



NORTHSIDE
FAMILY RESOURCE CENTRE

GENDER PAY GAP REPORT 2025

November 2025

www.northsidefrc.ie

Introduction

This report presents a concise overview of Northside Family Resource Centre's gender pay gap data and progress. It highlights key metrics—such as hourly pay differences, bonus disparities, and representation across pay quartiles—and offers insight into the trends shaping our journey toward greater equity. Our goal is to provide transparency, foster accountability, and outline clear steps toward a more balanced workplace.



Executive Summary

Northside Family Resource Centre's focus on early years care results in a predominantly female workforce, with reported gender pay gaps shaped by role types and employment patterns rather than unequal pay. This reflects our commitment to transparency and fair reporting.

Workforce Composition: The organisation employs 75 staff, with 72% working in Childcare & Early Years roles — a sector predominantly female and characterised by lower pay bands and part-time/term-time contracts.

Gender Distribution: The workforce is 88% female, with women significantly represented in frontline childcare roles and men concentrated in managerial and support functions.

Median Hourly Pay Gap: Women earn 13.09% less than men at the median hourly rate, primarily influenced by sectoral role types and working arrangements.

Mean Hourly Pay Gap: Women earn 4.91% less on average, indicating a narrower pay difference across the workforce when averaged.

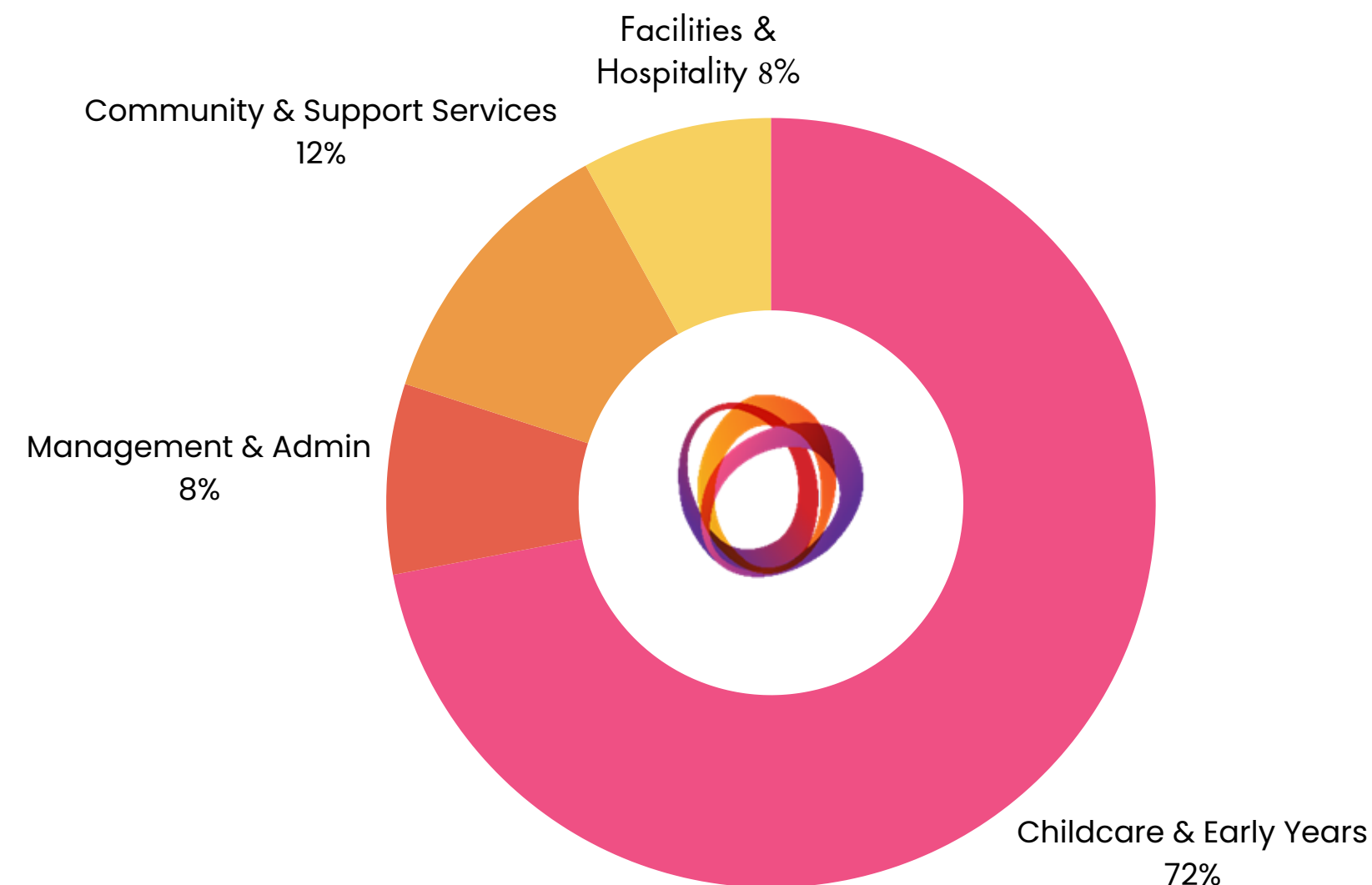
Bonus Pay Gap: Bonuses are not performance-based, and are awarded pro-rata based on weeks worked. Women receive a median bonus 13.63% lower than men, due to part-time patterns and contractual variations.

Occupational Influence: The reported pay gaps reflect structural workforce patterns rather than unequal pay for equivalent roles.

Workforce Sectoral Composition

Northside Family Resource Centre employs 75 staff, with 72% working in Childcare & Early Years Services, including educators, managers, and support practitioners.

- 8% are in Management & Administration, spanning executive, finance, HR, and admin roles.
- 12% support Community & Family Services, covering older persons, youth, family support, and development.
- 8% work in Facilities & Hospitality, including caretaking, housekeeping, and kitchen staff.



This sectoral breakdown highlights a childcare-focused workforce, which influences gender pay reporting through role types and working patterns.

Gender Pay Gap Overview

The gender pay gap figures reflect differences in average earnings between male and female employees, shaped primarily by workforce composition, contractual patterns, and role types.

Hourly Pay Gaps

- Median Hourly Pay Gap: Women earn 13.09% less than men
- Mean Hourly Pay Gap: Women earn 4.91% less than men

These figures are influenced by a predominantly female workforce concentrated in part-time and early years roles, which have lower sectoral pay benchmarks.

Bonus pay gaps

- Median Bonus Pay Gap: Women received 13.63% less than men
- Mean Bonus Pay Gap: Women received 10.19% less than men

Bonuses are awarded on a pro-rata basis depending on weeks worked annually, and are not performance-based. The gap reflects differences in work patterns rather than unequal bonus allocation.

Gender Pay Gap – Per Quartile

The table below illustrates the gender breakdown and average hourly pay across four pay quartiles within the organisation.

- Female employees are strongly represented across all quartiles, including 100% of the upper-middle segment.
- The mean hourly pay increases across quartiles, reflecting seniority and role variation.
- Male representation rises in the upper quartile but remains notably lower overall.

Quartile	Men	Women	% Men	% Women	Mean Hourly Pay – Men	Mean Hourly Pay – Women
Lower	2	18	10%	90%	€13.50	€14.37
Lower-Middle	2	16	11%	89%	€14.07	€15.01
Upper-Middle	0	19	0%	100%	—	€16.56
Upper	4	13	23.5%	76.5%	€20.88	€23.34

Benchmarking

Our median hourly pay gap (13.09%) is notably higher than the national average, largely due to the organisation’s strong focus on childcare services, where roles tend to be part-time, term-time, and structurally lower-paid.

The mean hourly pay gap (4.91%) remains below the national mean, indicating a more equitable distribution of average earnings when viewed across the organisation.

Bonus gaps reflect the use of a pro-rata model based on weeks worked, differing from national trends where bonuses may be linked to performance or discretionary awards.

These figures affirm that our reported gaps are primarily driven by sectoral composition and work patterns, not unequal remuneration for equal work.

*(CSO, 2024; KPMG Analysis, 2024)

Metric	National Average* (2024)	Northside FRC
Median Hourly Pay Gap	3.6%	13.09%
Mean Hourly Pay Gap	6.9%	4.91%
Average Bonus Pay Gap	18%	10.19%

Root Cause Analysis

Northside Family Resource Centre's gender pay gap metrics are primarily shaped by structural and sectoral factors within the organisation, rather than unequal pay for equivalent roles.

Key Drivers of Pay Disparity

- Workforce Composition
 - 72% of staff employed in Childcare & Early Years Services, a sector with lower benchmark pay
 - Predominantly female workforce (88%), especially in part-time and term-time positions
- Employment Patterns
 - High prevalence of part-time contracts
- Bonus Allocation Methodology
 - Bonuses distributed pro-rata based on weeks worked, not performance
- Sectoral Segregation
 - Higher-paid roles are distributed across management, finance, and community development functions, where male representation is higher than early years.
 - Female staff are more concentrated in early years and support roles, which typically offer lower pay and greater prevalence of part-time contracts



Snapshot date: 10 June 2024. *The report covers payroll and hours worked between June 2024 and June 2025. The figures were calculated using the employees employed by the organisation on the snapshot date.*

Approved on: 8th July 2025

Approved by: Northside FRC Board of Management

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