

A close-up photograph of two hands, one larger and one smaller, gently cupping a bright red, glossy heart. The hands are positioned with fingers spread, supporting the heart from below and sides. The background is a soft, out-of-focus grey.

Gender Pay Gap Report

2025



**Irish Heart
Foundation**

The National Stroke & Heart Charity

Irish Heart Foundation Gender Pay Gap Report

1. Introduction

We are pleased to publish our first gender pay gap report, reporting across a range of diversity metrics, in line with [The Employment Equality Act 1998 \(section 20A\) \(Gender Pay Gap Information\) \(Amendment\) Regulations 2025](#)

The Act requires organisations in the Republic of Ireland with 50 or more employees to publish their gender pay gap metrics on their chosen 'snapshot date', which for the Irish Heart Foundation is 30th June 2025.

Reporting on and addressing the gender pay gap is crucial for fostering a fair and inclusive workplace. By transparently sharing gender pay gap data, we demonstrate our ongoing commitment to equality and accountability, building trust with our employees, stakeholders, and the wider community.

We confirm that we are fully compliant with all relevant requirements under the applicable legislation and are committed to being an employer of choice, adhering to all applicable legislation and best practices.

2. Calculating the Gender Pay Gap

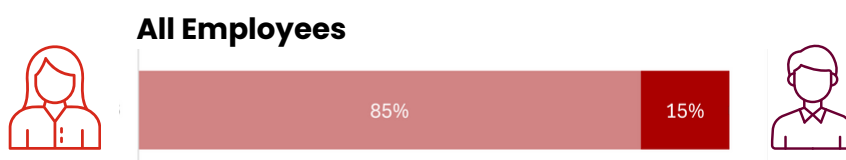
The mean gender pay gap: compares the average hourly pay of females to that of males. It is calculated by adding all the hourly pay for each gender, dividing it by the number of employees grouped by that gender, and expressing it as a percentage.

The median gender pay gap: is the difference between the female median hourly wage (the middle-paid female) and the male median hourly wage (the middle-paid male).

3. Overall Employment Profile

Table 1

% Workforce makeup	Female	Male
Total Staff	85%	15%
Full Time Employees	79%	21%
Total Part-time Employees	95%	5%
Fixed Term Employees	86%	14%



The Irish Heart Foundation's workforce is predominantly female, with a female-to-male ratio of 85:15.

Full-time employees consist of 64% of the workforce, while part-time employees account for 36%, and fixed-term employees represent 17%. Table 1 illustrates the gender distribution (female vs male) within each category.

In Ireland's not-for-profit sector, it is quite common to see a workforce that is predominantly female.

4. Gender Pay Gap Metrics

Table 1

Metrics	Mean	Median
All Employees	3.8%	-13.4%
All Part-time Employees *	43.8%	45.9%
Fixed Term Employees	-20.9%	-24.5%

* The part-time category includes various employment types such as reduced-hour contracts, rostered hours, and piecework roles

Table 2

Breakdown of all Part-Time Staff	Mean	Median
Part-Time Staff **	0.0%	0.0%
Piecework Staff ***	-1.2%	-3.2%

** There are no male part-time staff working within this area in the Irish Heart Foundation

*** Piecework staff pay represent 0.136% of total annual payroll

Table 3

Other Reporting Metrics	Female	Male
BIK	0.0%	0.0%
Bonus	0.0%	0.0%

The results show that the mean gender hourly pay gap is 3.8%.

The median pay is -13.4%. This indicates that the middle-earning women earn 13.4% more than the middle-earning men. The median is often considered a more accurate indicator of typical pay differences because it is less influenced by extreme salaries.

When interpreting the gender pay gap results for part-time employees, it is important to refer to Table 2, which illustrates the distribution of part-time staff across regular part-time roles and piecework non-fixed positions. This breakdown provides essential context for understanding the disparities observed, as the composition of these roles can heavily influence the pay gap outcome.

The Irish Heart Foundation does not make bonus or benefit-in-kind (BIK) payments.

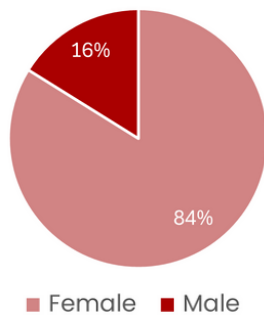
5. Quartiles:

The percentage of female and male employees in each of the four pay band quartiles

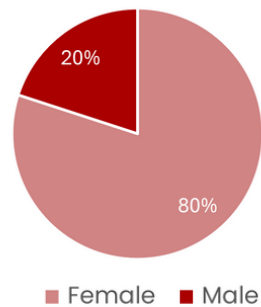
Table1

Population by Pay Quartiles		Female	Male
Lower	Q1	84%	16%
Middle	Q2	80%	20%
Upper Middle	Q3	93%	7%
Upper	Q4	83%	17%

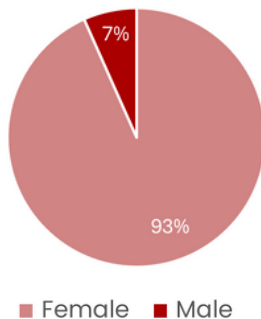
Q1 Lower



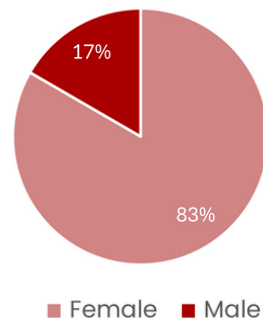
Q2 Middle



Q3 Upper Middle



Q4 Upper



6. Positive measures undertaken to support Gender Pay in the Irish Heart Foundation

Recruitment:

The Irish Heart Foundation operates fair hiring practices and aims to attract a diverse talent pool and reduce bias. We provided diversity and inclusion training for all staff and hiring managers in 2024 to support our commitment to this initiative.

Recruitment Policies:

The Irish Heart Foundation has in place and operates recruitment policies that ensure a consistent and equitable approach to recruitment and selection processes.

REMCO Committee:

The Irish Heart Foundation's board established a Remuneration Committee (REMCO) as part of the Governance and Nominations Board Subcommittee in 2024. Part of the role of this committee is to ensure, within the context of relevant benchmarks (including but not limited to not-for-profit organisations), that employees are fairly rewarded, at all times, for their individual contributions to the organisation's overall performance and that salaries are fair and equitable.

Bronze Investors in Diversity Accreditation:

The Irish Heart Foundation successfully achieved the 'Investors in Diversity' Bronze Award in February 2025.



Irish Heart Foundation

The National Stroke & Heart Charity

Irish Heart Foundation

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