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2026

Gender Pay Gap Report

1 July 2025 – 30 June 2026

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Summary

University College Dublin Foundation

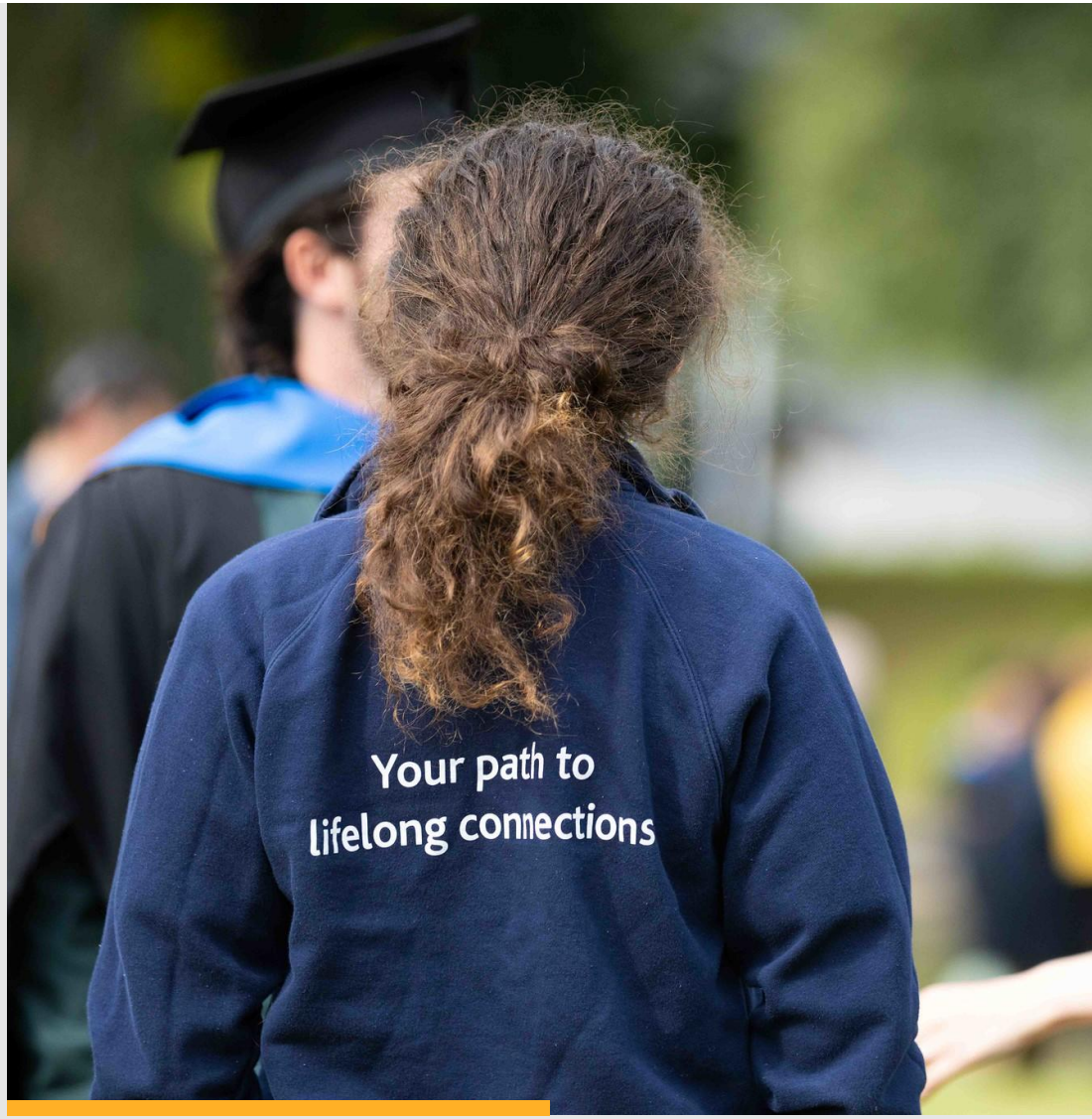
Organisation: University College Dublin Foundation Company Limited by Guarantee (CLG)

Registered Office: Ardmore House, Belfield, Dublin 4, Ireland

Company Registration No. (CRO): 266667
Charity Registration No. (RCN): 20036461
CHY: 12448

Snapshot Date: 30 June 2026
Reporting Period: 1 July 2025 – 30 June 2026

Total Employees: 50 (82% female / 18% male)



Introduction

At University College Dublin (UCD) Foundation, we raise philanthropic support and build enduring connections with alumni and supporters to advance University College Dublin's educational and research mission.

This report sets out our gender pay gap figures for 2026, prepared in accordance with the Employment Equality Act 1998 (Section 20A), as inserted by the Gender Pay Gap Information Act 2021 and the Gender Pay Gap Information (Amendment) Regulations 2024.

Key figures for 2026

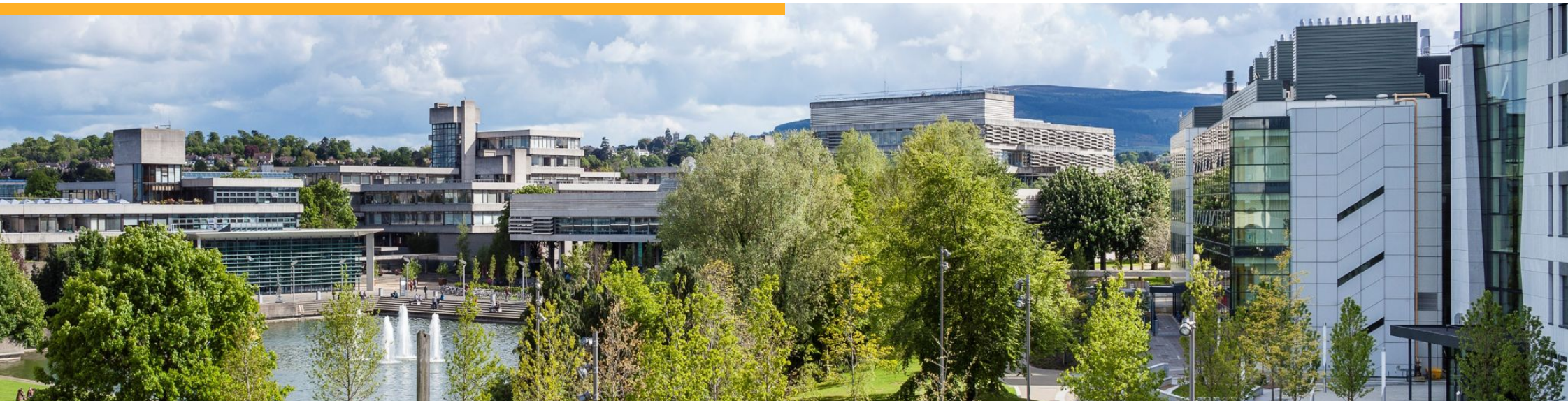
- **Workforce Profile:** We employ 50 people, 41 women (82%) and 9 men (18%).
- **Overall Hourly Pay Gap:** Our mean hourly pay gap is -4.2% (in favour of women) and our median hourly pay gap is +3.5% (in favour of men).
- **Senior Representation:** Female employees hold 83.3% of the roles in our upper pay quartile.
- **Flexible and Temporary Staffing:** Our part-time median gap (-39.5%) and temporary median gap (-16.9%) both sit in favour of women, reflecting high female representation in senior positions across flexible roles.

Equal Pay vs. Gender Pay Gap

These concepts represent distinct measures under Irish employment equality law:

Equal pay refers to the legal right under the Employment Equality Act 1998 for men and women to receive equal pay for doing the same work, like-for-like, or work of equal value. UCD Foundation maintains structured pay scales across all roles. Employees on temporary or part-time arrangements are placed on the exact same salary scales and benefits framework as permanent counterparts in equivalent positions.

Gender pay gap measures the difference in average hourly earnings between all men and all women across the entire organisation, regardless of role seniority or job function. An organisation can maintain full equal pay compliance and still report a gender pay gap if men and women are distributed unevenly across different pay bands or levels.



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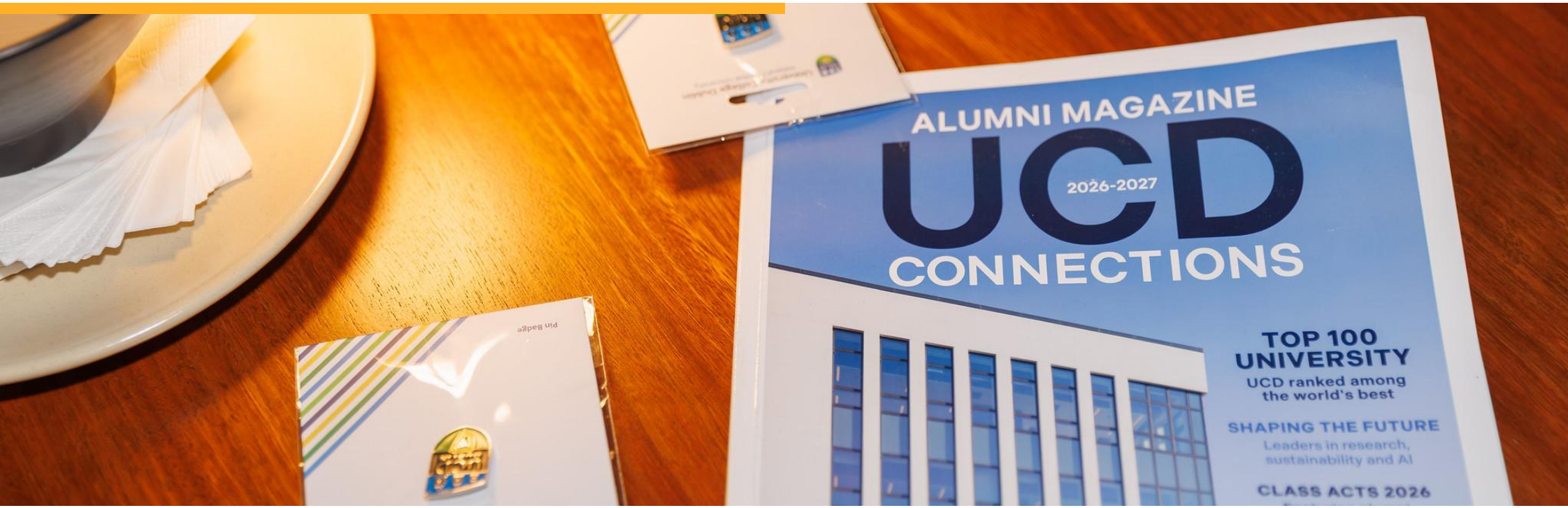


Statutory Figures

About these figures

These calculations use hourly pay rates on our snapshot date of 30 June 2026, looking back across the 12-month reporting period.

- A positive percentage (+%) means men earn more on average.
- A negative percentage (-%) means women earn more on average.



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Hourly Pay Gap (All Employees)

Metric	Percentage (%)	What this means
Mean Hourly Pay Gap	-4.2%	On average across all roles, female employees earn 4.2%more per hour than male employees.
Median Hourly Pay Gap	+3.5%	Comparing the middle earner for each gender, the male midpoint is 3.5% higher.

Temporary and Part-Time Pay Gaps

Metric	Temporary Employees (%)	Part-Time Employees (%)
Mean Hourly Pay Gap	-26.8%	-23.3%
Median Hourly Pay Gap	-16.9%	-39.5%

Note: In accordance with statutory definitions, "temporary employees" includes all employees under fixed-term contracts on the snapshot date.

Bonus Pay & Benefits in Kind (BIK)

Metric	Female Employees	Male Employees	Overall Gap
Percentage receiving a bonus	0%	0%	N/A
Mean Bonus Pay Gap	N/A	N/A	N/A
Median Bonus Pay Gap	N/A	N/A	N/A
Proportion receiving Benefits in Kind	0%	0%	N/A

Note: UCD Foundation does not operate performance bonus schemes or provide Benefits in Kind.

Pay Quartiles

All employees were ranked from lowest to highest hourly rate of pay and divided into four equal quartiles of 12 to 13 employees

Pay Quartile	Female %	Male %	Roles Included
Upper Quartile (Highest 25% paid)	83.3%	16.7%	Senior management, campaign leads, major gift directors
Upper-Middle Quartile	75.0%	25.0%	Senior development, research, and operations staff
Lower-Middle Quartile	92.3%	7.7%	Mid-level project, admin and engagement support
Lower Quartile (Lowest 25% paid)	76.9%	23.1%	Entry-level admin and support roles
Total Workforce	**82.0%**	**18.0%**	**Overall split (41 female / 9 male)**

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Analysis and Commentary

High female representation across senior roles

Female employees make up 82% of our team and hold 83.3% of the jobs in our highest pay quartile, reflecting strong female representation across senior leadership and fundraising management.

Temporary Contract Profile

Due to the project-based and campaign-funded nature of philanthropic initiatives, specific roles in UCD Foundation commence on fixed-term contracts tied to particular fundraising or alumni programmes.

Our temporary pay gap is -26.8% (mean) and -16.9% (median) in favour of female employees. This distribution reflects the hiring requirements during the 12-month reporting period, during which female temporary hires included senior fundraising leads, whereas male temporary hires were predominantly within the junior or operational support positions. As project structures evolve and fixed-term arrangements transition over time, these figures fluctuate accordingly.







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Senior Flexible and Part-Time Working

Our median part-time gap is -39.5% in favour of female employees highlights our support for flexible working arrangements at all levels. Experienced female managers and specialist employees routinely utilise part-time or flexible arrangements while remaining on their established senior salary scales.

Statistical Sensitivity in Small Sample Sizes

With 50 employees and only 9 men in the entire organisation, small changes in headcount have a big effect on percentages. Moving two or three male employees between entry-level and senior roles changes the gap figures significantly. The small gap between our mean (-4.2%) and median (+3.5%) comes down to this math, rather than how people are paid.



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Next Steps



Action Plan and Future Commitments

To support fair representation, transparent reward structures and alignment with evolving workplace standards (including the EU Pay Transparency Directive frameworks), UCD Foundation commits to the following actions:

- Regularly review job descriptions, recruitment platforms and selection processes to ensure unbiased candidate pipelines across all pay quartiles, encouraging balanced gender interest in both entry-level and specialist vacancies.
- Continue offering equal access to professional development, leadership training and career progression for all employees, regardless of contract duration (permanent or fixed-term) or working patterns (full-time or part-time)
- Conduct an annual review of salary bands and benchmark frameworks to ensure transparent progression criteria and gender-neutral pay structures, ahead of upcoming legislative pay transparency requirements.
- Ensure flexible working policies are promoted across all roles and genders to encourage balanced uptake across the organisation.

Signoff and Publication

In compliance with statutory requirements, this report is published on the official UCD Foundation website and submitted via the central national portal. It will remain accessible on our website for at least three years.

Approved on behalf of University College Dublin Foundation:

Chief Executive Officer
Date: October 2026



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