

ALSAA Sports Complex

Gender Pay Gap Report 2026

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 2026, 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, ground staff, catering, coaching, lifeguarding, 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, 54 work part-time and 18 work full-time.

4. Our gender pay figures

Using pay data for employees employed on 27th June 2026, our hourly gender pay gap results are:

Measure	Pay gap
Mean hourly gender pay gap (all employees)	1.56%
Median hourly gender pay gap (all employees)	5.77%
Mean hourly gender pay gap (part-time)	-4.41%
Median hourly gender pay gap (part-time)	-10.00%

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)	50.00%	50.00%
Upper middle	50.00%	50.00%

Lower middle	61.11%	38.89%
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 2026 figures show a change from 2025, moving from a negative to a slightly positive gender pay gap on both measures. This reflects pay increases awarded to permanent staff generally during the year, including the appointment of a new CEO on a higher hourly rate, which did not extend to certain specialist roles. Outside of these movements, pay for men and women in comparable roles remains 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.

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 gap metrics and pay decisions 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. We will also submit our information through the Government's central Gender Pay Gap Portal, which is mandatory for the 2026 reporting cycle.

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

September 2026