

Gender *Pay Gap* Report

2025



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

Inspiring Generations

Trinity College Dublin

What is Gender Pay Gap

The gender pay gap is the difference in average pay between men and women, regardless of job role or seniority. It measures the difference between what is earned on average by women and men based on average gross hourly earnings of all paid employees.

From June 2025, the Gender Pay Gap Information Act 2021 requires organisations with more than 50 employees to report on their hourly gender pay gap across seven metrics (below). As employees are not in receipt of bonuses or benefit in kind, only four metrics apply.

Included in this report are 56 individuals who were an employee of TDA on the snapshot date **June 30th 2025** . The reporting period is 1st July 2024 to 30th June 2025.

Gender Pay Gap Reporting Metric

There are seven broad reporting requirements:

- The mean and median pay gap in hourly pay between male and female employees
- The mean and median pay gap in hourly pay between part-time male and female employees
- The mean and median pay gap in hourly pay between temporary male and female employees
- The mean and median bonus pay gap between male and female employees
- The percentage of male and female employees who received bonus pay
- The percentage of male and female employees who received benefit in kind
- The percentage of male and female employees in each of four pay band quartiles.

Our Gender Pay Gap

We have a negative Gender Pay Gap of 16.3%. This means the hourly average rate for male employees is 16.3% lower than female employees during the relevant period. This differs to the national gender pay gap of 9.6% (2022) which indicates that males are paid higher than females. Similarly, the EU average gender pay gap of 12 % in favour of males (2023).

Table 1

Reporting Metric	% Gap
Mean Gender Pay Gap (full-time, part-time, & temporary contracts)	(16.3)%
Median Gender Pay Gap	(14.1)%
Mean Gender Pay Gap (Part-time)	(118.4)%
Median Gender Pay Gap (Part-time)	(107.1)%
Mean Gender Pay Gap (Temporary contracts)	(41.5)%
Median Gender Pay Gap (Temporary contracts)	(20.1)%

The mean gender pay gap is the difference between the average hourly pay of men and women. It is calculated by comparing the average hourly pay of male employees with that of female employees and expressing the difference as a percentage of men's average pay. Because it uses average pay, the mean figure can be influenced by very high or very low earners (outliers).

The median gender pay gap is the difference between the middle hourly pay of men and women. It is calculated by ranking all employees from highest to lowest paid and comparing the hourly pay of the person in the middle for each group, expressed as a percentage of men's median pay. The median is often seen as a better measure than the mean because it is less affected by outliers.

Quartiles

Pay quartiles are calculated by dividing employees in the organisation into four even groups ordered from highest to lowest hourly pay. The proportion of males and females in each quartile expressed as a percentage gives an indication of the gender representation at different grades of the organisation.

Table 2

Quartiles	TDA Grade	% Headcount	% Females	% Males
Upper:	Senior Leadership	5.4%	67%	33%
Upper middle:	Associate Director	26.8%	100%	0%
Lower middle:	Manager	26.8%	67%	33%
Lower:	Officer, Executive, Students	41.1%	78%	22%
% organisation profile			80%	20%

Understanding Our Gender Pay Gap

Organisation Profile

Female employees account for 80% of the overall workforce, with a slightly higher proportion among part-time staff at 83%.

Of the seven part-time employees, one is male. Among temporary staff - who also number seven - the same headcount reveals a significant negative gender pay gap in both mean and median pay metrics – 41.5 % and 20.1% respectively. It is important to note that our population size for part time/temporary staff is very small. Because of this, any averages or gaps calculated are heavily influenced by individual roles or outliers and do not provide a statistically reliable basis for broad conclusions

Table 3

Headcount	F/time	P/time	Total	Temp
Female	39	6	45	6
Male	10	1	11	1
Total	49	7	56	7

At the snapshot date, TDA employed four students on a part-time basis. However, TDA hired 35 Student Telephone Fundraiser during the period on a part-time, temporary contracts - the gender split was 70% female and 30% male. This is reflective of Trinity's student population, with approximately 62% female : 38% male according to the *Times Higher Education World University Rankings 2025*.

Understanding Our Gender Pay Gap

Sector

TDA's organisational profile aligns with broader trends in the not-for-profit sector, which consistently reports a higher proportion of female than male employees.

In 2024, The Wheel's surveyed 592 organisations for the *Pay and Benefits in the Community & Voluntary Sector Report*. The survey found that females accounted for 71% of employees with an even higher proportion of females participating in part-time workers, 80%.

This trend is also evident in the Higher Education Fundraising sector. According to the Council for Advancement and Support of Education (CASE) Insights on *Diversity, Equity, Inclusion, and Belonging (UK), 2021*, 75% of the 796 survey respondents identified as female.

Grade

Our core remit is fundraising. Typically, fundraising staff recruited to TDA have been at the Associate Director grade (the upper middle quartile). In this quartile, Associate Director fundraising staff account for 60% (9 headcount) and all are female, reflecting the broader trends in the not-for-profit and advancement sectors.

How We Support Gender Equality

Transparent Salaries

In 2019, we introduced an incremental salary scale, under which employees move up one point on the scale each year. This framework was established to enhance transparency and support pay equity by ensuring that new hires are placed at the appropriate point on the scale, based on their role responsibilities and relevant experience.

Pension

We provide an inclusive, tiered pension scheme designed to support all employees equally, regardless of gender, grade, or role. Employee contribution rates range from 1.5% to 7%, with employer contributions between 4% and 20% of salary. All employees are eligible to participate from the start of their employment, ensuring equitable access to long-term financial benefits. We also offer income protection and life cover as part of our commitment to supporting employees and their families.

Recruitment Practices

We are committed to appointing the most suitable candidate for each role, regardless of gender or any other protected characteristic under the Equality Act. To support this commitment, we use gender-neutral language in our job advertisements and regularly review interview materials to help remove barriers and promote equity for all candidates. We also promote transparency by including salary details in our job postings.

How We Support Gender Equality

Flexible Working Patterns

Recognising the diverse needs of our workforce, we offer hybrid work and flexible working arrangements. These work practices support employees in achieving a healthy work-life balance, enhancing overall well-being and productivity in TDA.

People Centred-Policies

We provide a range of leave options which go beyond statutory entitlements designed to help our employees and their families. These include maternity leave, paternity leave, adoptive leave, bereavement leave, caregivers leave, domestic violence leave, as well as unpaid parental leave and career breaks. While our Employee Assistance Programme provides confidential wellbeing services for all employees, recognising that everyone's circumstances are different. Together, these provisions demonstrate our commitment to supporting the diverse needs of our workforce, promoting wellbeing, and enabling employees to balance their personal and professional responsibilities.

Diversity and Inclusion

We strive to create an inclusive environment where everyone is valued and respected, regardless of their background. As an equal opportunity employer, we are dedicated to ensuring fairness in our recruitment and employment practices, promoting a workplace that reflects diversity.

Our Future Commitments

Diversity, Equality & Inclusion

We will continue to focus on building a culture of diversity, equity, and inclusion and respect within the organisation through policies and initiatives. We commit to developing managers and staff's knowledge and skills related to DEI. We will implement diversity and inclusion reporting metrics into our annual ESG reporting.

Recruitment

In keeping with our commitment to equal and inclusive recruitment practices, we will introduce unconscious bias training to support diversity and equality in hiring.

Policies and Practices

In 2026, we will introduce the 'Shorter Working Year Scheme' offering employees to take between 2 to 8 weeks unpaid leave each year to help balance work with personal or family commitments. The scheme will be open to all eligible staff regardless of grade or role, subject to operational requirements.

As part of our commitment to supporting employees throughout their lives and careers, we will use available resources to raise awareness and learn how best to support menopause in the workplace.