



Ollscoil
Teicneolaíochta
an Atlantaigh

Atlantic
Technological
University

Gender Pay Gap Report

2024

1. Background to Gender Pay Gap Report

The Gender Pay Gap Information Act 2021 came into effect in July 2021, after which the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 were enacted and updated in 2024.

The key requirements of the legislation are:

- Provision of data.
- Reasons for any differences identified in pay between men and women.
- Actions that will be taken by organisations to eliminate or reduce such differences.

The gender pay gap is the difference in average gross hourly earnings between women and men. It is based on salaries paid directly to employees before income tax and social insurance contributions are deducted.

Organisations with 150 or more employees are required to publish gender pay gap data, and from 2025 this requirement will be extended to organisations with 50 or more employees. This is ATU's third Gender Pay Gap report.

When determining the number of employees in the organisation, all employees are counted. Where an employee does not self-identify as either gender, an employer may omit the individual from the gender pay gap calculations.

A gender pay gap is not necessarily an indication of pay discrimination but may relate to the unequal representation of women across the organisation or across certain grades, for example an over representation of women in lower paid grades.

The Gender Pay Gap Information Act 2021 requires the annual publication of gender pay gap data. It is expected that future regulations made under the Act will provide for a central website on to which employers will be required to upload their information. Plans to develop central online reporting system for future reporting cycles are being advanced by the Department of Children, Equality, Disability, Integration and Youth¹.

Under the 2021 Act employees can bring claims against their employers to the Workplace Relations Commission (WRC) in respect of non-compliance with the Act. While the Act does not provide for sanctions in the form of compensation for the employee or for a fine to be imposed on the employer, the Director General of the Workplace Relations Commission can make an order requiring the employer to take

¹ Parliamentary Question 44531/24 (5 Nov 2024)

a specified course of action to comply with the Act. All decisions will be published and will include the names of the employer and employee.

Employers are also required to publish a statement setting out, in the employers' opinion, the reasons for the gender pay gap in their company and what measures are being taken or proposed to be taken by the employer to eliminate or reduce that pay gap.

Legislative requirements

The 2021 Act requires that gender pay figures must be reported as follows:

- the mean and median gap in hourly pay between men and women
- the mean and median gap in bonus pay between men and women
- the mean and median gap in hourly pay of part-time male and female employees
- the mean and median gap in hourly pay of temporary male and female workers
- the percentage of men and of women who received bonus pay and benefits-in-kind
- the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

Quartiles

The % of male employees and the % of female employees in:

- the upper remuneration quartile pay band (A)
- the upper middle remuneration quartile pay band (B)
- the lower middle remuneration quartile pay band (C)
- the lower remuneration quartile pay band (D)

Mean Pay Gap

The mean hourly wage for women is calculated by adding all rates of pay for female employees together and dividing by the total number of female employees in an organisation. The same is then done for all male employees in the organisation. The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage.

The mean includes the lowest and highest rates of pay, and therefore can reflect the impact of a higher proportion of women working in lower paid roles, and/or a higher proportion of men in higher paid roles.

Median Pay Gap

The median gender pay gap is the difference between women's median hourly wage (the middle-paid woman) and 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 of the person in the middle.

Timelines

Employers are required to produce their gender pay gap information within 6 months of their 'snapshot date'. The snapshot date must be a date in June. The snapshot date for ATU is June 30th 2024, with the calculations to be based on those employees' remuneration for the 12-month period that precedes the snapshot date.

Atlantic Technological University

Atlantic Technological University (ATU) was established on the 1st of April 2022, from the merger of the Institutes of Technology in Letterkenny, Sligo, and Galway/Mayo. Following the official incorporation of St. Angela's College, Sligo on the 1st of November 2023 ATU now comprises of nine campuses².

ATU is committed to being a diverse, equal, and inclusive university and is making progress on embedding equality, diversity, and inclusion (EDI) across everything we do. This ensures staff and students can work and learn in an environment defined by dignity and respect, where diversity is celebrated and everyone is treated fairly, regardless of gender, age, race, disability, ethnic origin, religion, sexual orientation, civil status, family status, membership of the travelling community or socio-economic status.

Employees included in the Report

An 'employee', for the purposes of these reporting obligations, is defined in section 2 of the Employment Equality Act 1998 and means a person who has entered into or works under (or, where the employment has ceased, entered into, or worked under) a contract of employment.

All employees of the university on our snapshot date were included in our headcount, and in our gender pay gap calculations. This includes employees who were new recruits on the snapshot date, and employees who left the organisation after the snapshot date. Employees who left prior to the snapshot date are excluded from the Report.

² ATU locations <https://www.atu.ie/locations> (Accessed 1 November 2024)

On June 30th 2024, there were 2,890 staff employed in the University who are included in this Report. Of those employed there were 1,235 men who made up 43% of the staff population and 1,655 women who made up 57%.

2. Gender Pay Gap Data for ATU

As of June 30th, 2024, ATU has a gender pay gap of 7.5% in favour of male staff.

The mean and median gender pay gaps for all staff, part-time staff and those employed on temporary contracts are set out in **Table 1** below.

Table 1 ATU's Gender Pay Gap for 2024

Mean Gender Pay Gap All Staff %	Median Gender Pay Gap All Staff %	Mean Gender Pay Gap Part Time Staff %	Median Gender Pay Gap All Staff %	Mean Gender Pay Gap Temporary Staff %	Median Gender Pay Gap Temporary Staff %
7.5%	10.5%	15.5%	9.4%	7.8%	9.4%

Gender Distribution – All Staff

The gender distribution for All Staff is in line with the 2023 report with almost an equal number of male and female staff in the upper quartile, however this slight majority has flipped in favour of women. The ratio of women to men increases incrementally in the remaining quartiles with a predominance of women amongst the lower paid.

Table 2 Percentage breakdown of male and female staff by pay quartile

Quartile	Male	Female	Number of staff in each quartile
A (Upper)	48%	52%	723
B (Upper Middle)	45%	55%	723
C (Lower Middle)	41%	58%	722
D (Lower)	36%	63%	722
			2,890

Table 3 Breakdown of male and female staff by pay quartile

Quartile	Number Male	Number Female	Total	% Female	% Male
A (Upper)	348	376	723	48%	52%
B (Upper Middle)	327	398	723	45%	55%
C (Lower Middle)	297	423	722	41%	58%
D (Lower)	263	458	722	36%	63%
Totals	1,235	1,655	2,890	43%	57%

Gender Distribution – Part Time Staff

Table 4 Mean and median Gender Pay Gap % for part time staff

Mean Gender Pay Gap %	Median Gender Pay Gap %
15.5%	9.4%

Table 5 Breakdown of male and female part time staff by pay quartile

Quartile	Male	Female	Number of staff in each quartile
A (Upper)	39%	61%	181
B (Upper Middle)	25%	73%	181
C (Lower Middle)	19%	81%	181
D (Lower)	30%	69%	180

Table 6 Total number of male and female part time staff

Number Male	Number Female	Total
204	512	723
28%	71%	

Tables 5 and 6 illustrate a notable gender imbalance in the composition of part-time staff.

Gender Distribution – Temporary Staff

Table 7 Mean and median Gender Pay Gap % for temporary staff

Mean Gender Pay Gap %	Median Gender Pay Gap %
7.8%	9.4%

Table 8 Breakdown of male and female temporary staff by pay quartile

Quartile	Male	Female	Number of staff in each quartile
A (Upper)	46%	54%	157
B (Upper Middle)	43%	57%	157
C (Lower Middle)	42%	58%	157
D (Lower)	34%	66%	157

Table 9 Total number of male and female temporary staff

Number Male	Number Female	Total
260	367	628
41%	58%	

Tables 8 and 9 demonstrates that there remains a relatively significant majority of women in temporary roles in ATU, particularly within the lower paid cohort.

3. Reasons for the Gender Pay Gap

ATU has an all staff mean gender pay gap of **7.5%** compared to the national gender pay gap of 9.3%³. ATU's mean and median annual gender pay gaps for 2024, and the last two reporting years are provided on the following page.

³ EuroStat Gender Pay Gap Statistics Available at https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics (Accessed 25 October 2024)

	2022	2023	2024
Mean	9.7%	9.6%	7.5%
Median	7.7%%	12.6%	10.5%

At a macro level, there are 14% more female than male staff in the University (57% women compared to 43% men).

The gender balance between male and female staff is almost evenly split across the upper pay quartile at 48% male and 52% male. There is a majority of women in the upper middle quartile, at 55% with men at 45%. ATU’s workforce has a notable majority of women in the lower middle pay quartile at 58%, and the university’s lower pay quartile of staff is predominantly women at 63%.

4. Actions to reduce and eliminate the gender pay gap

ATU applies national and sectoral pay scales in line with Government policy regardless of gender.

The University continue to review our talent attraction approach to ensure fairness and inclusivity. All vacancies are advertised with transparent pay ranges and an openness to flexible working arrangements. Hiring managers complete a suite of recruitment and selection related training. One hundred and fifty-eight hiring managers have completed a half day interview training best practices workshop which includes an unconscious bias section. One hundred and thirty-nine hiring managers have completed a dedicated unconscious bias training module, most of whom will have also completed the half day interview training.

ATU is committed to gender equality and has signed up to the Athena Swan Gender Equality Charter and Principles. Following the establishment of ATU in April 2022, the University received an Athena Swan Legacy Bronze Award, based on both a recognition of work undertaken by the three predecessor Institutes as well as the submission of a detailed Gender Action Plan.

The Action Plan covers a three-year period with 49 individual actions to promote gender equality, remove barriers to equality and further develop a more inclusive workplace. These actions support the university’s efforts to reduce its gender pay gap.

ATU has established an EDI Subcommittee of the university’s Governing Body, and an EDI Steering Group which, amongst other things, has responsibility for implementing the Gender Action Plan.

The University has established an Athena Swan Self-Assessment Team for the university's 2025 Bronze Award application, and a new Gender Action Plan will be developed for 2026 – 2029.

To support the progression of females to more senior roles, ATU continues to fund the participation of female staff members in the Aurora Women's Leadership Development Programme the university has funded 14 women for the 2024/25 programme. Research undertaken by AdvanceHE, the organisation that runs the Aurora programme found that the programme has significantly increased the likelihood of promotion or progression by the participants in the past, through their improved confidence, awareness, and ability to seek out and request leadership roles⁴.

Progress on actions prioritised in 2024

- ATU will submit its Athena Swan Bronze Award application in 2025, after which it will prepare a revised Gender Action Plan (2026 – 2029). The university's action plan will include aggregate outcomes from all University recruitment processes, and the Gender Action Plan will include an action for Human Resources to, '*Monitor and report annually on aggregate outcomes from all University recruitment processes.*'
- ATU's EDI team will undertake an impact assessment of the Aurora programme in ATU
- From 2025 recruitment criteria for SLIII, SLII, CSM and VPs appointments will include a requirement to provide evidence demonstrating a commitment to advancing equality to be included in the short-listing and interview process.
- Delivered a programme of equality training for all staff, which included Introduction to EDIT Principles and Toolkit; Trans Inclusivity Training; Pronouns Training; Leadership for Diversity; Trans Gender Awareness in Higher Education; Neurodiversity Awareness; IWA Disability Awareness; IWA Access Awareness; Diversity and Inclusion Masterclass; Unconscious Bias Training x 2 sessions; Menopause Awareness in the Workplace; ongoing training for all staff and students on ATU's EDI and Gender Identity & Expression policies; and on-demand Race Equality training.
- A Remote Working Policy for remote/hybrid working arrangements in all suitable roles has been developed and is currently out for consultation with relevant trade unions.
- A Core Meeting Times Policy to facilitate the engagement and inclusion of all staff has been developed and is currently out for consultation with relevant trade unions.
- Reviewed and revised maternity/adoptive leave policies and procedures are now in place.

⁴ Source: <https://www.advance-he.ac.uk/knowledge-hub/onwards-and-upwards-tracking-womens-work-experiences-higher-education-year-5-report> (Accessed 25 October 2025)

- An Equality Champions Network that is representative of the University has been established.
- Arising from the analysis of this pay data a number of actions to broaden the applicant pool for entry level roles in the university including –
 - ✓ Highlighted the variety and flexibility of the contracts on offer in advertisements which included options to work part time, full time with many of the posts being term time contracts (September to May)
 - ✓ Advertisements also highlighted ATU’s commitment to fostering an inclusive culture and understanding that everyone has unique circumstances that may require flexibility in their working arrangements.
 - ✓ Pushed job advertisements out through a broad spectrum of media to maximise intake of applications including the ATU website, multiple social media platforms local newspapers and local radio in addition to the post being sent to all staff to encourage them to share with family and friends to broaden awareness and seek to maximum applicant numbers.
 - ✓ Accepted hard copy and email applications

Actions prioritised for 2025 –

- Undertake a quarterly review of the prioritised actions for 2025 in consultation with Human Resources and other relevant departments
- Roll out the implementation of the Remote Working Policy and Core Meeting Times Policy once they have been formally approved
- Advertise appointments using diverse recruitment channels, including networks for underrepresented groups
- Initiate consultation on a Career Development Framework for academic and research staff and professional, managerial, and support staff, to include professional development planning and training for managers on how to support staff in their career development
- Ensure training opportunities that are supported by the University are aligned to the Career Development Framework
- Continue to broaden the applicant pool for all entry level roles in the university