



Your Local Development Company

GENDER PAY GAP REPORT 2025



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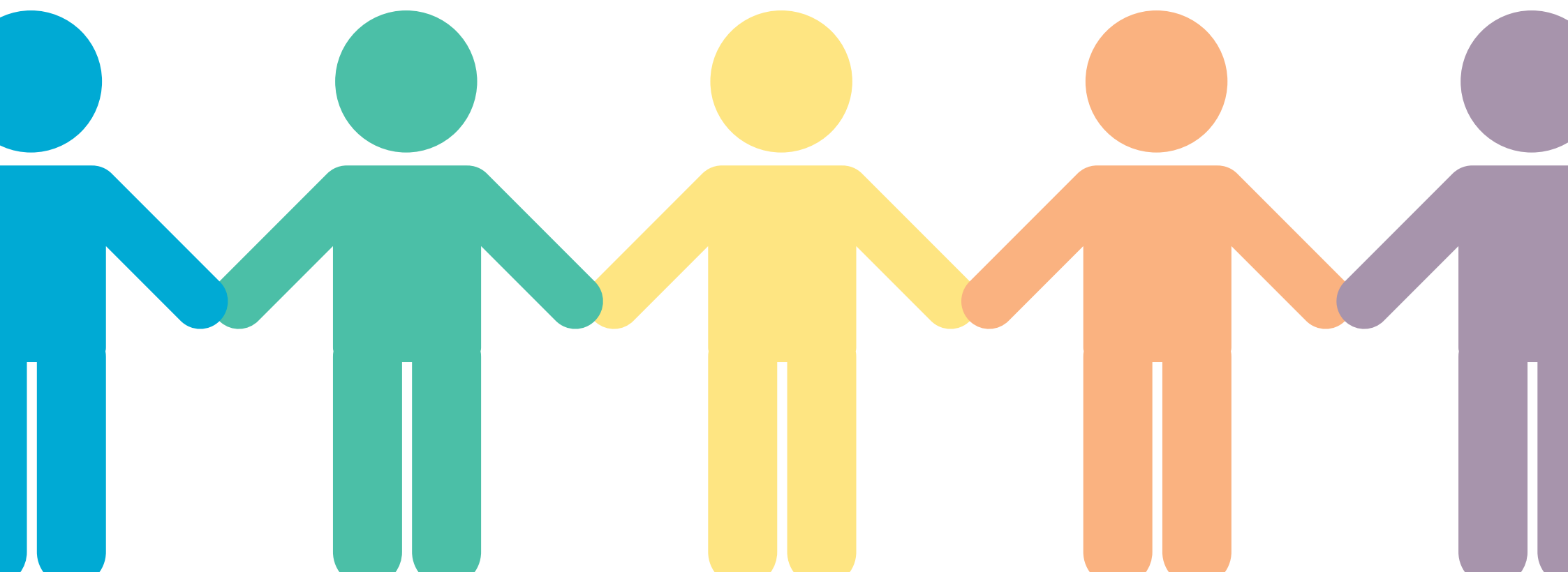
ROSCOMMON LEADER PARTNERSHIP



WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap Information Act 2021 mandates that organisations disclose their hourly gender pay gap using various metrics.

Starting in 2025, all organisations with more than 50 employees are required to report their gender pay gap annually. This initiative aims to promote transparency and help close the gender pay gap, which in Ireland stood at 9.6% in 2022.





INTRODUCTION

ABOUT US

Roscommon LEADER Partnership is an Integrated Development Company and registered charity, working to support individuals, communities, and businesses across County Roscommon. Established in 2008 through the merger of three local development organisations, our roots trace back to the delivery of the LEADER programme in 1991 and the Local Development Programme in 1995. We are funded by a range of government departments and agencies to deliver a variety of social inclusion, employment, and rural development initiatives. The organisation is governed by a voluntary Board of Directors, with sub-committees in place to oversee governance and programme delivery.

We actively practice fairness, respect, and integrity every day to support our staff and build an inclusive, positive workplace that truly reflects our organisation's values.

Equality, Diversity, and Inclusion are core to the ethos of Roscommon LEADER Partnership. As an organisation delivering services that support social inclusion and community development, we are equally committed to ensuring that our own workplace reflects these principles. One important measure of equality is pay, and we welcome the opportunity to review and report on our gender pay gap.

This report presents Roscommon LEADER Partnership's first gender pay gap (GPG) analysis. The data was drawn from our Payroll System for the period 1st July 2024 to 30th June 2025, with a snapshot date of 30th June 2025. During this time, our workforce comprised 94 employees, 76% female and 24% male. This gender profile largely reflects the composition of our organisation and is consistent with research showing that local development companies typically have predominantly female workforces.

Roscommon LEADER Partnership delivers early years and childcare services as part of its remit. These sectors are traditionally female-dominated, and our workforce reflects this trend. As a result, our gender pay gap figures are primarily influenced by the demographic composition of these roles rather than any disparity in pay for equivalent positions.

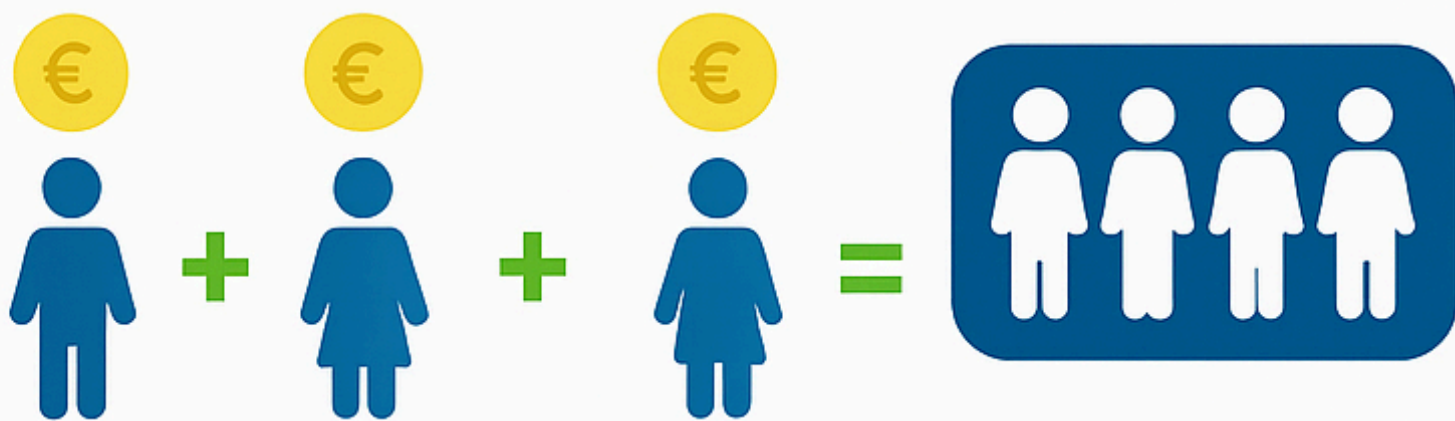
As an equal opportunities employer, we are committed to supporting all staff and fostering a positive, inclusive workplace.



HOW IS THE GENDER PAY GAP CALCULATED?

CALCULATING THE MEAN

The mean is the average. This is calculated by adding up all the salaries of all employees from both genders, and dividing it by the number of employees



CALCULATING THE MEDIAN

If all employees were lined up in rows of male and female, in order of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the middle male

HIGHEST PAID

LOWEST PAID



GENDER PAY GAP DATA

The gender pay gap data for all employees within the organisation, is displayed below:

Staff Group	Mean Gender Pay Gap	Median Gender Pay Gap	Direction of Gap
All Staff	5.66%	3.46%	In favour of females



76%
Female



24%
Male

This is within an organisation where 76% of employees are female and 24% are male.

ADDITIONAL CONTEXT

Full Time Staff:

- 60% of staff are full-time.
- 70% of men in the organisation are full-time.
- 58% of women are full-time.
- 71% of all full-time staff are female, and 28% are male.

Part-time Staff:

- 30% of men in the organisation are part-time
- 42% of women are part-time.
- 21% of part-time staff are male and 79% are female.

The gender pay gap data for all full time employees within the organisation, is displayed below:

Staff Group	Mean Gender Pay Gap	Median Gender Pay Gap	Direction of Gap
Full-Time Staff	3.22 %	7.44 %	In favour of females

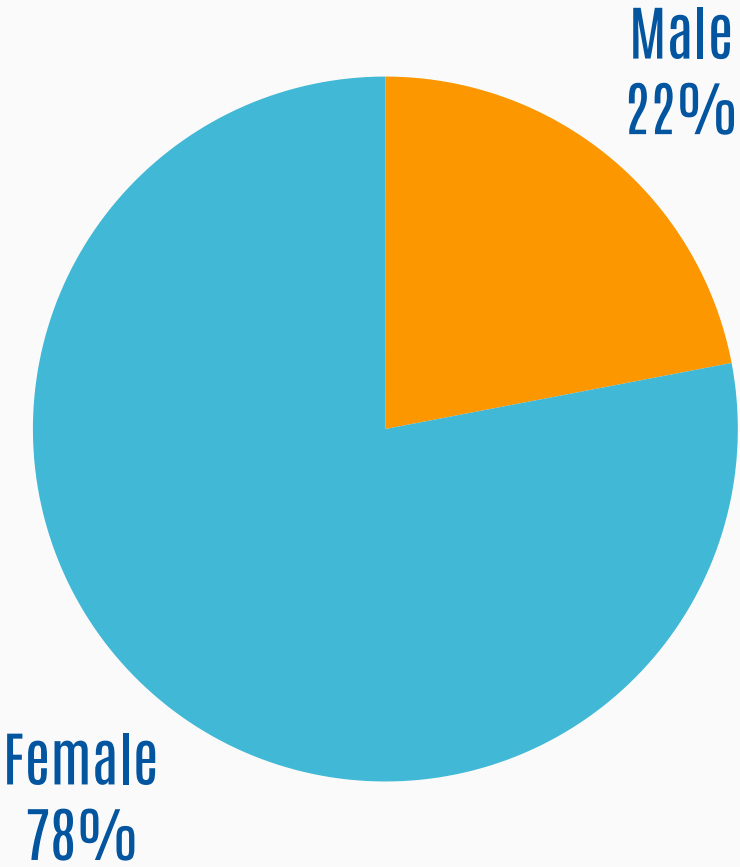
The gender pay gap data for all part time employees within the organisation, is displayed below:

Staff Group	Mean Gender Pay Gap	Median Gender Pay Gap	Direction of Gap
Part-Time Staff	20.44 %	17.63 %	In favour of females

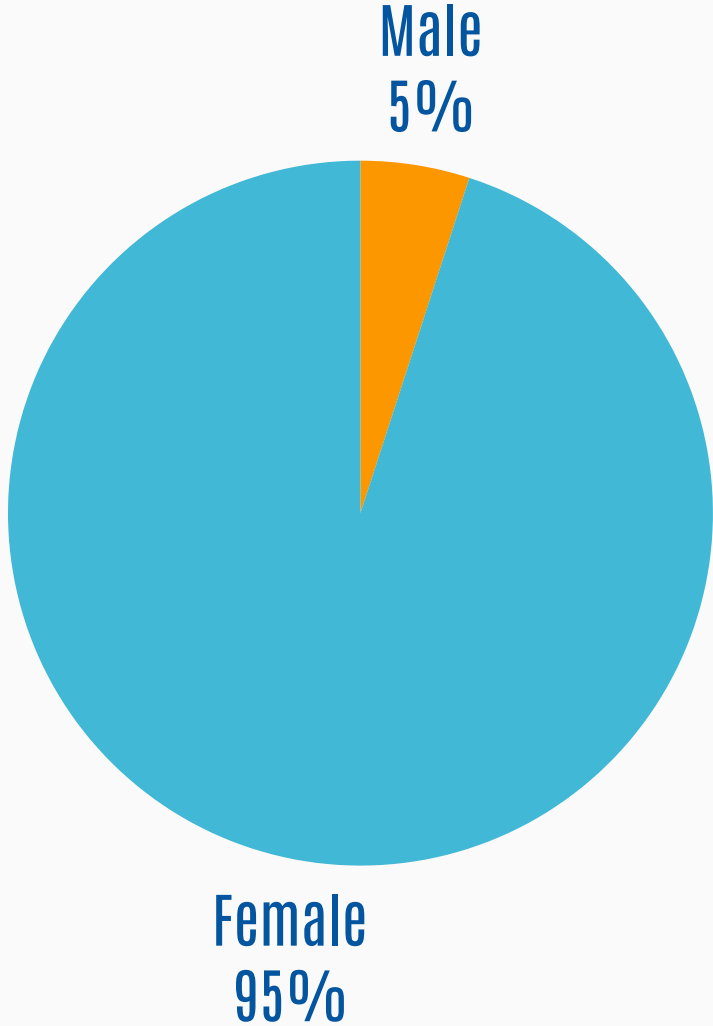
Roscommon LEADER Partnership does not pay bonuses.

GENDER REPRESENTATION BY PAY QUARTILE

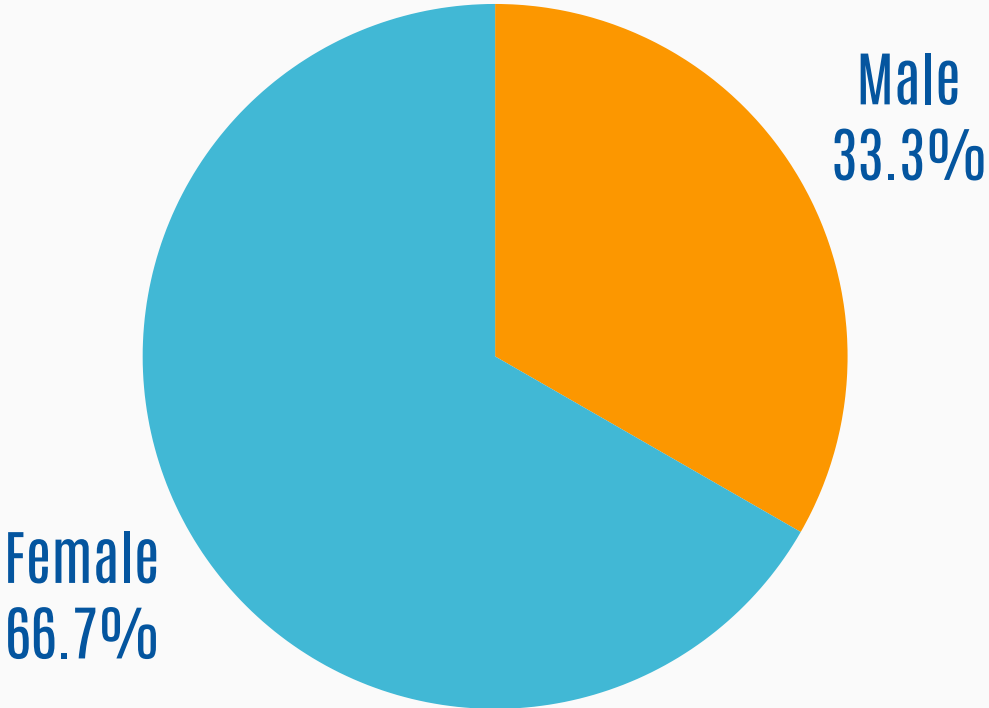
UPPER QUARTILE



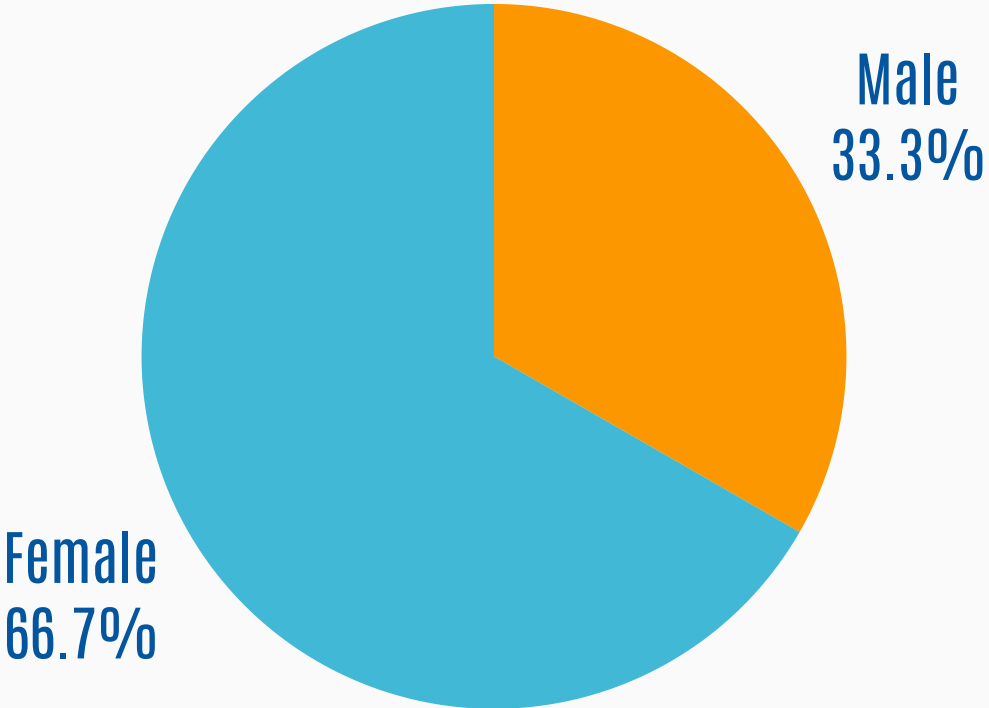
UPPER MIDDLE QUARTILE



LOWER QUARTILE



LOWER MIDDLE QUARTILE

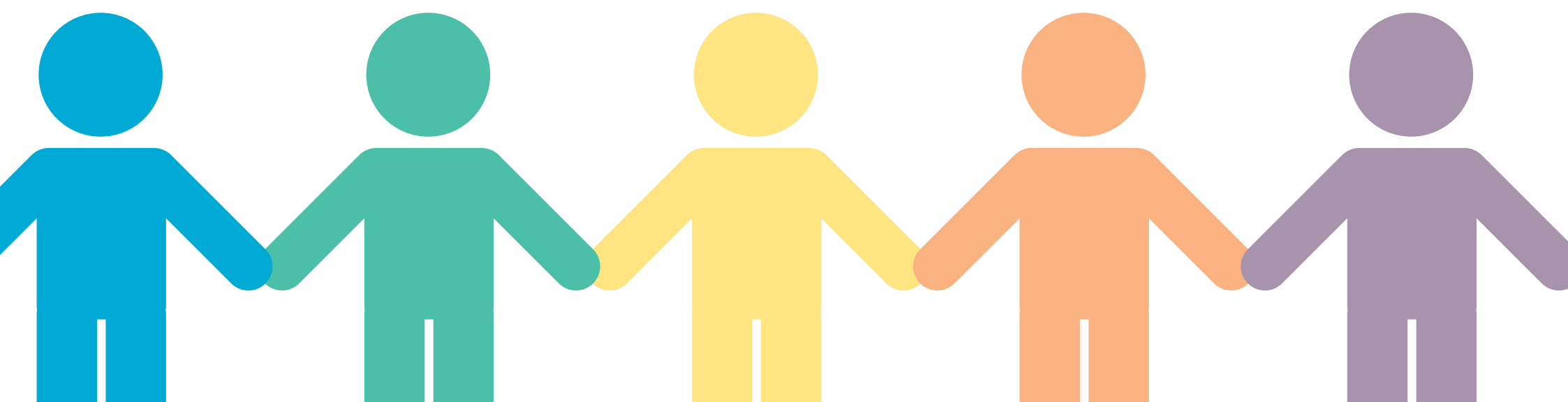


This distribution illustrates strong female representation across all pay levels.



FINDINGS & LOOKING AHEAD

- The findings from Roscommon LEADER Partnership's gender pay gap analysis indicate only minor differences between female and male hourly remuneration overall.
- The gender pay gap is exacerbated by the fact that women are more likely to choose careers that afford more flexible work and are more likely to work part-time.
- Among part-time staff, female employees show a somewhat higher mean and median hourly rate compared to male employees. This may be influenced by the composition of the part-time workforce, where only 30% of men work part-time and males represent just 21% of part-time staff, which can affect the averages
- At Roscommon LEADER Partnership, pay is based on the responsibilities of the role, relevant experience, and qualifications, ensuring fairness and equity across the organisation, regardless of gender.
- The organisation is committed to providing equal opportunities for both male and female employees in terms of professional development and career progression.





Your Local Development Company

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