Kare

Promoting Inclusion for
People with Intellectual Disabilities

GENDER PAY GAP REPORT

Snapshot date: 30th June 2026

Gender Pay Gap (GPG)

The GPG refers to the difference in the average hourly pay of females compared to males in a particular organisation and is designed to capture the extent to which females are evenly represented across an organisation.

The Legislation

The Gender Pay Gap Information Act 2021 (the "Act)" was signed into law on 13 July 2021. The Act amends the Employment Equality Acts 1998 to 2015 in the form of the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 ("the Regulations").

Our Report

The report on the snapshot date must be published setting out the reasons for such differences and the measures being taken or proposed to eliminate or reduce such differences.

Our snapshot date is determined to be 30 June each year. The detail is published within 6 months of that date for the previous 12 months.

The following must be included in the Report;

- the difference between the
    - mean hourly rate for all men and that for all women
    - median hourly rate for all men and that for all women
    - mean bonus for all men and that for all women
    - median bonus for all men and that for all women
    - mean hourly rate of part-time men and that of part-time women
    - median hourly rate of part-time men and that of part-time women
    - mean hourly rate of men on temporary contact and that of women on temporary contact
    - median hourly rate of men on temporary contact and that of women on temporary contact
    - the % of men paid bonus and the % of women paid bonus
    - the % of men in receipt of BIK and the % of women in receipt of BIK

- and the % of male employees and % of female employees who fall within;
    - Lower remuneration quartile pay band
    - Lower middle remuneration quartile pay band
    - Upper middle remuneration quartile pay band
    - Upper remuneration quartile pay band

Context

Kare is a Section 38 funded organisation. All staff appointed to employment in Kare are aligned to the HSE Consolidated Pay Scales. New staff joining our organisation may be entitled to incremental credit depending on their experience. All staff receive an annual increment and move a point on their scale until they reach the maximum point. The GPG arises as a result of the point on scale of the individual based on years of service.

OUR SNAPSHOT DATA FOR 30 JUNE 2026

All Staff:

All Staff *	2026 %	2026 Number	2025 %	2025 Number
Male	21.93%	157	21.66%	151
Female	78.07%	559	78.34%	546
Total	**100%**	**716**	**100%**	**697**

* Excludes staff employed on our Community Employment Schemes.

Part-time Staff:

All Staff	2026 %	2026 Number	2025 %	2025 Number
Male	16.15%	62	15.49%	59
Female	83.85%	322	82.51%	322
Total	**100%**	**384**	**100%**	**381**

Gender Pay Gap Insights

Overall gender pay gap remains very small. The mean gender pay gap for 2026 is -0.83%, meaning the average hourly rate for male employees (€26.26) is slightly lower than the average for female employees (€26.48). This compares with a mean gap of -0.65% in 2025. The small movement year on year does not indicate a material change in the overall position.

The median gender pay gap is -1.83%, compared with -3.70% in 2025. The reduction in the median gap indicates that the hourly rates of male and female employees around the middle of the pay distribution have moved closer together.

Taken together, the mean and median figures indicate a high level of gender pay equality across Kare. Pay is based on the HSE Consolidated Pay Scales, with employees progressing through the relevant scale based on incremental arrangements. Differences in average pay can therefore be influenced by grade, role, length of service and position on the relevant pay scale.

The part-time mean gender pay gap is more pronounced at -8.03%. However, the part-time median gap is considerably smaller at -0.84%. The difference between these measures indicates that the mean is being influenced by the mix of roles undertaken on a part-time basis. In particular, more female employees work part-time in higher-paid clinical roles. The highest hourly rate among female part-time employees is €64.45, compared with €33.62 among male part-time employees.

Female representation across the pay quartiles broadly reflects the overall workforce profile. Female employees account for 78.07% of the overall workforce, and the distribution across the four pay quartiles does not indicate a disproportionate concentration of female employees in the lower-paid quartiles. There has also been no significant change in the gender profile of the quartiles compared with 2025.

Female representation at senior management level remains strong at 71%. When considered alongside the quartile analysis, this demonstrates significant female representation across both the wider workforce and senior organisational roles.

The workforce remains predominantly female, with women accounting for 78.07% of all employees and 83.85% of part-time employees. While this does not in itself indicate a gender pay issue, Kare will continue to monitor workforce composition alongside pay and progression data as part of its wider equality and workforce planning approach.

Conclusion:

Kare's gender pay data for 2026 continues to show a very small overall gender pay gap, with a mean gap of -0.83% compared with -0.65% in 2025. The median gap has reduced from -3.70% to -1.83%, indicating that pay at the middle of the distribution has moved closer between male and female employees.

The data also shows that female employees are represented across all four pay quartiles and account for 71% of the Senior Management Team. There is no indication from the quartile analysis that female employees are disproportionately concentrated in the lower-paid areas of the organisation.

The larger mean gap among part-time employees will continue to be monitored. Current data indicates that this is primarily influenced by the different mix of roles

undertaken part-time, particularly the greater representation of female employees in higher-paid clinical roles, rather than the overall organisational pay position.

Kare will continue to monitor its mean and median gender pay gaps, part-time pay data, workforce composition, pay quartiles and representation at senior levels each year. Kare will also continue to promote equality of opportunity in recruitment, progression and access to flexible working arrangements and will review emerging trends to identify where further action may be required.

Appendix 1: Gender Pay Gap Snapshot

Gender Pay Gap - Summary 2026

	All Staff		Part Time	
	Mean	Median	Mean	Median
Hourly Rate	-0.83%	-1.83%	-8.03%	-0.84%
Bonus	0%	0%	0%	0%
BIK	0%	0%	0%	0%
Temp Contractors	0%	0%	0%	0%

Gender Pay Gap - Summary 2025

	All Staff		Part Time	
	Mean	Median	Mean	Median
Hourly Rate	-0.65%	-3.70%	-9.55%	-2.56%
Bonus	0%	0%	0%	0%
BIK	0%	0%	0%	0%
Temp Contractors	0%	0%	0%	0%

Appendix 2: Quartile Pay Bands







