

2025 GENDER PAY GAP REPORT



1. Introduction

This report sets out the gender pay gap for Down Syndrome Ireland in accordance with the Gender Pay Gap Information Act 2021. The data reflects our employee makeup and pay structure as of the snapshot date: June 2025

Heading	Number	Percentage
Male employees	28	22.4%
Female employees	97	77.6%
Total employees	125	100%

2. Key Metrics

Under the legislation, we are required to report the following metrics:

Metric	Result
Mean gender pay gap – all employees (%)	-0.25 %
Mean gender pay gap – part time employees (%)	1.26 %
Mean gender pay gap – temporary employees (%)	0 %
Median gender pay gap – all employees (%)	-3.73 %
Median gender pay gap – part time employees (%)	-1.5%
Median gender pay gap – temporary employees (%)	0 %
Mean bonus gender pay gap (%)	0 %
Median bonus gender pay gap (%)	0 %
Percentage of male employees who received a bonus	0 %
Percentage of female employees who received a bonus	0 %
Percentage of male employees who received benefits in kind	0 %
Percentage of female employees who received benefits in kind	0 %

3. Pay Quartiles

Proportion of male and female employees in each pay quartile:

Quartile	% Male	% Female
Upper Quartile	7.5%	13.5%
Upper Middle Quartile	18.5%	36.5%
Lower Middle Quartile	18.5%	28.1%
Lower Quartile	55.5%	21.9%

4. Explanation of Results

In line with other organisations in the Non-for-profit sector Down Syndrome Ireland employs significantly more female employees than male employees.

In almost all areas reported pay rates and median pay levels are positively eschewed toward females.

Part time – 7 female staff out on term time in June

31 employees (17 Female /14 Male) were employed on a summer Work Experience Scheme provided to our members with Down syndrome. These worked few hours and were paid in the lower quartile, which affects the overall pay gap. The males employed here added to the general male population (14) increased the lower quartile significantly.

5. Actions to Address the Gap

We will continue to maintain and improve our flexible working policies. We will continue to monitor pay parity issues within the organisation. We will also consider our recruitment practices in terms of where Down Syndrome Ireland targets our recruitment advertisements in an effort to promote an increased diversity within the workforce.

6. Declaration

We confirm that the gender pay gap data contained in this report is accurate and prepared in accordance with the Gender Pay Gap Information Act 2021.

Signed,



CEO Down Syndrome Ireland

Date

27/11/2025