

Gender Pay Gap Reporting

Introduction and Executive Summary

Plassey Campus Arena (t/a UL Sport) and branded 'Ireland's Sports Campus' encapsulates over 40 years of dedicated professional service that has changed the face of Sport in Ireland. The company, forming part of the University of Limerick structure that was established as an educational institution in 1972 and conferred as University in 1989. UL Sport is committed to equal pay through open and transparent systems supported by the remuneration committee. UL Sport is an inclusive community committed to removing any obstacles to career advancement and enhancement for all current and future staff. UL Sport has continuously supported the principle of equal pay for work of equal value.

1. The legislative requirement

The Gender Pay Gap Information Act 2021 and Regulations 2022 published on 3rd June 2022 requires organizations to report on their hourly gender pay gap across a range of metrics. The number of employees in an organisation will determine when they are required to report on the gender pay gap:

- +250 employees: 2022
- +150 employees: 2024
- +50 employees: 2025

An 'Employee' is defined as a person who is an employee for the purposes of the Employment Equality Act 1998 and is employed by the university on the snapshot date.

The Snapshot date for University of Limerick is 30/06/2024.

2. Provision of data

The Employment Equality Act 1998 (Section 20A) Gender Pay Gap Information Regulations 2022 information for University of Limerick is as follows:

- **Mean** hourly pay of male and female employees = 6.09%
- **Median** hourly pay of male and female employees = - 0.08%
- **Mean** hourly pay of male and female part-time employees = 1.81%
- **Median** hourly pay of male and female part-time employees = - 0.63%

- Mean and median hourly pay differences of male and female employees on temporary contracts
Not applicable for reporting purposes.
- The percentage of male and female employees who were paid bonus remuneration-
Not applicable for reporting purposes.
- The percentage of male and female employees who received benefits-in-kind-
Not applicable for reporting purposes.

- The percentages of male and female employees who fall into quartile pay bands.

2024	Male	Female
Q1 %	60%	40%
Q2 %	46%	54%
Q3 %	50%	50%
Q4 %	56%	44%

3. Our Gender Pay Gap Analysis

Based on the on-going analysis of the gender pay figures and our strict adherence to approved levels of remuneration from the remuneration committee, the issue of pay inequality occurring is greatly reduced. Overall, we see similar equal numbers of male and females employees within the group, however we do note the concentration of male and female employees in specific business units.

The effect of the concentration of genders in particular roles become compounded over time and is further magnified during promotions or advancement processes.

Like all organisations we have seen the impact Covid-19 has had on the need to provide family responsibilities and how some clashed with the ability to work from home during lockdown. This resulted in people electing to work part-time or step out of the workforce temporarily to provide caregiving responsibilities and contributes to the overall figure noted.

4. Proposed Actions for UL Sport

UL Sport considers gender equality to be a key priority that is encompassed in our behaviour and actions including the following key priorities.

- To embed gender equality throughout the company
- Continue to act as a sector leader in the following key areas.
 - Leadership
 - Recruitment and Selection
 - Promotions
 - Governance and Management
 - Culture
 - Flexible and Agile Working
 - Workload Allocation Models
 - Data-Driven decision-making
 - Career Development