



Mardyke Arena
UNIVERSITY COLLEGE CORK

Gender Pay Gap Report

2025



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CEO Foreword

At the Mardyke Arena UCC, I believe that promoting equality, diversity, and inclusion isn't just the right thing to do—it's essential to who we are and how we succeed.

When we embrace different perspectives, experiences, and backgrounds, we create a stronger organisation, deliver better outcomes for our people and our students, and contribute positively to the wider community we serve.

This year marks our first Gender Pay Gap Report, a significant milestone for us as an organisation. It's an opportunity to reflect on where we are today, to be transparent about our progress, and to identify where we can do better. Reporting on the gender pay gap is not simply about compliance—it's about accountability and continuous improvement.

I'm proud of the culture we are building at the Mardyke Arena UCC—one that values respect, fairness, and opportunity for everyone. But I also recognise that there is always more to do.

We are committed to learning, growing, and taking the steps necessary to ensure that equality and inclusion are at the heart of everything we do.

Together, we are shaping a brighter, fairer, and more inclusive future for everyone who works with and connects to the Mardyke Arena UCC community.



Christine Moloney
Chief Executive Officer
Mardyke Arena UCC





What is Gender Pay Gap?

The gender pay gap is the difference in the average hourly wage of men and women across an organisation. It compares pay of all working men and women, not just those in similar jobs with similar working patterns or with similar competencies, qualifications, or experience.

The gender pay gap essentially is reporting on a gender representation gap rather than unequal pay as typically, when women hold more of the lower paid jobs in an organisation than men, the gender pay gap is usually wider.

Even when an employer has an effective equal pay policy, it could still have a gender pay gap if, for example, the majority of women are employed in lower-paid jobs. Many factors can contribute to the existence of gender pay gaps. These include differences between men and women in educational attainment and qualifications, occupations, career progression, prevalence of full-time and part-time working, and responsibility for caring roles.

Our Data

The Gender Pay Gap Information Act 2021 was enacted on 31 May 2022 and provides the legal basis for gender pay reporting. The legislation required all employers with greater than 150 employees to publish a report with prescribed information in relation to their gender pay gap. From 2025 the legislation requires all employers with greater than 50 employees to publish a report in relation to their gender pay gap.

The Gender Pay Gap Regulations 2022 set out the detail on how to calculate the hourly gender pay report across a range of metrics. For the purposes of gender pay gap regulations Employer PAYE and PRSI are excluded as are travel and subsistence payments.



What is Gender Pay Gap?

The Mean Pay Gap: is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage for the relevant group of employees.

The Median Pay Gap: is the difference between women's median hourly wage (the middle-paid woman) and the men's median hourly wage (the middle-paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage rate of the person in the middle of the relevant group.

At Mardyke Arena UCC, our gender pay gap is influenced by two main factors.

First, the **distribution of men and women across specific specialised roles**—particularly in areas that require highly skilled or market-competitive expertise—impacts overall averages. These roles currently have a higher proportion of women due to the specialist nature of the work and the external labour market.

Second, the **representation of women across higher levels of the organisation** also affects the figures. We have a strong presence of women in management and specialised roles, which contributes to our average female hourly rate being higher than that of men within Mardyke Arena UCC

The snapshot date for
Mardyke Arena is
14 June 2025 with a reporting
requirement by 30th November
2025.

The snapshot date must be in June
but may be any date in June and
the reporting period is the
12-month period immediately
preceding and including
the snapshot date



Quartiles: Gender Representation and Mean and Median Pay Gaps

Year Ended 14th June 2025

2025 Quartiles: Gender Representation	Lower Quartile	Lower- Middle Quartile	Upper- Middle Quartile	Upper Quartile	Overall
Female	59.26%	59.26%	55.56%	74.07%	62.04%
Male	40.74%	40.74%	44.44%	25.93%	37.96%

Gender Pay Gap 2025	Benefit in Kind Gender Pay Gap	Bonus Gender Pay Gap
% Gender who received		
Male	0%	4.88%
Female	0%	1.49%

Gender Pay Gap 2025	Mean Gender Pay Gap	Median Gender Pay Gap
All	-10.13%	-3.28%
Part Time	-15.60%	-4.46%
Temporary	0%	0%



Interpretation of the Data

Overall Representation

- **62% of employees are female**, with women represented strongly across all quartiles.
- The **upper quartile** shows **74% female representation**, indicating that women hold a significant proportion of average hourly rate and specialised roles.
- This contrasts positively with national and sectoral trends where men typically dominate higher pay quartiles.

Gender Pay Gap

- The **mean gender pay gap is -10.13%**, and the **median is -3.28%**, meaning that **on average, women earn more than men within the organisation**.
- For **part-time roles**, the mean gap is even higher in favour of women (**-15.60%**), reflecting the predominance of women in senior, part-time or specialised positions.
- **Temporary staff** show no gap, suggesting parity in hourly pay for casual roles.

Bonus and Benefits

- **Bonus Gender Pay Gap:** 4.88% for men and 1.49% for women indicates that while bonus eligibility is limited overall, men currently receive a slightly higher proportion.
- **Benefit in Kind:** No gender difference reported, which is positive and consistent.



Analysis of Contributing Factors

The **gender pay difference in favour of women** appears to arise primarily from two structural aspects:

1. Specialised Teaching and Technical Roles:

1. Certain high-skill or market-competitive roles (e.g., specialist coaches, instructors, or technical experts) are currently more often held by women in our industry.

2. This affects the balance in specific pay quartiles despite overall female representation being higher.

2. Women in Senior and Leadership Positions:

1. A strong representation of women in higher-level management and professional roles contributes to higher average female earnings.

2. This is a positive outcome of inclusive leadership and career progression pathways.

Summary

The 2025 Gender Pay Gap Report presents a **positive position for gender equity**, with women well represented at all levels and overall higher average earnings for female employees.

The focus now should be on **sustaining gender balance across all role types, expanding diversity in specialist areas, and embedding EDI as a strategic driver of organisational excellence.**



Recommended Actions to Strengthen EDI Outcomes

1. Workforce and Talent Development

- **Expand Talent Pipelines:** Create structured pathways for both men and women to enter specialist teaching and technical roles through targeted training, mentoring, and certification support.
- **Monitor Representation:** Continue tracking gender balance within each quartile and by department to identify emerging trends or areas of imbalance.

2. Pay and Progression Review

- **Transparent Pay Framework:** Regularly review pay bands and progression criteria to ensure fairness, especially in specialised or market-driven roles.
- **Equity Audits:** Conduct annual equity audits to assess pay progression, promotion outcomes, and training opportunities across genders.

3. Inclusion and Culture

- **Inclusive Recruitment Practices:** Ensure shortlists for specialist and leadership roles are gender-balanced where possible, and review job descriptions for potential bias.
- **Visibility of Role Models:** Highlight and celebrate the success of women in leadership and men in caring, coaching, or development roles to normalise balance across functions.
- **Engage Staff in EDI Dialogue:** Continue internal engagement through staff townhalls, workshops, and EDI surveys to gather insights on inclusivity and workplace culture.

4. Governance and Accountability

- **Annual Gender Pay Reporting:** Maintain transparency by publishing the gender pay report annually and setting measurable EDI objectives.



DEFINITIONS

Employees

The definition of employee within the Regulations defines for the purposes of gender pay reporting an employee as a person who is an employee for the purposes

of the Employment Equality Act 1998 and who is employed by the organisation on its snapshot date.

The guidelines are based on headcount regardless of whether an employee has worked for an hour a day, an hour a week, an hour a month or full time for the year under review. Each employee has equal weight in the outturn if falling within the definition of an employee on the snapshot date.

UCC Gender Pay Gap Statistics for the twelve months ended 30th June 2025

For all employees:

–Difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender;

–Difference between the median hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median hourly remuneration of employees of the male gender.

For Part Time Employees:

–The difference between the mean hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the mean hourly remuneration of part-time employees of the male gender;

–The difference between the median hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the median hourly remuneration of part-time employees of the male gender;

For Temporary Employees:

–The difference between the mean hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the mean hourly remuneration of employees of the male gender;

–The difference between the median hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the median hourly remuneration of employees of the male gender;

Reporting

The Regulations do not require organisations to provide any information on job classifications at this time in reporting on their gender pay gaps.

The legislation notes that employers must publish the mean and median gender pay gap for employees, part time employees and temporary employees. In addition, Bonus and Benefit in Kind information is to be published.

Quartile information on the hourly remuneration of staff is to be published whereby an employer must create a ranking of employees based on their hourly remuneration of lowest to highest which is then divided into quartiles: lower, lower middle, upper middle and upper.

Quartile reporting looks at the proportion of men and women in each quartile and given an indication of the gender representation at different levels of the organisation.



The legislation requires information on Bonus and Benefit in Kind payments made to staff to be published.

Mardyke Arena confirms:

Bonus Scheme

There is limited bonus schemes in operation in Mardyke Arena.

Share or Share Option Schemes

There is no share or share option schemes in Mardyke Arena.

Benefit-In-Kind (BIK)

There are no “benefits in kind”/ non-cash benefit of monetary value provided to an employee such as a company car, voluntary health insurance, stock options or share purchase schemes in Mardyke Arena.

Other Payment Types

The legislation excludes the following payment types from the payroll calculation:

- Redundancy payments;** nil
- Travel and Subsistence** for the reimbursement for expenses, such as travel and subsistence. It does not include reimbursement of expenditure wholly and necessarily incurred in the course of employment, for example, reimbursement for travel expenses related to their work.

Salary Top Ups

Salary tops up for statutory leave like maternity/paternity/illness benefit are to be included.

PRSI and Pension

Employer PRSI and Pension are not to be included.



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