# Gender Pay Gap Report 2026

- The Irish National Stud is a commercial semi-state body based in Tully, Co. Kildare, Ireland. This is the second year that the organisation has come under the remit of the Gender Pay Gap Information Act 2021.
- The gender pay gap is the difference between the average hourly pay of male and female employees across the whole organisation. It is not the same as equal pay, which is about men and women being paid the same for the same or similar work. A gender pay gap can exist even when men and women in the same roles are paid equally, because it reflects the mix of roles men and women hold.
- Our snapshot date was 26 June 2026. We extracted the data from the organisation's Timeworks system and Sage payroll. The snapshot includes all employees as of the snapshot date, including part-time and temporary staff.
- The overall representation of males and females on 26 June 2026 was 36 males and 35 females, a total workforce of 71.

**How to read the figures:**

- **Mean gap:** the difference between the average hourly pay of men and women.
- **Median gap:** the difference between the middle hourly pay of men and women when all employees are listed from lowest to highest paid. It is less affected by a small number of very high or low salaries.
- **Pay quartiles:** all employees are ranked by hourly pay and split into four equal groups, from lower to upper. The figures show the percentage of men and women in each group.
- We do not pay bonuses or provide benefits in kind, so these figures are shown as N/A.

IRISH NATIONAL STUD & GARDENS

| | Data Explanation | Percentage |
|---|---|---|
| 1 | Mean hourly gender pay gap (All employees) | 15% |
| 2 | Mean hourly gender pay gap (Part-time) | -19% |
| 3 | Mean hourly gender pay gap (Temporary) | 9% |
| 4 | Median hourly gender pay gap (All employees) | 7% |
| 5 | Median hourly gender pay gap (Part-time) | -6% |
| 6 | Median hourly gender pay gap (Temporary) | -4% |
| 7 | Mean Bonus gender pay gap | N/A |
| 8 | Median Bonus gender pay gap | N/A |
| 9 | Percentage of employees in receipt of a bonus | N/A |
| 10 | Percentage of male employees in receipt of benefit-in-kind | N/A |
| 11 | Percentage of female employees in receipt of benefit-in-kind | N/A |
| 12 | Percentage of employees in the lower remuneration quartile | Female 56%<br>Male 44% |
| 13 | Percentage of employees in the lower-middle remuneration quartile | Female 50%<br>Male 50% |
| 14 | Percentage of employees in the upper-middle remuneration quartile | Female 44%<br>Male 56% |
| 15 | Percentage of employees in the upper remuneration quartile | Female 47%<br>Male 53% |

## Staff Profile on Snapshot Date

| No. of Employees | Full-time | Part-time | Total | Of whom are temp |
|---|---|---|---|---|
| Male | 27 | 9 | 36 | 12 |
| Female | 15 | 20 | 35 | 18 |
| Other | - | - | - | - |
| Total | 42 | 29 | 71 | 30 |

Our snapshot date was 26 June 2026. On that date, we employed 71 people: 36 male and 35 female.

- We employed 30 temporary staff (18 female and 12 male) out of our total workforce of 71 most of whom supported peak operational requirements. Because these appointments are short-term and concentrated in specific areas, any gender imbalance skews our overall hourly pay averages.
- Male employees make up 64% of our full-time staff (27 of 42), while female employees make up 69% of our part-time staff (20 of 29).
- This year, the addition and departure of senior staff, along with salary changes at senior level (DAFM Sanction) created statistical swings. As a smaller organisation, a small number of changes can have a large effect on our figures.
- No employees were identified under the "Other" category on our snapshot date.

## Irish National Stud Commitments:

Our Board, CEO and senior management are committed to a fair, inclusive and gender-balanced workplace, and to reducing our gender pay gap of 15% (mean) / 7% (median). As an organisation of 71 people, we focus on a small number of practical actions that address the reasons set out above.

**Progress since our last report**

Our median gender pay gap fell from 9% in 2025 to 7% in 2026, and the share of women in our upper pay quartile rose from 42% to 47%. Our part-time mean gap moved from 14% to -19%, and our temporary mean gap fell from 27% to 9%.

Our mean gap rose from 11% to 15%. This reflects changes in a small number of senior roles held by men, including staff changes and salary increases. In an organisation of our size, changes to a few senior salaries have a large effect on the mean.

- **Recruitment and attraction**
  Women make up 56% of employees in our lower pay quartile, and 18 of our 30 temporary staff are women. Attracting a balanced mix of applicants to all roles, especially more senior and permanent ones, helps address this.
- **Ongoing:** We review our recruitment practices so that everyone has fair and balanced opportunities.
- **Ongoing:** We review and update job descriptions, so they meet legal requirements and our organisational objectives. We use gender-neutral language, for example, changing the job title "Yard Foreman" to "Yard Foreperson".
- **Going forward commitment:** Where possible, we will include at least one man and one woman on interview panels.
- **Going forward commitment:** We will record the gender split of applicants, shortlisted candidates and those hired, including temporary staff, and review it once a year.

1. **Progression and development**
   Women make up 44% of our upper-middle and 47% of our upper pay quartile, compared with 56% of the lower quartile. Our mean gap (15%) is higher than our median gap (7%) because a small number of our highest-paid roles are held by men.
- **Going forward commitment:** Management will document how promotion decisions are discussed and keep a record of the final decisions.
- **Going forward commitment:** All employees, including part-time staff, will discuss their role-specific training needs once a year as part of their employee development meeting / performance appraisal.

2. **Pay and reward**
   Our gap reflects the roles men and women hold, not differences in how we set pay. We do not pay bonuses or provide benefits in kind, so our gap reflects ordinary pay only.
- **Ongoing:** We set the salary for each role based on its level, its workload and the experience or qualifications needed to do it. We apply these criteria consistently to every candidate, whatever their gender.
- **Going forward commitment:** Each year, we will review pay across all employees to make sure it stays fair and consistent with these criteria.

3. **Flexible working and family support**
   Women make up 69% of our part-time staff (20 of 29), and men make up 64% of our full-time staff (27 of 42). Women working part-time earn more on average than men working part-time (mean -19%, median -6%).
- **Ongoing:** We provide comprehensive support during and after pregnancy, including pregnancy risk assessments and support for health and safety leave.

- **Ongoing:** We top up pay for the full 26 weeks of maternity leave and for the 2 weeks of paternity leave.
- **Ongoing:** Remote working is available depending on the role. HR discuses requests with employees on a case-by-case basis, and we keep this under continuous review.
- **Ongoing:** Part-time working is available depending on the role. HR discusses requests with employees on a case-by-case basis.
- **Going forward commitment:** We will consider requests for part-time working fairly from employees at all levels, including senior roles, so that working part-time need not limit progression.

4. **Wider inclusion and community partnerships**
   All participants who currently work with us through these partnerships are men. This reflects who was available and interested at the time, not an organisational choice. The roles involved, such as stud and garden maintenance, have traditionally attracted more men.
   - **Ongoing:** We work with KARE and the Muiriosa Foundation to source staff.
   - **Ongoing:** We work in partnership with ECHO (Equine Collaborative Health Outreach), attend career days to promote our roles, including a business internship, and work closely with a local secondary school and its Autism Unit.
   - **Going forward commitment:** We will encourage applications from women for these opportunities, by asking our partner organisations to put forward candidates of all genders and by showing women and men in all types of roles at career days.

5. **Monitoring and accountability**
   The HR Manager is responsible for delivering these actions and works with departments across the organisation as needed. We will review progress each year as part of our gender pay gap report. The CEO reviews the final report before it is published on our website, where it is available to everyone.