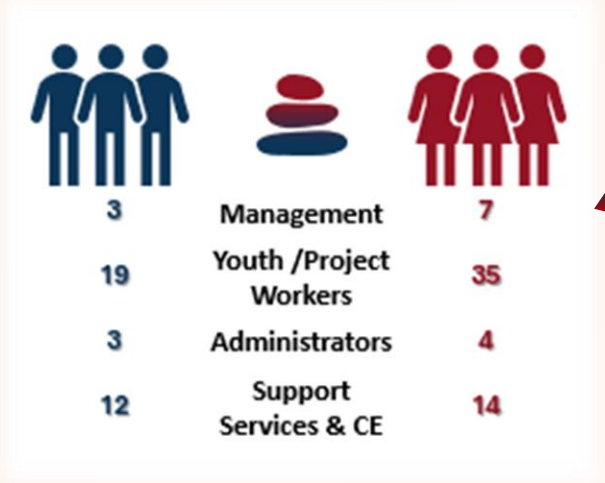
KCYS is a not-for-profit, community-based organisation that has been supporting young people, their families and communities across Kerry since 1971. Our work is grounded in the principle of meaningful youth participation, ensuring that everything we do is with, for and about young people. We provide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

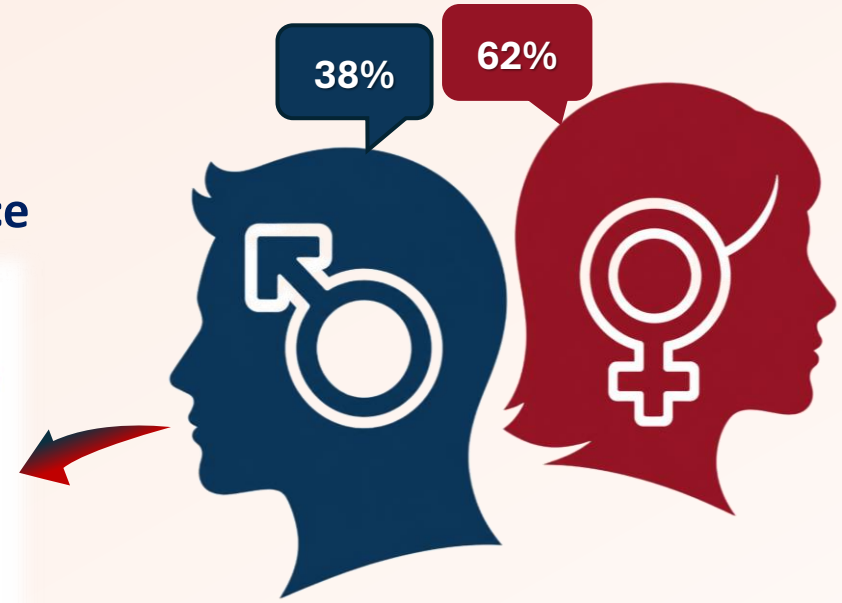
As an organisation, we are guided by six core values: young person-centred, rights-based, empowering, inclusive, respectful and non-judgemental. KCYS is committed to equality, diversity, dignity and respect in both our services and our workplace. We strive to ensure that all staff are treated fairly 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 supports our work to promote fairness across the organisation and ensure that KCYS remains a place where employees feel valued and respected.

Workforce Overview

Workforce Gender Balance





The reporting population comprised 97 staff members, with a full-time equivalent (FTE) of 65.85, across management, youth work, administration and support services. Of these, 60 (62%) were women and 37 (38%) were men. This compares with 101 staff in the previous reporting period, comprising 64 women and 37 men.

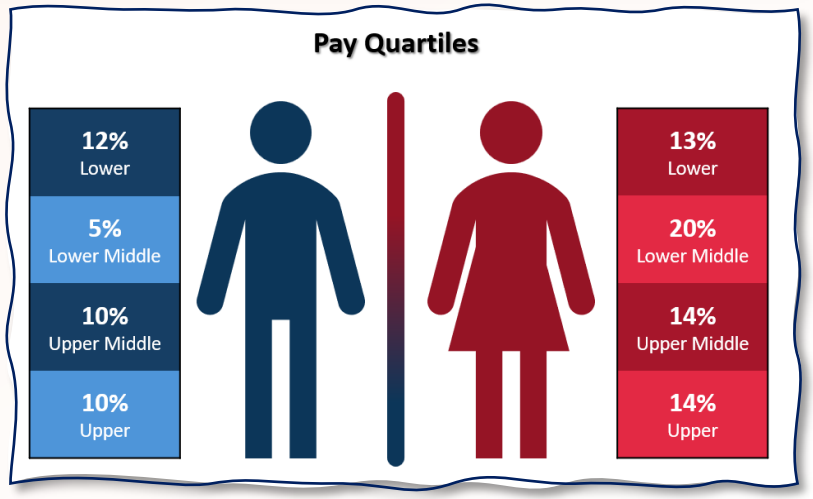
While overall staffing numbers remained similar, these totals do not represent the changes in individual roles throughout the year. Staff departures and appointments altered the distribution of men and women across different pay levels, particularly within the upper quartiles

Pay Quartile

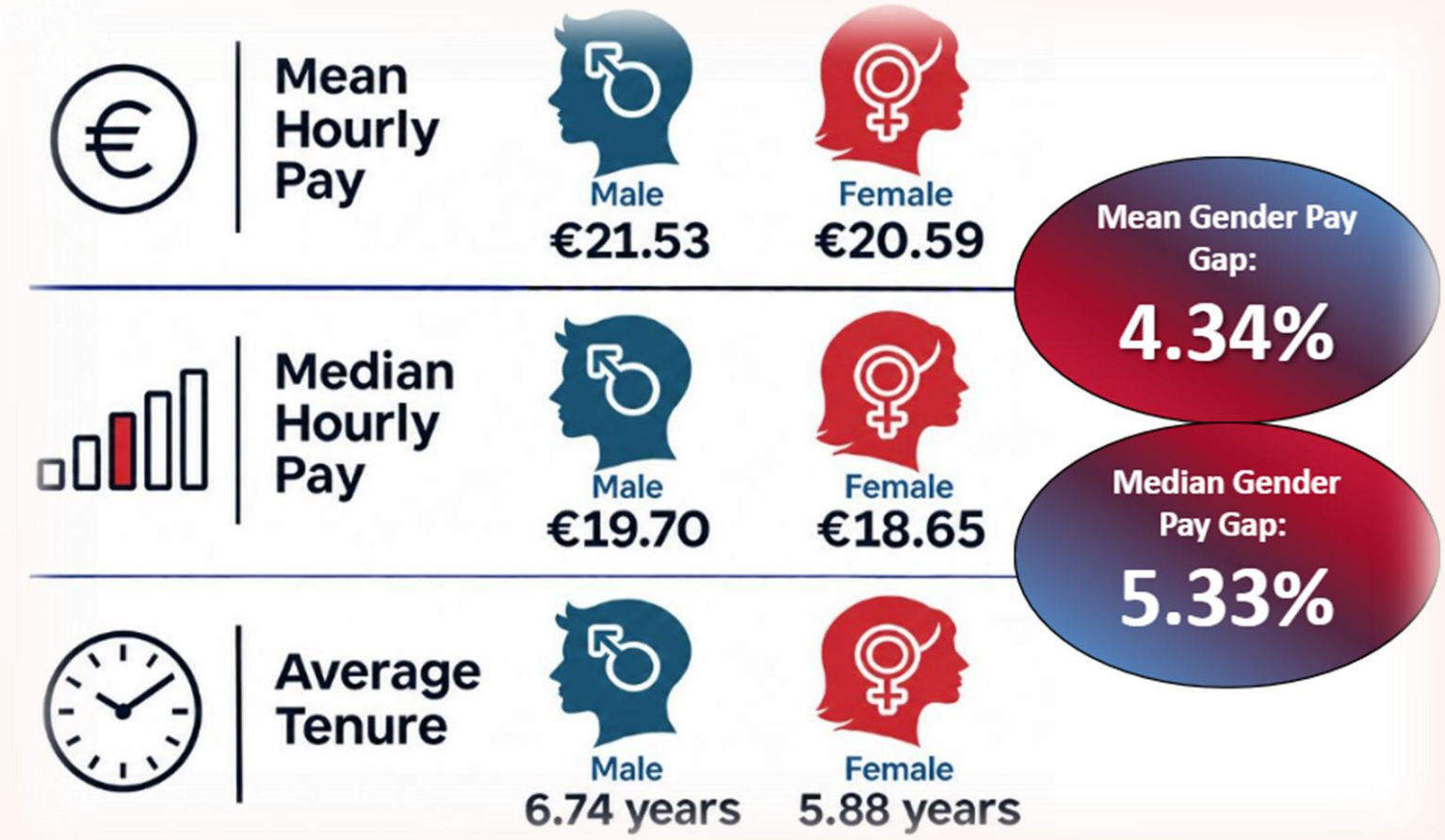
Pay quartiles group employees into four bands according to hourly pay, from the lowest to the highest. They show the proportion of men and women within each band.

Women made up the majority of employees in all four pay quartiles. The lower quartile was relatively balanced, comprising 52% women and 48% men. Women represented 79% of the lower-middle quartile and 58% of both the upper-middle and upper quartiles.

Compared with the previous reporting period, the proportion of women in the lower-middle quartile increased, while their representation in the upper-middle and upper quartiles decreased. These changes reflect staff turnover and appointments across the pay structure and contributed to the movement in the overall gender pay gap



Pay Gap Analysis



The Overall Results

The overall mean gender pay gap was 4.34% in favour of men, compared with −3.08% in the previous reporting period. Mean hourly pay was €21.53 for men and €20.59 for women.

The median gender pay gap was 5.33% in favour of men, compared with −7.34% previously. The pattern varied across the four role categories of Management, Youth and Project Workers, Administrators, and Administrative Support/Maintenance/Support Services, as well as by contract and various working arrangements. Differences in responsibilities, length of service and the number of men and women in each group are relevant when interpreting these figures.

Analysis by Category

Management: Women held seven of the 10 management roles. The mean gap rose to 28% and the median gap to 16%, both in favour of men. Changes in senior leadership and management appointments affected the distribution of pay within this relatively small group, where responsibilities, team sizes and budgets vary.

Youth and Project Workers: The group comprised 35 women and 19 men. The mean gap rose slightly from 9.36% to 9.5%, while the median gap fell from 7% to 3.6%, both in favour of men. Men had longer average service (7.96 years compared with 4.35 for women), which can affect progression on pay scales. Lead responsibilities and programme funding also contribute to differences in pay.

Administrators: The group comprised four women and three men. The mean gap was 2% and the median gap 17%, both in favour of men. Two of the three men and one of the four women held senior roles, which influenced the figures in this small group. Last year, all six administrators were women, so a gender comparison was unavailable.

Administrative Support, Maintenance and Support Services: The group comprised 14 women and 12 men. The mean gap moved from 2% in favour of men to 7.7% in favour of women. The median gap in favour of women widened from 1.9% to 4.9%.

KCYS operates across several funding streams, and pay levels can vary between projects depending on funding arrangements and the responsibilities of each role. These differences provide context for understanding the results and remain relevant to the organisation's review of its remuneration frameworks.



Analysis by Contract and Working Arrangement

The results varied by contract type and working arrangement. Men had higher mean and median hourly pay among permanent full-time employees, while women had higher hourly pay in both permanent and temporary part-time groups.

Permanent full-time employees: This group comprised 20 men and 27 women. The mean gender pay gap was 6% and the median gap was 10%, both in favour of men. Differences in roles, seniority and length of service provide context for these results, alongside the leadership changes outlined earlier.

Temporary full-time employees: There was one male employee and no female employees in this category. A gender pay comparison was therefore not available.

Permanent part-time employees: This group comprised four men and five women. The mean gap was 14% and the median gap was 23%, both in favour of women. Women had longer average service, which may contribute where pay scales provide incremental progression. The small number of employees also means individual roles and hourly rates have a considerable effect on the results.

Temporary part-time employees: This group comprised 12 men and 28 women. The mean gap was 14% and the median gap was 24%, both in favour of women. Women had shorter average service than men, indicating that tenure alone does not explain the results. Differences in the roles and pay arrangements within this group require consideration.

These findings show that the overall gender pay gap is influenced by both differences within staff groups and the distribution of men and women across those groups.

Interpretation & Commentary



The analysis shows a change in the overall gender pay position, with mean and median hourly pay now higher for men, although the overall gender balance of the workforce changed little.

Leadership and staff turnover: Women continued to hold most management roles. Staff turnover and changes in senior leadership altered the distribution of men and women across different pay levels during the reporting period. In smaller staff groups, a few appointments or departures can noticeably affect the figures.

Pay increases: Many employees received pay increases, while the standard hourly rate for the predominantly female As & When panel remained unchanged. This made a small contribution to the overall gap.

Working arrangements, service and responsibilities: Men had higher mean and median hourly pay among permanent full-time employees, while women had higher hourly pay in both part-time groups. Men's longer average service, particularly in Youth and Project Worker roles, can affect progression on pay scales. Differences in responsibilities and funding also influence pay across roles and programmes.

Recruitment during the reporting period followed KCYS policies and fair, transparent selection processes, with appointments based on candidates' suitability for the role. The resulting changes in workforce composition help explain the movement in the figures. KCYS will continue to consider the findings when reviewing recruitment, remuneration and progression arrangements.

Actions & Commitments







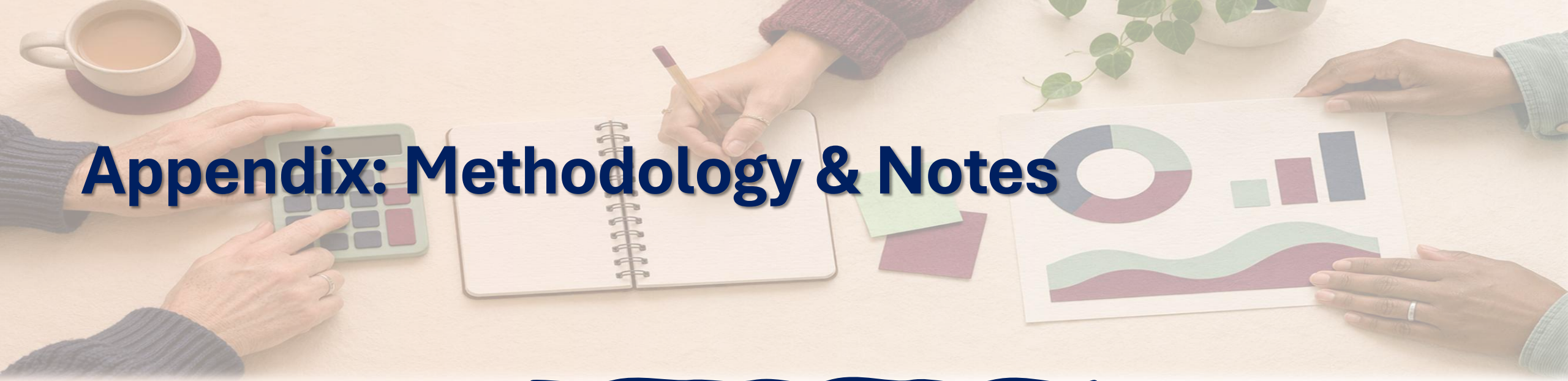
KCYS remains committed to promoting fairness and transparency in pay. The following actions are proposed for the coming reporting period:

- Continue to monitor and report annually on gender pay outcomes, including changes within role categories and pay quartiles.
- Continue to review remuneration frameworks, taking account of role responsibilities, incremental progression, funding arrangements and the gender impact of pay decisions.
- Include As & When panel rates within the wider review of remuneration.
- Maintain fair and transparent recruitment processes and equal access to promotion, professional development and progression opportunities.
- Use the findings to inform workforce planning, recruitment and retention measures, and future pay decisions.
- Continue to promote awareness of equality, diversity and inclusion across the organisation.

Employee Benefits and Supports

KCYS provides a range of benefits and supports intended to promote gender equality, staff wellbeing and work-life balance. These include enhanced annual leave entitlements, maternity pay supports, flexible and family-friendly working arrangements, a paid sick leave scheme and professional development opportunities, subject to the relevant eligibility requirements.

These supports form part of the organisation's wider commitment to an inclusive and supportive workplace, demonstrating a commitment to development and progression opportunities.



Appendix: Methodology & Notes

Gender Pay Gap calculations are based on the statutory definitions:

- Mean Gender Pay Gap = (Mean male hourly rate – Mean female hourly rate) ÷ Mean male hourly rate × 100
- Median Gender Pay Gap = (Median male hourly rate – Median female hourly rate) ÷ Median male hourly rate × 100

The snapshot date selected for this Gender Pay Gap Report was 29th June 2026. 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.

For this analysis, permanent employees are those in ongoing roles that continue subject to funding, while temporary employees include As & When workers, Community Employment participants, and staff on specified-purpose or fixed-term contracts linked to new roles or leave cover, such as maternity leave.

Benefits and Bonus Pay: **:** KCYS does not provide any form of bonus payments or benefits-in-kind to employees, therefore the gap is 0%. 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.