Kildare County Council

Gender Pay Gap Report 2026



Comhairle Contae Chill Dara
Kildare County Council

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Introduction



Kildare County Council is pleased to publish its fifth Gender Pay Gap Report for 2026.

We recognise the importance of creating a workplace where everyone feels welcome, is treated fairly, and has the opportunity to reach their full potential.

This report gives us an opportunity to review the progress we have made in this important area. It also helps us better understand our gender pay data, identify areas for improvement, and continue supporting equal opportunities across the organisation.

People and communities are at the heart of what we do. We are committed to maintaining an inclusive workplace where everyone has equal opportunities and where employees feel respected, valued and supported. We continue to work to remove barriers to equality, promote diversity, and foster an open and inclusive working environment.

Kildare County Council has a range of initiatives and supports in place to promote equality, diversity and inclusion, and we remain committed to building on this work. While progress has been made, we know there is always more we can do. The findings in this year's report will help us better understand our organisation and inform the actions we take in the future.

We value the diversity of our workforce and recognise the strength it brings to our organisation. We remain committed to creating a workplace where everyone can thrive, and we look forward to working with our colleagues across Kildare County Council and the wider local government sector to achieve this goal.

Sonya Kavanagh

Sonya Kavanagh
Príomhfheidhmeannach
Chief Executive

About Us

Local government in Ireland

There are 31 local authorities and 3 regional assemblies in Ireland. Local authorities are the closest and most accessible form of government to citizens. They have responsibility for the delivery of a wide range of services in their local area, with a focus on making cities, towns, villages and the countryside attractive places in which to live, work and invest. Local authority services make a significant contribution to the physical, cultural, social and environmental development of communities and include housing, planning, infrastructure, environmental protection and the provision of amenities and recreation and community infrastructure.

Local authorities play a key role in promoting social inclusion and quality of life and supporting economic development and enterprise at a local level. Local authorities take the lead role in shaping the strategic vision of the county or city. They also work in partnership with other state, public and private bodies in the delivery of critical infrastructure and shared services. Local authorities deliver hundreds of services and implement policy across a range of areas including:

- Arts and culture
- Climate action
- Community services
- Economic development
- Environment
- Housing
- Libraries
- Parks and open spaces
- Planning
- Roads and transport
- Tourism

Local authority employees come from a wide range of backgrounds with diverse skill sets, qualifications, and experience. Roles in the sector include:

- Accountants
- Administrators
- Apprenticeships
- Archaeologists
- Architects
- Archivists
- Conservation officers
- Engineers
- Fire services
- General service and tradespeople
- Graduates
- Health and Safety
- Information technology
- Library services
- Planners
- Senior management roles
- Technicians

Working for Kildare County Council gives our employees the opportunity to gain experience at the heart of local government and to make a real difference for County Kildare. Everything we do in Kildare County Council is geared towards making Kildare a great place to live and work and our employees play a vital role in that ambition.



Kildare County Council

County Kildare is an inland county located in the mid-eastern region of Leinster covering with an area of 169,550 hectares. The 2022 census recorded a population of 247,774. Given significant housing delivery, the population has increased since census 2022. The County acts as a major transport hub to the Country through its major road and rail infrastructure, as well as offering scenic landscapes, vibrant active urban and rural communities and an unrivalled equine tourism scene.

Within its five municipal districts, Athy, Celbridge-Leixlip, Clane-Maynooth, Kildare-Newbridge and Naas, Kildare County Council employs a diverse workforce of over 1,200 employees. Our people deliver services to both citizens and visitors to County Kildare, which includes the provision of housing, planning, development, environmental, roads and traffic, leisure and community services.

KILDARE COUNTY COUNCIL'S CORPORATE VISION IS:

Creating a sustainable future while improving quality of life for all the people of Kildare.

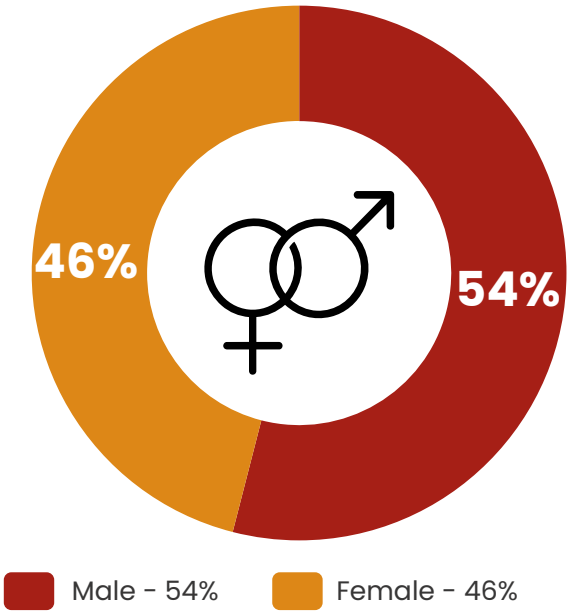
As an organisation, we are focused on building a sustainable and climate-conscious future while improving the wellbeing of our communities. This is achieved through the delivery of high-quality infrastructure, efficient and accessible services, and a strong commitment to collaboration, innovation, inclusion, and community engagement. Our employees are our most valuable resource and remain central to achieving our goals and delivering positive outcomes for citizens.



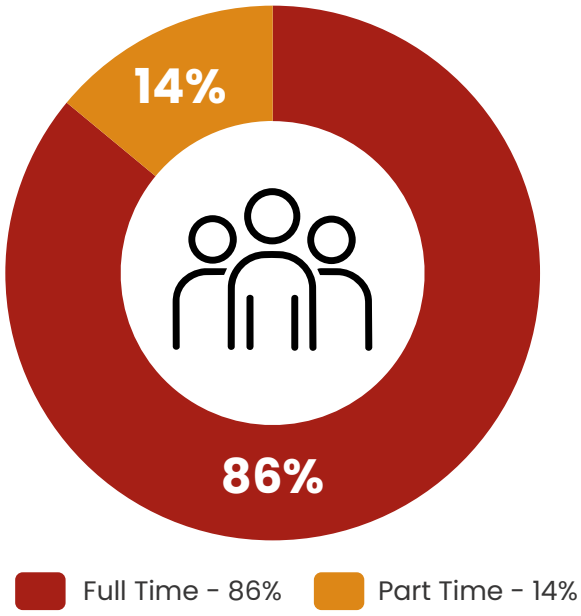
Our employees work in a dynamic and progressive local authority which promotes training and development of our employees who are our most valuable resource.

Workforce Profile

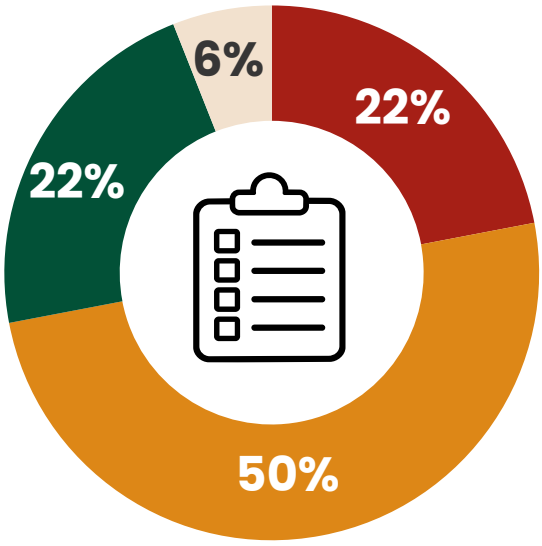
% Employees by Gender
30 June 2026



% Employees by Full-time/ Part-time
30 June 2026



% Employees by Job Category
30 June 2026



Job Category	% of Employees
General Services	22%
Management & Administrative	50%
Professional & Technical	22%
Fire Service	6%

Gender Pay Gap Reporting

Gender Pay Gap Reporting 2026

The Gender Pay Gap Information Act, 2021 requires organisations with over 50 employees to report on their Gender Pay Gap. 2026 is the fifth year that organisations will have to report on their Gender Pay Gap. Organisations are asked to select a 'snapshot' date in the month of June. The reporting period is the 12-month period immediately preceding and including the snapshot date. For local authorities, the snapshot date is 30 June 2026. Organisations have five months to prepare their calculations, before reporting five months later during November 2026. The information must be published on the employer's website or in some other way that is accessible to all its employees and to the public. From 2026, organisations are also required to publish their figures on the government Gender Pay Gap Portal www.genderpaygapireland.gov.ie.

Who is included?

All persons employed by the employer on the snapshot date, including employees not rostered to work on that date and employees on leave. The mean and median figures must also be given separately for part-time and temporary employees.

What do we mean by the gender pay gap?

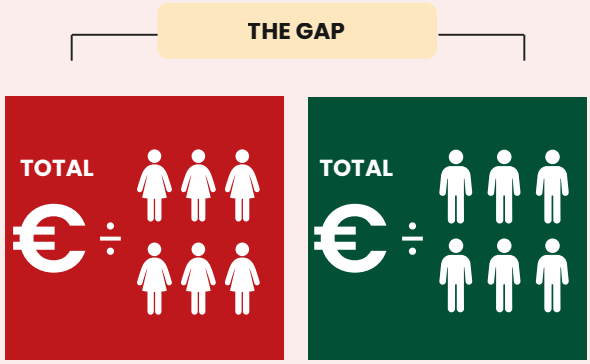
The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role. The Gender Pay Gap is not the same as equal pay. Employment Equality legislation provides for equal pay for like work. All male and female employees in the local government sector are paid equally for work that is the same or similar or for work of equal value, therefore this report does not examine equal pay. Rates of pay within the sector are agreed through national wage agreements negotiated regularly between employers and staff representatives. Most employees are paid according to an incremental salary scale and the salary ranges for various roles are available on the local government jobs website at www.localgovernmentjobs.ie

Mean and Median Gender Pay Gap

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role, using the following measures:

Mean Gender Pay Gap

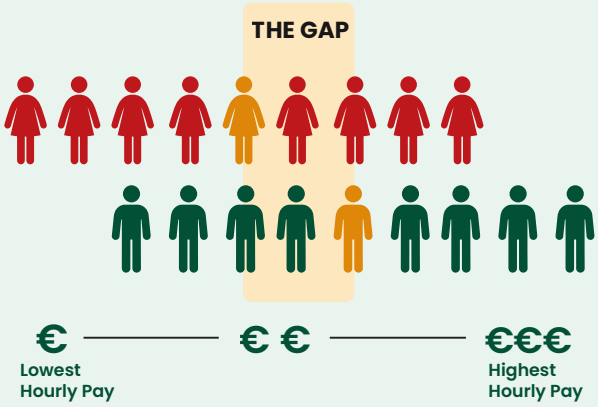
This shows the % difference between the average hourly rate of pay for males and the average hourly rate of pay for females.



$$\frac{\text{(average male hourly rate) - (average female hourly rate)} \times 100}{\text{average male hourly rate}}$$

Median Gender Pay Gap

This shows the % difference between the median hourly rate of pay for males and the median hourly rate of pay for females.



$$\frac{\text{(median male hourly rate) - (median female hourly rate)} \times 100}{\text{median male hourly rate}}$$

The Gap: As different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap emerges if, for example, more men are in higher paid roles or more women are in lower paid roles.

The **mean** is the average. It is calculated by getting the difference between the average hourly rate of pay for males and the average hourly rate of pay for females (male hourly rate minus female hourly rate), expressed as a percentage of the male hourly rate. If this figure is negative, the average hourly rate of females is higher than the average hourly rate of males on the snapshot date. If this figure is positive, the average hourly rate of males is higher than the average hourly rate of females on the snapshot date.

The **median** is the figure that falls in the middle of a range where the salary of all relevant employees is listed, from the lowest to the highest. This can provide a more accurate representation of the 'typical' differences in pay.

It is useful to look at both the mean and median figures, as each one can tell us something different about the underlying factors affecting the pay gap. For example, a small number of higher paid employees can impact the mean figure and if this is the case, the median figure may be more representative of difference between what a male and a female is paid. If there is a significant difference between an organisation's mean and median pay gap, this may indicate that the data is impacted either by the presence of very low earners (making the mean lower than the median) or by a group of higher earners (making the mean higher than the median). It is also important to remember that this report uses data on a snapshot date in June. Gender pay gaps can fluctuate from month to month and across quartile pay bands, depending on changes to headcount. However, headline figures will give a good indication of the differences between average earning between males and females.

Quartile Pay Bands

Dividing employees into four more-or-less equal groups (or quartiles) with pay graded from lowest to highest helps us to examine pay across different levels of the organisation. Organisations must report on the percentage of employees who fall within the lower, lower middle, upper middle and upper quartile hourly pay bands. In order to group employees into these Quartile Pay Bands, the organisation lists all employees from lowest to highest, based on their hourly rates. The employees are then divided into four equal groups or Quartiles based on this - lower, lower middle, upper middle and upper. The employer then shows the proportion of male and female employees in each quartile as a percentage e.g. percentage of male employees in the lower quartile and percentage of female employees in the lower quartile (and so on).

Bonus and benefit-in-kind

Figures must also be provided for bonus payments or benefit-in-kind payments if these apply. Bonus payments do not apply within the local government sector. Benefit in Kind may arise in certain circumstances, such as where some professional fees are paid by the employer.

Factors that can have an impact on the gender pay gap

As mentioned, this report does not look at equal pay. Every employee, regardless of gender is paid equally for work that is the same or similar or for work of equal value. However, differences between what employees are paid can be impacted by a number of complex factors including:

- **Occupational segregation –** some job categories or occupations may have traditionally attracted more females than males or vice versa.
- **Working patterns –** full-time and part-time work. It may be that more females than males seek part-time work or career breaks and although this does not impact on their hourly rate of pay, it may impact on choices around career progression.
- **Length of service –** incremental pay increases may mean that new joiners are paid less than more experienced employees.
- **Time of year –** temporary or seasonal workers may be recruited for different roles which may attract a different rate of pay
- **Gender breakdown of senior roles at higher salaries –** a small number of higher paid employees can affect the average figures
- **Gender breakdown of lower paid roles –** a large number of lower paid employees can affect the average figures.

If an organisation reports a **positive gender pay gap**, it does not mean that females are paid less than males for doing the same job, but it does show that, on average, males occupy higher paid roles than females.

If an organisation reports a **negative gender pay gap**, it does not mean that males are paid less than females for doing the same job, but it does indicate that, on average, females occupy higher paid roles than males.

The larger the positive or negative pay gap is, the more marked the differences in hourly rates of pay will be and the more males or females proportionally working in either higher or lower paid roles within the organisation.

Our Figures

Mean and Median Gender Pay Gap - All Employees

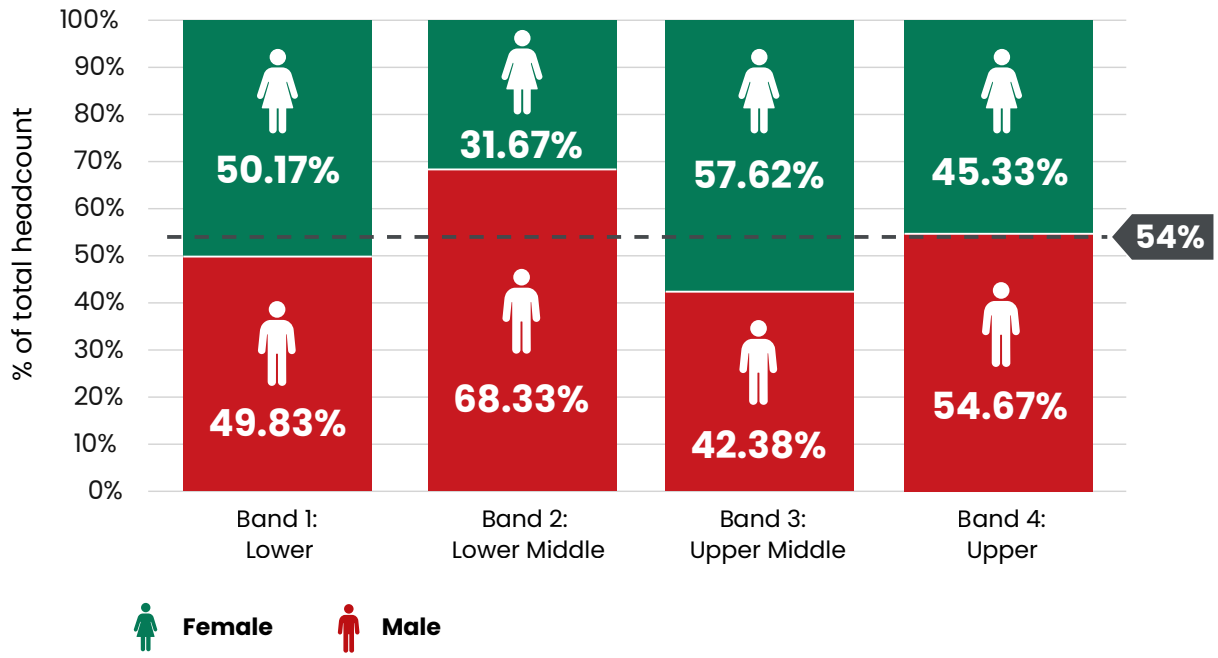
Kildare County Council Gender pay gap 2026

All employees for the reporting period to 30 June 2026

Mean Gender Pay Gap	Median Gender Pay Gap
-0.36%	-10.20%

Kildare County Council Quartile Pay Bands for Total Headcount

30 June 2026



Note: 54%:46% (male:female) is the gender breakdown of all employees on 30 June 2026. This is shown in the dotted line above.

Mean and Median Gender Pay Gap - All Employees

The Mean Gender Pay Gap shows that on average, females are paid 0.36% more than males. The Median Gender Pay Gap shows that the median rate of pay for females is 10.20% higher than the median rate of pay for males.

In Kildare County Council 22% of our total staff are in the general service category, 50% are in the management & administrative category, 22% are in the professional & technical category and 6% are in the fire service category.

Looking at the distribution of employees across the four Quartile Pay Bands helps us examine pay at different levels of the organisation. These Quartile Pay Bands show the distribution of male and female employees by Pay Band across the organisation. (The organisation lists all employees from lowest to highest, based on their hourly rates, then divides this into four equal Pay Bands or Quartiles - lower, lower middle, upper middle and upper. The employer then shows the proportion of male and female employees in each quartile).

The split for each of the 4 quartiles shown above is broadly in line with our workforce demographics of 54% male and 46% female. For there to be no Gender Pay Gap you would expect to see the workforce demographics reflected more closely in each quartile.

There is a slightly higher proportion of females in Band 1, reflecting that there are proportionately more females at lower grades. There is a slightly higher proportion of males in the Band 4, reflecting that there are proportionately more males in higher grades, however a 55%:45% gender breakdown in senior grades is to be welcomed and reflects progress on gender balance in senior roles. Both more males at lower grades and fewer females at higher grades can affect the mean and median pay gaps.

Mean and Median Gender Pay Gap - Part-time Employees

Kildare County Council Gender pay gap 2026

Part-time employees for the reporting period to 30 June 2026

Mean Gender Pay Gap	Median Gender Pay Gap
-15.15%	-2.91%

Approximately 14% of all our employees on 30 June were working part-time. Of these, 42% are male and 58% are female. Factors influencing the pattern of part-time employees across the organisation include a range of flexible work options for part-time work, which, while available to all employees, have a greater take-up of in administrative and clerical job categories. Another factor is job categories where part-time work is an occupational feature of the role, including the fire service, library service, community wardens and caretakers for burial grounds.

Mean and Median Gender Pay Gap - Temporary Employees

Kildare County Council Gender pay gap 2026

Temporary employees for the reporting period to 30 June 2026

Mean Gender Pay Gap	Median Gender Pay Gap
-19.39%	-6.89%

On 30 June 2026, 4.5% of our employees were employed on temporary contracts. Of these, the majority, 44% are male and 56% are female. These contracts include temporary/seasonal employees such as community wardens and general operatives, as well as graduate engineers, technicians, drivers/machinery operators, students and interns.

Comparison with Previous Years:

Kildare County Council	2023	2024	2025	2026
Mean Hourly Pay Gap - All Staff	-4.69%	-3.87%	-0.72%	-0.36%
Median Hourly Pay Gap - All Staff	-13.64%	-12.45%	-8.78%	-10.20%
Mean Hourly Pay Gap – Part-time Employees	-11.29%	-22.22%	-13.58%	-15.15%
Median Hourly Pay Gap – Part-time Employees	-7.99%	-4.61%	-3.63%	-2.91%
Mean Hourly Pay Gap – Temporary Employees	-11.63%	-13.2%	-0.42%	-19.39%
Median Hourly Pay Gap – Temporary Employees	-7.99%	-20.75%	19.10%	-6.89%

Benefit in kind

On 30 June 2026 0.0% of male employees received a Benefit in Kind payment and 0.0% of females received a Benefit in Kind payment.

Bonus payment

Bonus payments do not feature as part of pay in the local government sector.

How we are supporting Gender Equality

Strategic Workforce Planning

In July 2025, Kildare County Council submitted its Strategic Workforce Plan to the Department of Housing, Local Government and Heritage. This Plan seeks to foster excellence through people, ensure that our Core Values guide what we do in proactively managing our current and future workforce and enabling the organisation to respond to its strategic challenges and its changing needs. The Plan commits to further skills development and investing in learning and professional development; it underpins our commitment to equality, diversity and inclusion, and to protecting the health and wellbeing of our employees to support staff retention and attract future employees.

Fair and transparent recruitment practices

As an equal opportunities employer, we work to promote a culture of equality and we strive to embrace genuine equality of opportunity through our recruitment and selection process which are open to all.

We provide appropriate assistance and accommodation throughout our recruitment and selection process, including providing easily accessible interview facilities, agreeing an appropriately timed interview, and supplying or arranging appropriate equipment.

All our Interview Boards are gender balanced, and all Interview Boards receive training, including unconscious bias training, including newly introduced disability training as part of our participation in the WAM Programme.

Recruitment websites highlight family friendly and flexible working options, and our job descriptions and job advertisements are gender neutral.

We provide training and support, open to all employees to help them prepare for job applications and interviews.

Employees are paid according to an incremental salary scale, and we offer strong career progression opportunities which are open to all employees.

Work life balance

We support a healthy and flexible work-life balance through a range of leave and working arrangements, including paid Maternity, Adoptive and Paternity Leave, Parent's and Parental Leave, Work Sharing, Shorter Working Year, Force Majeure Leave and Carer's Leave. These supports help employees balance work and caring responsibilities, promote equal participation and career progression, and address factors that can contribute to the gender pay gap.

In line with the Work Life Balance and Miscellaneous Provisions Act 2023, employees with caring responsibilities may also apply for leave for medical care purposes and domestic violence leave.

Blended working

Our Blended Working Policy offers employees flexibility to combine onsite and remote working arrangements. By supporting equal participation, retention and access to career progression, this policy contributes to our efforts to address the gender pay gap.

Travel/Commuting Schemes

Access to the Cycle to Work and TaxSaver schemes also helps reduce commuting costs and supports more inclusive participation in the workplace.

Learning and Development

We are committed to providing ongoing learning and development opportunities so that all employees can develop to their full potential. All employees are actively encouraged to pursue education opportunities through the Council's Scheme of Educational Assistance, with study and examination leave also available.

Health and Wellbeing

The health and wellbeing of our employees remains a key priority for Kildare County Council. The Council is committed to creating a healthy, inclusive and supportive workplace, with employee wellbeing promoted across the four key pillars of Wellbeing set out in our Wellbeing Strategy - Mental Wellbeing, Physical Wellbeing, Social Wellbeing and Financial Wellbeing.

A Wellbeing Working Group has been established to support the development, coordination and delivery of health and wellbeing initiatives across the organisation. This has been further strengthened through the establishment of a team of Wellbeing Champions, creating a network of employees who help promote wellbeing, encourage engagement with initiatives and support a positive culture of health and wellbeing across the Council.

In late 2025, Kildare County Council also carried out its first Employee Health and Wellbeing Survey, providing employees with an opportunity to share their experiences and views on health and wellbeing in the workplace. The findings have helped to identify employee priorities and inform the ongoing development of the Council's wellbeing programme and future actions.

The Council continues to provide a comprehensive range of occupational health and wellbeing supports, including access to an Employee Assistance Programme (EAP), occupational health services, health screening, health and wellbeing webinars, vaccination clinics, together with a range of awareness campaigns, workshops and workplace wellbeing initiatives.

Dignity at Work

We promote a workplace culture of dignity, respect and equality, where all employees are treated fairly regardless of gender. Our Dignity at Work Policy and Procedures address bullying, harassment and sexual harassment, supporting gender equality across the organisation. Updated training will be rolled out to all employees in late 2026, with ongoing training and support available for Designated Contact Persons under this policy.

Equality, Diversity and Inclusion

Kildare County Council is committed to building an inclusive and diverse workforce in which employees of all genders have equitable access to recruitment, development and career progression opportunities. This supports our ambition to be an employer of choice and helps address structural factors that may contribute to the gender pay gap.

We also continue to design responsive services and customer care that reflect the needs of our increasingly diverse community.

The Council embeds the Public Sector Equality and Human Rights Duty across its management, policy development and service delivery processes.

An assessment of equality and human rights issues across Council functions and services has informed an Action Plan that supports evidence-based measures to advance equality, including actions relevant to gender representation and pay outcomes.

Our Human Rights and Equality Statement is incorporated into the Council's corporate and strategic plans, reinforcing accountability for equality objectives and ongoing progress.

Public Sector Duty

Kildare County Council progressively embeds the Public Sector Duty in its current management, policy development and service delivery processes.

The Public Sector Duty is set out in Section 42 of the Irish Human Rights and Equality Commission Act, 2014. Section 42 requires a public body, in the performance of its functions, to have regard to the need to eliminate discrimination, promote equality of opportunity and treatment of its staff and the persons to whom it provides services and protect human rights of its members, staff and the persons to whom it provides services.

Public bodies are required to set out in a manner that is accessible to the public in its strategic plan an assessment of the human rights and equality issues it believes to be relevant to its functions and purpose and the existing or proposed policies, plans and actions to address those issues. Furthermore, public bodies are required to report annually on developments and achievements in that regard in its annual report in a manner that is accessible to the public.

Kildare County Council acknowledges the commonality of purpose stated in both the "Duty" and Gender Pay Gap reporting requirements and the publication of this report serves to underline and support the three-step approach advocated by the IHREC i.e., Assess, Address and Report.

Women in leadership

Our Senior Management Team comprises a gender balance of 37.5% male and 62.5% female which consists of 1 female Chief Executive with 4 female Directors of Service and 3 male Directors of Service. In 2026, Kildare County Council enrolled 10 senior staff members on Women in Leadership programmes. We aim to continue our work on capacity building across the organisation.

Apprenticeships and Graduate Programme

In line with the Government's Public Service Apprenticeship Plan, Kildare County Council enrolled 3 Apprentices in 2026. We now have a total of 8 staff members undertaking apprenticeship programmes in areas such as Accounting, Cyber Security, Heavy Vehicle Mechanics, Civil Engineering and Quantity Surveying. 4 of the apprentices are male and 4 are female.

Similarly, the Council participates in the Graduate Programme coordinated by the LGMA on behalf of the sector.

Coaching

Launched in 2025 Kildare County Council has a dedicated Coaching Programme in place. This programme is available to all staff members and designed to support their personal and professional development. This initiative reflects Kildare County Council's ongoing commitment to fostering growth, resilience and leadership within the organisation. Our panel of 11 dedicated Coaches (5 males & 6 females) comprises experienced professionals from across the organisation all of whom completed a minimum QQI Level 6 Coaching Certificate.

Data collection and evidence-based policy development

We welcome the opportunity to report on our gender pay gap and have worked collaboratively across the sector to provide a standard and consistent approach to reporting. We will work with the LGMA and our colleagues in other local authorities to share learnings and best practice.



Comhairle Contae Chill Dara
Kildare County Council