Gender Pay Gap Report 2025

About An Cosán

An Cosán (Irish for *The Path*) has a long legacy of advancing equality, social inclusion and community-led transformation and change. Founded almost forty years ago with a feminist ethos, our mission is to empower women and families in marginalised communities through education, lifelong learning and holistic supports. We work to challenge systemic disadvantage, create inter-generational pathways out of poverty and champion the rights, voices and leadership of women and other underrepresented groups.

Our values - based on equality, social justice, empowerment and belonging - underpin everything we do; they shape our programmes, steer our governance, and guide how we support and engage our staff.

This Gender Pay Gap Report reflects not only a statutory requirement but also our commitment to transparency, equity and continuous improvement. It forms part of our wider mission to build a fair, inclusive and gender-responsive workplace where all members of our team can thrive.

Our Gender Pay Gap Report 2025

This Report is prepared in accordance with the Gender Pay Gap Information Act 2021, its subsequent 2022 and 2024 Regulations and the Employment Equality Act 1998.

This is An Cosán's first Gender Pay Gap Report as it is the first year that An Cosán has met the employee number threshold of >50 employees.

In producing this report and analysis, not only is An Cosán meeting our legislative and governance requirements, it is also an opportunity to display to our own employees and stakeholders our ongoing efforts and commitment to equality and inclusion generally throughout the organisation but more specifically in the area of gender representation and equality.

For this report, the snapshot date of 30th June 2025 was chosen (*pay is reflected for the preceding 12 month period, which starts from 1st July 2024*).

The gender pay analysis and profile is based on annualised ordinary pay effective at the snapshot date of 30th June 2025.

- **The total number of employees included in this report is 101**
- **Our employee profile was made up of 88 females and 13 males.**
- **The analysis within this report is based on all An Cosán employees at the 30th June**

Headline Gender Pay Gap Figures

- Our overall gender profile is 87% female / 13% male.
- The percentage gap in mean pay between female and male employees is 6.10% in favour of male employees.
- The percentage gap in median pay between female and male employees is 9.58% in favour of male employees.
- The organisation does not pay any Benefits in Kind to its employees and therefore, no figures are required to be reported on this item.
- The organisation does not make any Performance Related Payments to any employees and therefore, no figures are required to be reported on.

Our gender profile across the pay quartile bands is:

2025		
QUARTILE	**F**	**M**
Lower	**96%**	**4%**
Lower Middle	**80%**	**20%**
Upper Middle	**88%**	**12%**
Upper	**84%**	**16%**
Total	**87%**	**13%**

Figures for Full Time Employees

- Our gender profile for full-time employees is 81% female / 19% male (30 female and 7 male).
- The percentage gap in mean pay between full-time female and male employees is 10.29% in favour of female employees.
- The percentage gap in median pay between full-time female and male employees is 2.42% in favour of female employees.

Figures for Part Time Employees

- Our gender profile for part-time employees is 91% female / 9% male (58 female and 6 male).
- The percentage gap in mean pay between part-time female and male employees is 19.16% in favour of male employees.
- The percentage gap in median pay between part-time female and male employees is 32.01% in favour of male employees.

Figures for Temporary Employees

- Our gender profile for temporary staff is 79% female / 21% male (15 female and 4 male).
- The percentage gap in mean pay between temporary female and male employees is 3.61% in favour of male employees.
- The percentage gap in median pay between temporary female and male employees is 33.34% in favour of male employees.

Overall Analysis

Most of the staff employed by An Cosán are female and this includes those working in senior management positions. Some 87% of all staff are female and 84% of those in the top paid quartile are female. This is also reflected in the fact that amongst An Cosán's full time staff, women are on average paid more than men on an hourly basis.

However, many staff in An Cosán work on a part-time basis – over 60% of all staff work part-time or on reduced hours. Part-time staff work mostly in the major service delivery areas such as early years, adult education and counselling. Only 6 male staff work part-time but each of these works in the relatively higher paid areas of adult education and counselling and none works part-time in the relatively lower paid area of early years. This leads to a significant difference in hourly pay in favour of men amongst part-time workers – typically between 19% and 32% depending on whether a mean or a median measurement is used. This difference is sufficient to generate a pay gap in favour of men across all staff – both full-time and part-time – in An Cosán; a 6% difference in mean hourly rates and a 10% difference in median rates.

This position is despite our efforts to encourage gender participation in the workforce across all of our services and to join with others in publicly advocating for the historically poor pay recognition for those involved in early years education to be addressed. Some progress has been made on the latter through increases under Government Employment Regulation Orders, but early years workers continue to be poorly treated for pay purposes, despite the enhanced professional qualifications and regulatory

standards that now apply in the sector. An Cosán will continue to advocate for pay improvements for early years professionals and increases in public funds for organisations like ours to close this gender pay gap and recognise the intrinsic importance of these services for our youngest, our communities and our national wellbeing.

Our Action Plan

Building on our strong foundations, we are committed to continually improving and enhancing our approach to all aspects of gender equality and inclusion.

In the 2025 reporting period, the following actions supported our endeavour to reduce our gender pay gap further. We plan to continue our efforts in this regard in 2026.

Taking a Feminist Approach:

An Cosán's feminist ethos is grounded in addressing structural inequality, amplifying the voices of those most marginalised, and creating pathways to opportunity for women, families and communities experiencing disadvantage.

This Gender Pay Gap Report reflects our mission by providing transparent data on gender representation and pay. It highlights where gender pay gaps exist and acts as a guide for future actions to achieve equal access to pay, progression, and opportunity for all employees.

Our workforce is predominantly female (87%), reflecting our commitment to supporting women into employment, education and leadership.

By analysing gaps across full-time, part-time and temporary staff, we can clearly identify how inequality can show up differently for women in our sector (those working in Early Years, Community & Voluntary / Not-for-Profit, Education etc).

The findings allow us to focus on the structural barriers that disproportionately affect marginalised women.

Other specific actions include:

- **Recruitment:** we are actively refreshing our recruitment processes through an equality lens.
- **Workplace Culture & Supports:** Highlighting and promoting our flexible, hybrid working, term time and part-time roles, family-friendly policies and other terms and conditions as a way of attracting more females into the organisation.

- **Remuneration:** In 2025, we carried out a salary benchmarking exercise against salaries the community and voluntary sector. Where funding allows, it is our intention to ensure that all roles are in line with the results of this benchmarking exercise.
- **Talent development:** In 2025, we commenced a leadership development programme for a group of 25 employees (88% female and 12% male). This programme will continue into 2026. Further continuous professional development programmes will be rolled out in 2026.

Our Leadership and Culture

It is worth noting that in An Cosán women in leadership permeates through our culture, mission, values and practices.

The composition of our Leadership - our Board of Directors (83% female) and our Senior Management Team (80% female) - is a clear example of this to our staff, service users, stakeholders and funders.

Women in leadership drives our continuing efforts to achieve gender pay gap equality.

ENDS

An Cosán

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