

Kildare County Council

Gender Pay Gap Report 2025

Comhairle Contae Chill Dara
Kildare County Council



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Kildare County Council

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Introduction

Sonya Kavanagh, Chief Executive, Kildare County Council



Kildare County Council is pleased to publish its fourth Gender Pay Gap Report for 2025. We acknowledge the importance of fostering an inclusive culture where everyone is welcomed, treated fairly and empowered to achieve their fullest potential.

This report presents an important opportunity for us to assess our progress towards our objectives in this vital area. This reporting process also gives us, as employers, the chance to support equal opportunities, and bring about positive change and obtain valuable insights into our gender pay practices.

People and their communities are at the core of our organisation, and we consistently work to adopt and maintain an inclusive culture that ensures equal opportunities and where each employee feels valued and appreciated. Kildare County Council is dedicated to addressing workplace barriers to equality, promoting diversity and cultivating a transparent and inclusive workplace community.

Kildare County Council have in place initiatives and supports for equality, diversity, and inclusion and we will persist in our efforts in this domain, however, there is always room for improvement. We will analyse what the gender pay gap figures from this year tell us about our organisation and this in turn will assist us in shaping our future action plans.

Kildare County Council highly values diversity and inclusion in our organisation and we reaffirm our commitment and dedication to turning that into a reality. We look forward to collaborating with all our colleagues at Kildare County Council and throughout our sector as we strive to achieve our goals.

Sonya Kavanagh

Sonya Kavanagh
Chief Executive, Kildare County Council

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.

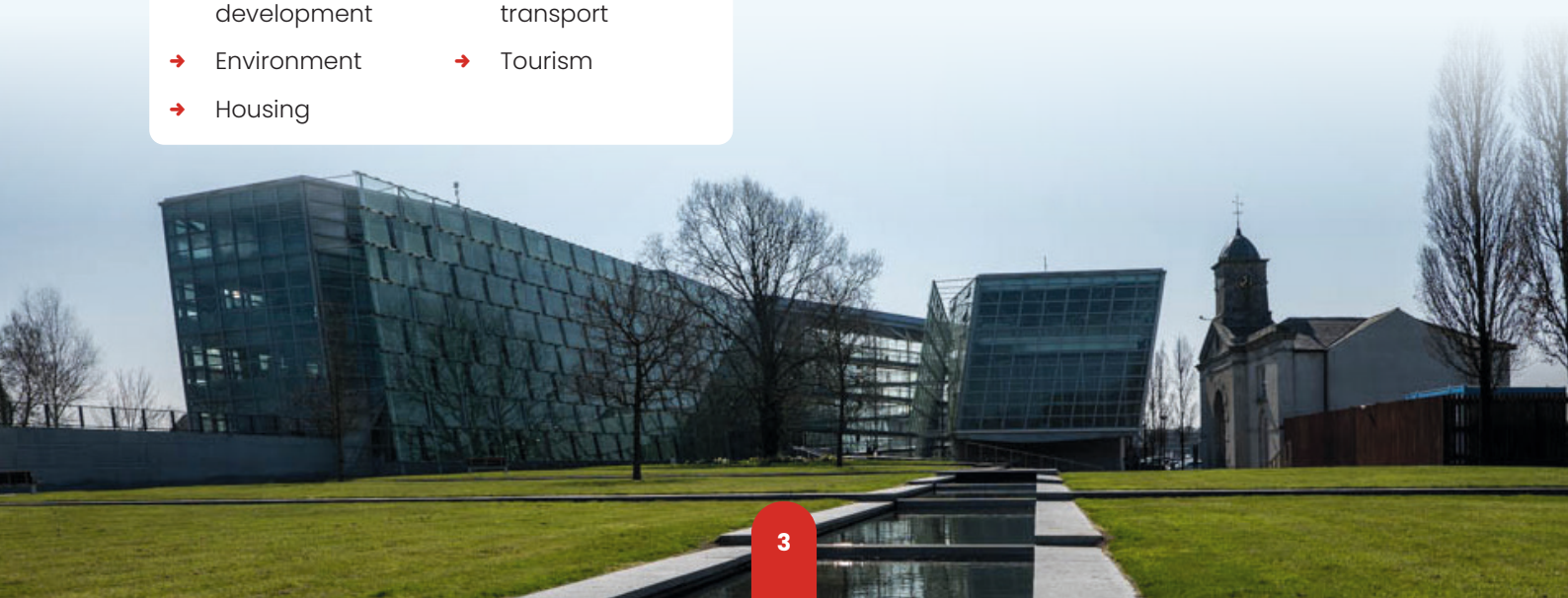
Local Authorities play a key role in promoting social inclusion and quality of life and supporting economic development and enterprise at a local level. Local authorities take the lead role in shaping the strategic vision of their County or City. They also work in partnership with other state, public and private bodies in their 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 County Kildare a great place to live and work and our employees play a vital role in that ambition.



Kildare County Council

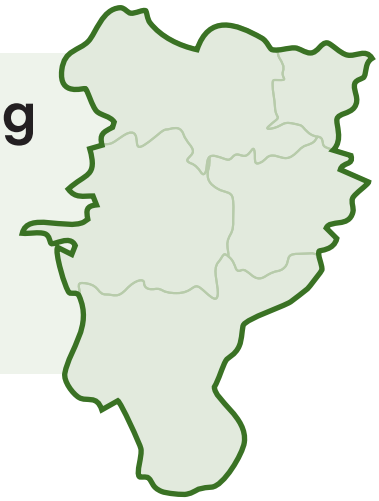
County Kildare is an inland county located in the mid-eastern region of Leinster covering an area of 169,550 hectares. The 2022 census recorded a population of 247,774. Given significant housing delivery, the population has increased since census 2022. The County acts as a major transport hub to the 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:

Kildare.... Living; growing; leading

Working together towards an inclusive and sustainable County

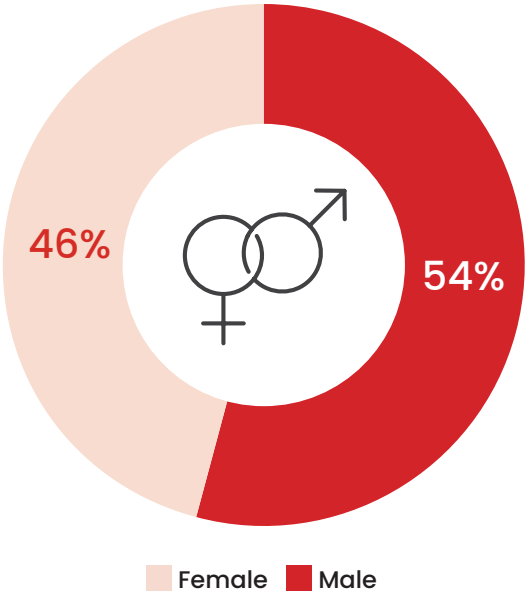


As an organisation, we are working towards shaping a sustainable, climate action focused future, while improving the quality of life of all citizens. The council seeks to achieve this by delivering enabling infrastructure, efficient accessible services and pursuing our vision through collaboration, innovation, inclusion and community engagement. Our employees are our most valuable asset and are at the heart of all we do.

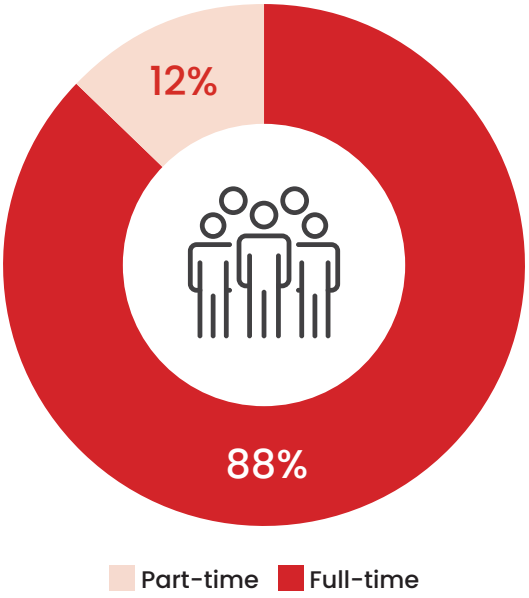
Workforce Profile

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

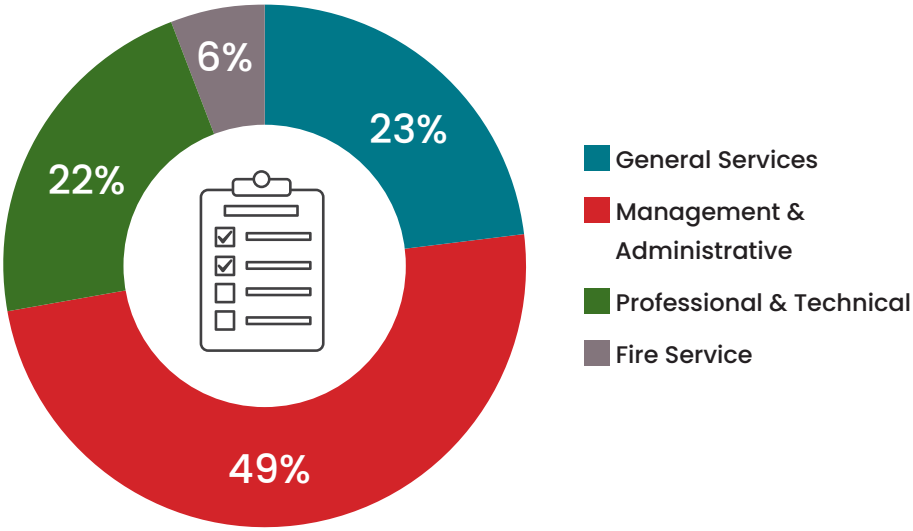
% Employees by Gender
30 June 2025



% Employees by Full-time/Part-time
30 June 2025



% Employees by Job Category
30 June 2025



Gender Pay Gap Reporting

Gender Pay Gap Reporting 2025

The Gender Pay Gap Information Act, 2021 requires organisations with over 50 employees to report on their Gender Pay Gap. This is the fourth 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, which for local authorities, the snapshot date is 30th June 2025. Organisations have five months to prepare their calculations, before reporting five months later during November 2025. 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.

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 average hourly rate of pay for females.

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

Median Gender Pay Gap

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

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

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

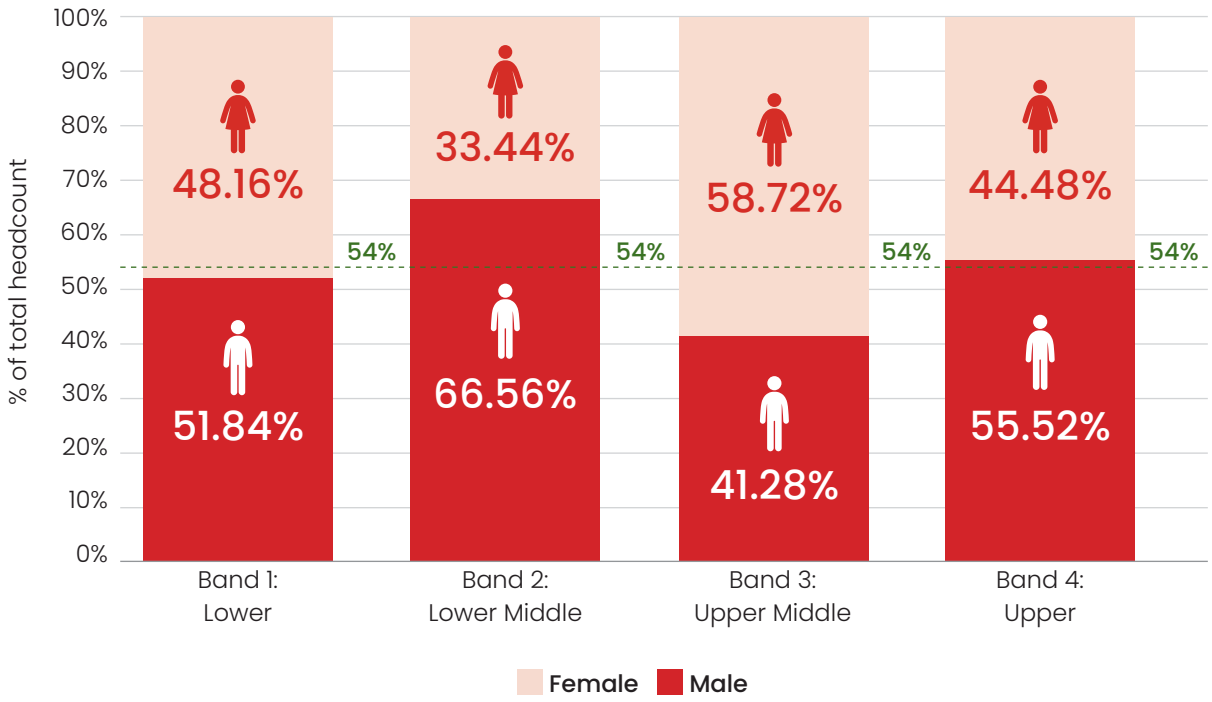
Kildare County Council Gender Pay Gap 2025

All employees for the reporting period of 30 June 2025

Mean Gender Pay Gap	Median Gender Pay Gap
-0.72%	-8.78%

Kildare County Council

Quartile Pay Bands for total headcount 30 June 2025



Note: 54%:46% (male:female) is the gender breakdown of all employees on 30 June 2025. This is shown in the dotted line above.

The Mean Gender Pay Gap shows that on average, females are paid 0.72% more than males. The Median Gender Pay Gap shows that the median rate of pay for females is 8.78% higher than the median rate of pay for males. This can be explained by the higher number of males occupying lower and lower middle paid roles and a higher number of females in upper middle roles.

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 and is closest to this demographic in bands 1 and 4.

Quartile 1 - Lower

There is a slightly higher proportion of males in Quartile 1, reflecting that there are proportionately more males at lower grades. On analysis of the job categories across the organisation, it is noted that 36% of this quartile consist of male outdoor staff (down 5% from 2024) and 43% accounts for females working in a clerical/administrative capacity (up 5% from 2024). The number of females employed in this band as a whole is up 6% from 2024.

Quartile 2 – Lower Middle

Quartile 2 contains a substantially higher percentage of males than females with 66.56% males and 33.44% females. This quartile comprises 37% outdoor staff, 35% clerical & administrative staff, 24% fire services staff and 4% professional & technical staff. 91% of all outdoor staff are male (5% down from 2024) and 78% of the clerical & administrative staff are female (down 2% from 2024). The total number of males employed in this quartile has decreased slightly by 1.36% from 2024 figures.

Quartile 3 – Upper Middle

A higher percentage of females (58.72%) occupy quartile 3 i.e., upper middle pay band. This points to a higher number of females (77%) occupying middle management administrative roles than males (23%). When we analyse the data further, it is noted that male representation in this band is spread almost evenly between Clerical/Administrative (36%), Outdoor (28%) and Professional/Technical (36%) categories. The number of females employed in this quartile is up 0.88% from 2024.

Quartile 4 - Upper

An analysis of band 4, upper pay band, shows a 55.52% male and 44.48% female gender breakdown at senior grades which is closely matched to our workforce demographics of 54% males and 46% female. This is to be welcomed and reflects significant progress on gender balance in senior roles.

There is a 4% increase in males in senior grades from 2024 and a 4% decrease in females in senior roles from 2024.

In summary, analysis of gender pay when considered in the context of workforce demographics results in a narrow gender pay gap overall.

Mean and Median Gender Pay Gap - Part-time employees

Kildare County Council Gender Pay Gap 2025

Part-time employees for the reporting period of 30 June 2025

Mean Gender Pay Gap	Median Gender Pay Gap
-13.58%	-3.63%

Approximately 12% of all our employees on 30 June were working part-time. Of these, 49% are male and 51% are female. Factors influencing the pattern of part-time employees across the organisation include a range of flexible work-life balance policy options for part-time work which include paid maternity and paternity leave, shorter working year schemes and carer's leave.

While these policies are available to all employees, there is a greater take-up 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 2025

Temporary employees for the reporting period of 30 June 2025

Mean Gender Pay Gap	Median Gender Pay Gap
-0.42%	19.10%

On 30 June 2025, 4.2% of our employees were employed on temporary contracts with representation of 43% male and 57% female.

These temporary/seasonal contracts are primarily for clerical / administrative and professional / technical roles across a wide variety of organisation roles such as school wardens, general operatives, and graduates.

Comparison with Previous Years Table

Kildare County Council	2022	2023	2024	2025
Mean Hourly Pay Gap - All Staff	-0.07%	-4.69%	-3.87%	-0.72%
Median Hourly Pay Gap - All Staff	-7.23%	-13.64%	-12.45%	-8.78%
Mean Hourly Pay Gap – Part-time Employees	-6.35%	-11.29%	-22.22%	-13.58%
Median Hourly Pay Gap – Part-time Employees	-7.41%	-7.99%	-4.61%	-3.63%
Mean Hourly Pay Gap – Temporary Employees	21.47%	-11.63%	-13.2%	-0.42%
Median Hourly Pay Gap – Temporary Employees	22.38%	-7.99%	-20.75%	19.10%

Benefit in kind

On 30 June 2025 no employee of Kildare County Council was in receipt of 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



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 and 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 our people to maintain a healthy, flexible work-life balance by offering many supports and leave opportunities, for example, paid Maternity Leave and Adoptive Leave, paid Paternity Leave, Parent's Leave, Work Sharing, Shorter Working Year, Parental Leave, Force Majeure Leave and Carer's Leave.

Under the Work Life Balance and Miscellaneous Provisions Act 2023, we also support those with caring responsibilities to apply for leave for medical care purposes and domestic violence leave.



Blended working

Blended working is now a part of our flexible working policies with flexible options to combine office and home/hub working.

We provide access to the Cycle to Work Scheme and the Tax Saver Scheme, to reduce commuting costs.



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 Assistance, with study and examination leave also available.

Health and Wellbeing

The health and wellbeing of all employees is paramount, and this is reflected in the adoption of Kildare County Council's Wellbeing Strategy 2023-2025. The council is committed to developing a wellbeing action plan that raises awareness and seeks to improve the overall wellbeing of our employees under four key pillars – Mental Wellbeing, Physical Wellbeing, Social Wellbeing and Financial Wellbeing.

We also offer a comprehensive employee occupational health programme including access to an Employee Assistance Programme, Health Screening, Health and Wellbeing webinars, Flu Vaccine Clinics etc.

In 2024 the council adopted a Menopause in the Workplace Policy in 2024. Over 550 women are employed by Kildare County Council, accounting for 46% of our workforce. The publication of this policy is another step in our efforts to support our employees, embed a culture of dignity, respect, and inclusivity in the workplace to promote gender equality.

Kildare County Council was shortlisted for the first time for the 2025 Menopause Hub Workplace Excellence Awards in the category of Best Menopause Support in the Public Sector and Government. Kildare County Council was also shortlisted for its approach to Menopause in the Workplace and its Menopause Café for the 2025 Workplace Excellence Awards in the following Categories:

- Excellence in Workplace Health and Safety
- Excellence in the Workplace Diversity, Culture and Inclusion.

Dignity at Work

We promote and support a culture of dignity, respect and equality. We have a Dignity at Work Policy, and all employees and managers have received training and support in the implementation of the policy. In 2025, the Designated Contact Persons appointed under the Dignity at Work Policy continued to receive the appropriate training.

Equality, Diversity and Inclusion

Kildare County Council is continually developing as an employer of choice to attract, develop and promote an inclusive and diverse employee population.

Kildare County Council continues to design and provide responsive services and customer care that meet the needs of an increasingly diverse customer base.

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

An assessment has been conducted of equality and human rights across all Council functions and services and the Council has developed an Action Plan on equality and human rights.

Human rights and equality statement has been incorporated into the Council's corporate plans and strategic plans.

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 44% male and 56% female which consists of 1 female Chief Executive with equal male/female representation at Director of Service level. In 2025, Kildare County Council enrolled 4 senior staff members on Women in Leadership programmes. We aim to continue our work on capacity building across the organisation.

Apprenticeships

In line with the Government's Public Service Apprenticeship Plan 2025, Kildare County Council enrolled 5 Apprentices in 2025 in areas such as Cyber Security, Civil Engineering Technician and Fitter Mechanic – 3 of the apprentices are male and 2 are female.

Coaching

The new Coaching Programme for Kildare County Council is launching in November 2025. 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 8 dedicated Coaches comprises experienced professionals from across the organisation all of whom completed a minimum QQI Level 6 Coaching Certificate in May 2025.

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