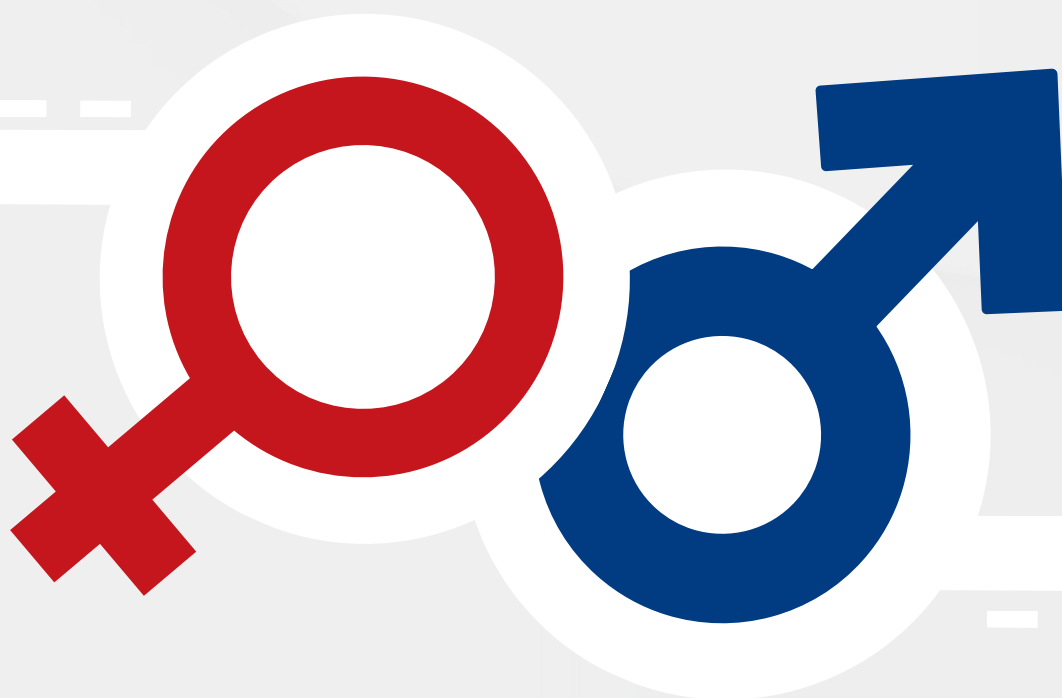




Special Olympics
Ireland

2025 REPORT ON GENDER PAY GAP





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Introduction

The provision of equal pay between men and women is a matter of significant public policy and social equity. To advance this, the Irish Government enacted the Gender Pay Gap Information Act 2021, which requires organisations to report annually on their gender pay gap. From 2025 onwards, all employers in Ireland with more than 50 employees must publish their gender pay gap data each year.

Under the Act, employers must:

- Select a “snapshot” date in June each year.
- Base gender pay gap calculations on remuneration earned in the 12 months preceding that date.
- Publish their report within five months of the snapshot date.
- Make the report available both on their own website and on the centralised government portal.

As a mission-driven organisation, we strive to create meaningful opportunities for people with intellectual disabilities. That same commitment guides how Special Olympics support, develop, and empower our employees. Ensuring fairness and equity across our workforce is essential to living our values.

This year’s report shows a mean gender pay gap of 16.76% and a median gap of 17.10%. These results reflect the structure of our organisation, including the distribution of senior and technical roles. We are proud of the strong representation of women across all levels, and we recognise the opportunity to continue strengthening pathways for women into leadership and specialist positions.

Through leadership development, inclusive recruitment, and strategic partnerships, we are laying the groundwork for continued progress. As we move forward, we remain committed to learning, refining, and taking meaningful action. Our goal is clear: to support a fair, equitable, and inclusive workplace that reflects the values of the Special Olympics movement and the community we serve.



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Scope and Methodology

This report includes employees on the Special Olympics Ireland payroll as of the reporting snapshot date in June 2025. It covers all permanent and temporary staff employed across the Republic of Ireland.

The report includes part-time employees participating in the Community Employment (CE) Scheme, whose pay is set in accordance with Department of Social Protection guidelines.

Pay gap calculations follow the methodology outlined in the Gender Pay Gap Information Act 2021 and associated regulations. Figures are based on gross hourly pay, calculated from ordinary pay and allowances before tax, excluding any on-cash benefits.

Our Results

As of June 2025, Special Olympics Ireland employed 86 people, comprising of 72% female employees and 28% male employees. The analysis shows:

- Mean gender pay gap: 16.76% in favour of male employees
- Median gender pay gap: 17.10% in favour of male employees

The reported mean gender pay gap of 16.76% and a median gender pay gap of 17.10%, indicating that, on average, men earned more per hour than women across the organisation.

Among part-time employees, the trend was reversed, with women's average earnings higher than men's, a mean gender pay gap of -10.16% and a median gender pay gap of -4.66%.

These results reflect the structure and composition of the organisation's workforce, rather than unequal pay for comparable work.

Special Olympics Ireland's pay framework is informed by charity and sports sectors, as well as general business and public service sectors where appropriate.



What the Gender Pay Gap Means

The gender pay gap measures the difference between the average hourly earnings of men and women across the organisation, regardless of role. It is important to note that this is not the same as equal pay, which ensures that men and women receive the same pay for the same or equivalent work.

The gender pay gap provides insight into workforce composition and the distribution of roles across the organisation, highlighting patterns that may influence overall pay averages.

Special Olympics Ireland's Gender Pay Gap

Category	Mean %	Median %	Regulation Reference
All Employees	16.76%	17.10%	R.7(1)(a), R.8(1)(a)
Part-Time Employees	-10.16%	-4.66%	R.7(1)(b), R.8(1)(b)

Context and Key Drivers

Workforce Composition

The 2025 gender pay gap reflects the distribution of men and women across different job levels and functional areas. While women make up the majority of our workforce, men are proportionally more represented in technical and management roles, which attract higher pay bands. This difference in role distribution is the main factor influencing the overall pay gap.



Representation Across Pay Quartiles

Women make up the majority of employees across all pay quartiles, including the highest quartile. This demonstrates strong female representation at all levels of the organisation. The overall mean and median gender pay gaps are influenced by a small number of higher-paid senior male roles, including the former CEO, rather than indicating systemic inequality.

Quartile	Mean	Women
Upper Quartile	35.00%	65.00%
Upper Middle Quartile	25.00%	75.00%
Lower Middle Quartile	26.32%	73.68%
Lower Quartile	15.79%	84.21%

Benefits

Special Olympics Ireland does not operate a bonus scheme for any employees. In 2025, one male employee (representing 5% of the workforce) received a benefit-in-kind (BIK) through participation in the Bike to Work Scheme. No female employees received a BIK. This limited use of non-cash benefits reflects sectoral norms rather than structural disparity.

Category	% of All Males	% of All Females	Regulation Reference
In Receipt of Bonus	N/A	N/A	R.9(1)(c)
In Receipt of Benefit in Kind (BIK)	5.00%	0%	R.9(1)(d)



Future Focus and Action Plan

Targeted Leadership Development Pathways

- Continue to establish leadership development opportunities to prepare women for leadership.
- Partner with external networks to create leadership and visibility opportunities for emerging female leaders.
- Highlight and celebrate the progress already made in promoting and appointing women to senior positions within SOI.

Inclusive Recruitment and Selection Framework

- Continue to have gender-balanced interview panels for all management and senior-level recruitment processes.
- Ensure all shortlists for senior roles reflect balanced gender representation, with qualified candidates of different genders considered equitably.
- Review and update where appropriate, all recruitment materials and role descriptions to ensure inclusive, gender-neutral language and to identify and remove any potential barriers to female applicants.
- Provide mandatory training for all managers involved in recruitment, including inclusive hiring practices, mitigating bias, and promoting equitable candidate assessment.

Succession Planning

- Implement succession planning strategies to identify high-potential female employees who could transition into technical or leadership roles.
- Continue to offer training, mentoring, and career development support aligned with those pathways.

Strategic Partnerships for Gender Diversity

- Collaborate with other NGB's, charities and inclusion networks to share best practices in the non-profit and sports sectors.
- Encourage cross-sector mentorship among female leaders across sport administration.



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Monitoring, Reporting, and Progress

- Gender pay gap metrics, including mean and median pay differences and quartile representation, will be reviewed annually.
- Compensation and benefits will be examined each year to ensure fairness and equity.
- All staff will have access to diversity, equity, and inclusion (DEI) training, including unconscious bias awareness and inclusive leadership.
- Progress will be reported to the Management Team, Board, and staff, and published annually to ensure transparency and accountability.

Closing Note

As this is Special Olympics Ireland's first year conducting, analysing, and interpreting gender pay gap data under the legislative requirements, we are committed to fostering a culture of transparency, inclusion, and continuous improvement.

We will share our gender pay gap findings and associated action plans openly with colleagues and actively invite feedback. To support ongoing dialogue, we will leverage our existing Champions to engage in meaningful discussions around equity and inclusion. While Special Olympics celebrates the progress made, we remain transparent about areas where further improvement is needed and will continue to prioritise open communication and employee engagement as key drivers of change.