

ALSAA Sports Complex

Gender Pay Gap Report 2025

1. Introduction

ALSAA is committed to providing equal opportunities and fostering an inclusive workplace where pay, progression and opportunities are based on role, skills and performance rather than gender.

This report presents our gender pay gap information for the snapshot date of 27th June 2025, in line with the Gender Pay Gap Information Act 2021 and associated regulations.

2. What the gender pay gap is

The gender pay gap is the difference in the average hourly pay of men and women across our workforce, expressed as a percentage of men's pay. It looks at the overall distribution of men and women across the organisation, not at equal pay for people doing the same or similar work.

Equal pay is a separate legal concept and requires that men and women receive the same pay for the same or similar work or work of equal value. A positive or negative gender pay gap does not in itself indicate an equal pay breach.

A positive percentage indicates that men's hourly pay is higher than women's on that measure. A negative percentage indicates that women's hourly pay is higher than men's.

3. Our organisation and context

We operate a sports and leisure centre with 72 employees, including roles such as reception, fitness instruction, swim instruction, lifeguarding, ground staff, catering, coaching, administration and management.

Our workforce includes a mix of full-time, part-time, weekend and seasonal roles, which is typical in the sports and leisure sector and can influence gender pay gap figures. Of our 72 employees, 56 work part-time and 16 work full-time.

4. Our gender pay figures

Using pay data for employees employed on 27th June 2025, our hourly gender pay gap results are:

Measure	Pay gap
Mean hourly gender pay gap (all employees)	-17.37%
Median hourly gender pay gap (all employees)	-11.88%
Mean hourly gender pay gap (part-time)	-17.92%
Median hourly gender pay gap (part-time)	-21.12%

There were no employees on temporary contracts during the reporting period.

5. Proportion of men and women in each pay quartile

Employees are ranked by hourly pay and divided into four equal quartiles. The gender split in each band is:

Pay quartile	Women	Men
Upper (highest paid)	77.78%	22.22%
Upper middle	27.78%	72.22%

Lower middle	55.56%	44.44%
Lower (lowest paid)	44.44%	55.56%

6. Bonus and benefit-in-kind

ALSAA did not pay any bonus remuneration or benefits-in-kind during the reporting period. Accordingly, 0% of women and 0% of men received a bonus or benefit-in-kind, and the mean and median bonus gap measures are not applicable.

7. Understanding our gap

Our 2025 figures show a negative gender pay gap on both the mean and median measures, meaning that women's average hourly pay is higher than men's across the organisation. This reflects the structure of our workforce rather than differences in pay for the same work.

The main driver is a group of specialist instructional staff, including swimming instructors, who are engaged on higher hourly rates that reflect the qualifications and responsibility their roles require. This group is predominantly female, and its members sit largely in our highest-paid quartile. Because these are relatively high-paid roles held mainly by women, this group is the principal reason women's average hourly pay is higher than men's, and it explains why women make up over three-quarters of our upper pay quartile.

Part-time roles make up a large part of our workforce. Many of the specialist instructional roles referred to above are worked on a part-time basis, which is why the part-time figures also show a negative gap. Outside of these specialist roles, pay for men and women in comparable roles is broadly similar.

8. Actions we are taking

ALSAA is committed to maintaining pay fairness and supporting gender balance at all levels. Over the next 12 to 24 months, we will focus on the following actions:

Recruitment and promotion: Review job design, shortlisting and interview processes to support balanced shortlists and reduce potential bias in hiring and promotions.

Talent and progression: Strengthen succession planning, mentoring and development to support progression across all roles and working patterns.

Flexible and family-friendly working: Promote flexible and hybrid working options and review policies on parental and caring leave to support all employees.

Data and monitoring: Monitor gender representation, pay levels and pay gap metrics annually so that progress and any emerging issues can be identified and addressed.

9. Looking ahead

We will update our gender pay gap data each year by the statutory reporting deadline of end-November and publish it on our website for at least three years, in line with Irish legal requirements. As the Government's central Gender Pay Gap Portal becomes mandatory, we will also submit our information through that portal in addition to publishing on our own website.

10. Statement

I confirm that the information in this report is accurate and has been calculated in line with the requirements of the Gender Pay Gap Information Act 2021 and related regulations.

Signed: _____



Mark Casserly

GM, ALSAA

November 2025

