

Gender Pay Gap Report 2025

HEA

An tÚdarás um Ard-Oideachas
The Higher Education Authority

1. Introduction

The mission of the Higher Education Authority (HEA) is to advance the interests of students and society by funding institutions of higher education, working with them to develop the sector, exercising regulatory oversight, and providing advice to Government.

The HEA's vision is to work with institutions to deliver an Irish higher education and research system that is consistently achieving world-class standards of teaching, learning and research, demonstrating the values of excellence, academic freedom and integrity, inclusivity, and social and environmental responsibility, to service the needs of the people and economy of Ireland.

Key to our Mission and Vision are the Values of the HEA – Openness and Innovation, Trusted Leadership and Fairness, Collaboration and Partnership, Integrity and Accountability, and Inclusivity and Respect.

Underpinning the significant remit of the HEA is its staff, who are valued, experienced, dedicated and display the highest forms of professionalism.

While the education sector has historically seen a predominance of female professionals, we are committed to fostering an organisation where all employees feel valued and appreciated, regardless of gender.

Our 2025 Gender Pay Gap Metrics

This is the first time that the Higher Education Authority has reported on the Gender Pay Gap, as per legislation, and we are pleased to participate in this report and publish the outcome. Our results this year show a **mean gender pay gap of -9.8%** which demonstrates our strong female representation across the organisation. We make every effort to ensure we advance all our employees professionally by providing flexible work arrangements and learning and development opportunities.

We recognise the value of transparency in sharing our data. Although we are pleased with our progress to date, we remain committed to leveraging insights from this analysis to inform future initiatives and to strengthen our ongoing dedication to Diversity and Inclusion.

2. What is the Gender Pay Gap?

The Gender Pay Gap Information Act 2021 established the legal framework for gender pay gap reporting in Ireland. From 2025 onwards, any employer with more than 50 employees is required to publish their gender pay gap results annually.

While the terms “equal pay” and “gender pay gap” are often used interchangeably, they refer to different concepts. Under Irish law, organisations must pay males and females equally for equal work.

Equal pay refers to males and females who are performing the same role at the same grade receiving the same pay.

A gender pay gap is often driven by the organisation's distribution of male and female employees across different roles and levels. Even when males and females are paid equally for the same work, a pay gap can also exist if the proportions of males and females in various roles differ. This is because the calculation considers average pay across all employees, not just those in identical positions.

The Gender Pay Gap is the difference in average hourly pay between men and women in a company. It does not mean men and women are paid differently for the same job; instead, it shows how men and women are represented in different roles within a business.



Equal Pay means that men and women in the same employment performing equal work, must receive equal pay.

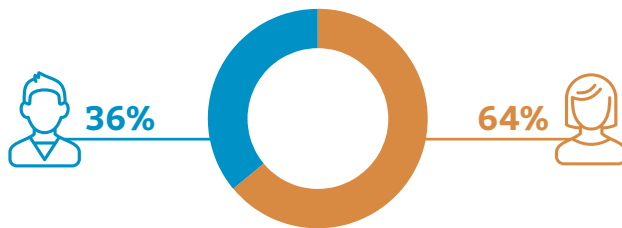


Why it matters

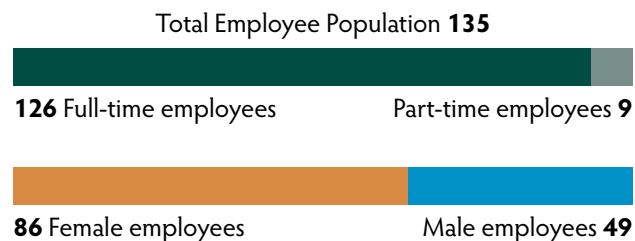
Reporting on and addressing the gender pay gap is crucial for fostering a fair and inclusive workplace. By transparently sharing gender pay gap data, we demonstrate our commitment to equality and accountability, building trust with our employees, stakeholders, and the wider community.

3. Understanding the Gender Pay Gap

Our results are based on our workforce data taken on the snapshot date of 27th June 2025 to reflect the 12 preceding months from 27th June 2024 to 27th June 2025. The gender split of our workforce as of this date is 64% female to 36% male.

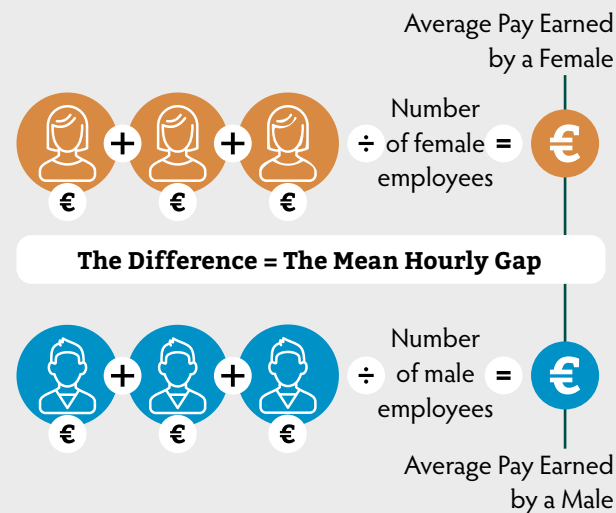


Our Metrics



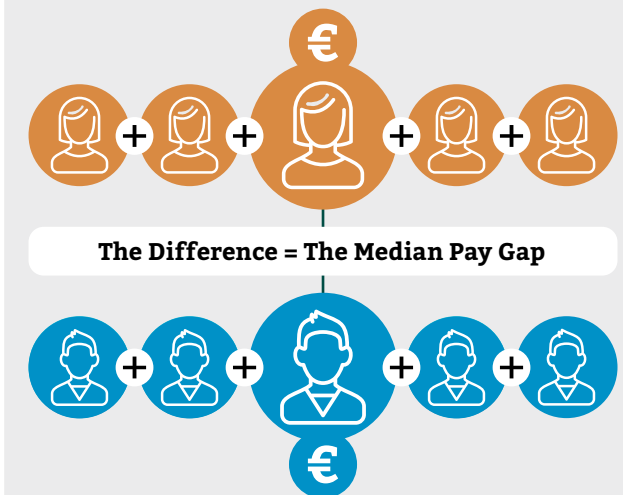
How is the mean gender pay gap calculated?

The mean gender pay gap compares the average hourly pay of females to that of males. It is calculated by adding the hourly pay for each gender, dividing by the number of employees in each group, and expressing the result as a percentage.

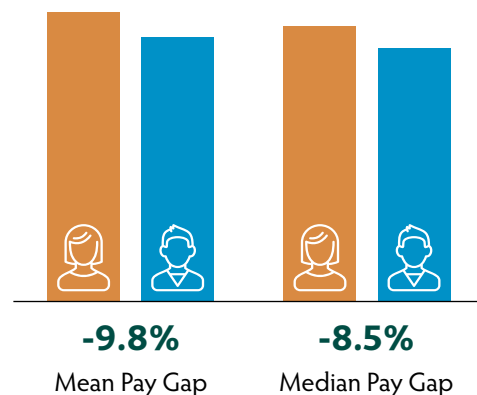


How is the median gender pay gap calculated?

The median gender pay gap is the difference between the female median hourly wage (the middle-paid female) and men's median hourly wage (the middle-paid male). The median hourly wage is calculated by ranking all employees, first by gender, and then in ascending order by pay. The hourly wage of the male or female in the middle is then taken.



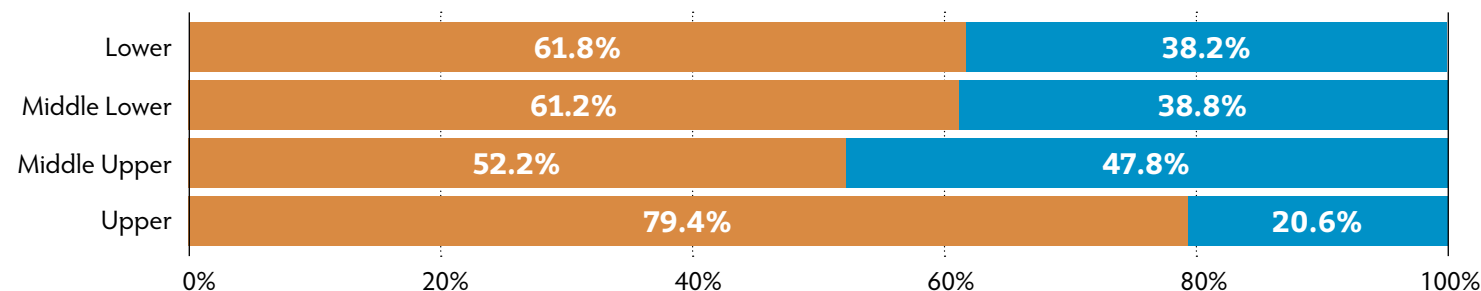
Mean & Median Pay Gap



Our mean pay gap is -9.8%. This means that, on average, females across the organisation earn around 9.8% more than males. The difference in average pay arises from a higher female-to-male ratio in the overall workforce, and more females than males occupy some of the higher-level positions in the organisation.

The median gender pay gap is -8.5%. This means that the overall difference in earnings for females at the midpoint of each gender group is 8.5% higher.

Quartiles

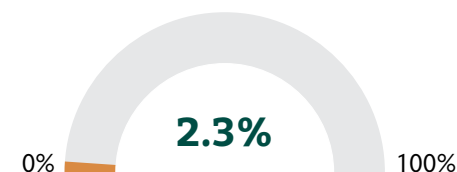


The use of pay quartiles (dividing employees into four equally sized groups based on hourly pay) provides valuable insight into the distribution of male and female staff across different pay ranges. As previously noted, the HEA employs significantly more females than males (86 females and 49 males). The gender distribution in the lower and middle-lower quartiles closely mirrors this overall split. Notably, the middle-upper quartile demonstrates a near-equal balance between male and female staff. The most significant difference appears in the upper quartile, where females are strongly represented in senior positions. This higher proportion of females in senior roles has been a key factor contributing to the HEA's positive gender pay gap.

Bonus and Benefit in Kind (BIK)

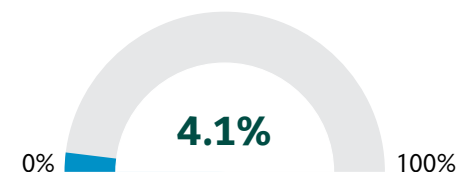
Proportion of females receiving bonus

Proportion of females receiving benefit in kind



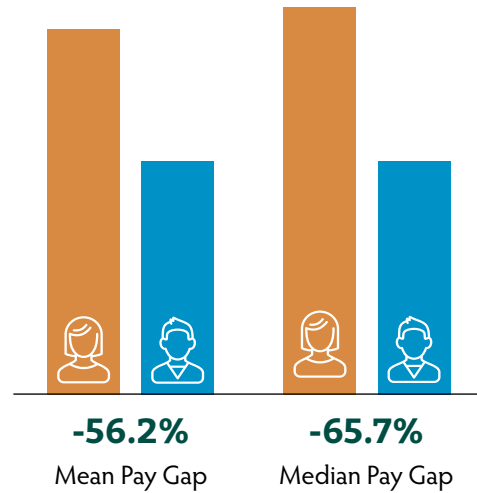
Proportion of males receiving bonus

Proportion of males receiving benefit in kind

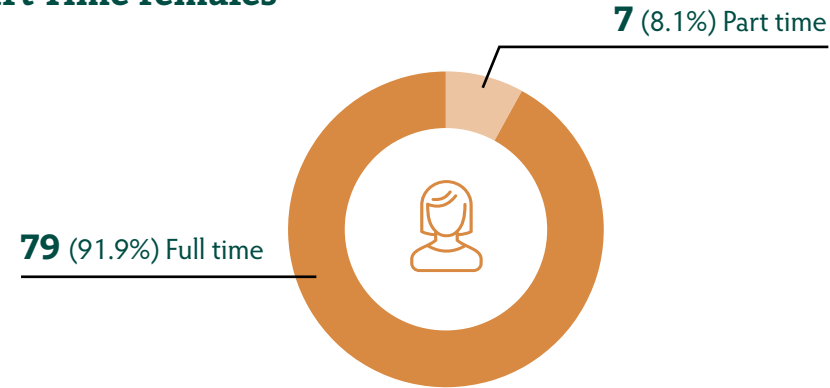


As per public sector pay policy, the HEA does not pay any bonus remuneration. Therefore, there is no data to report on regarding bonus remuneration. Both males and females can equally avail of benefit in kind. This benefit relates to professional subscriptions.

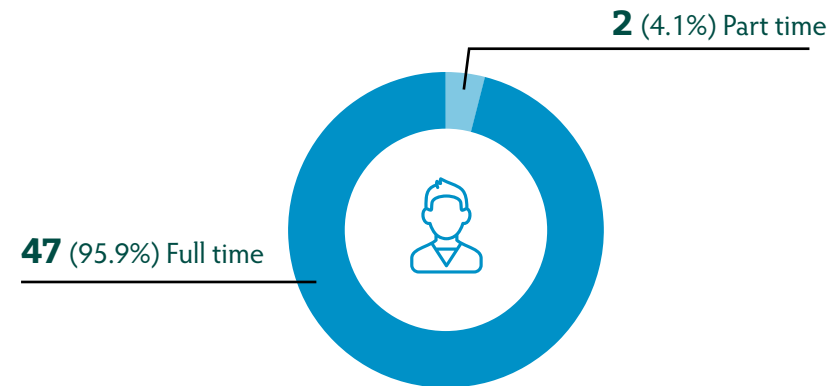
Part Time employees



Part Time females



Part Time males



Mean & Median Pay Gap (Part-time Employees)

Our mean pay gap for part-time employees is -56.2% meaning on average, females earn 56.2% more per hour than males among part-time employees. **Our median pay gap for part-time employees is -65.7%** meaning the middle female part-time employee earns 65.7% more than the middle male part-time employee. The flexible working policy is open to all genders and all role levels. The results reflect that a greater proportion of female employees, including senior roles, take advantage of the HEA's flexible working policy.

4. Our Commitment to Diversity and Inclusion

The expanding remit of the HEA has seen staff numbers rise in recent years, and so staff inclusion, development, wellbeing, and retention is a matter that is taken very seriously.

The staff reflect the mission, vision, and values of the HEA and over the past number of years initiatives have been introduced to build a diverse and inclusive workplace which includes ensuring appropriate policy and support is in place to provide reasonable accommodation for those who require it.

Equal Opportunities

The HEA is committed to being an equal opportunities employer. Through the development of our **Equal Opportunities Policy**, we are dedicated to ensuring that our employees have access to opportunities, regardless of gender. Our recruitment practices reflect this as we ensure that our interview boards are comprised of both male and female interviewers.

Flexibility

Flexibility in our workplace has been a strong reason for people wanting to work with the HEA and remaining for many years.

Through its **Blended Working Policy**, the HEA is committed to embracing opportunities for remote and blended work to build a more agile and responsive organisation while sustaining strong standards of performance and high levels of productivity.

There is a very high level of staff satisfaction with the HEA's Blended Working Policy, which was implemented following the Covid 19 pandemic. Remote work has allowed staff the opportunity to regain hours spent commuting to and from the office.

The HEA also operates a **Flexi Policy** which offers significant flexibility around working hours for staff. As with remote working, this flexibility, which includes various leave options and flexible working patterns, allows staff to structure their working week/year, which is of particular benefit for those with families and/or caring obligations.

Wellbeing in our workplace

At HEA, we are committed to employee wellbeing. We have a comprehensive Employee Assistance Programme in place and have introduced an Occupational Health Service and a Financial Wellness Programme. We remain dedicated to enhancing employee wellbeing and will continue to expand our initiatives to support all employees at the HEA.

Learning and Development

At the HEA there is a strong focus on continuous learning and self-development, with over 60% of staff in 2025 having engaged with upskilling initiatives. We are committed to offering all employees opportunities to develop and upskill. All employees are encouraged to gain new skills and knowledge to meet their own development goals and the HEA's strategic objectives.

Our Ongoing Commitment

We recognise that fostering an inclusive environment is an ongoing journey that requires continuous dedication and effort. As pay gaps can change over time, we are committed to regular review, transparency, and ongoing action.

Appendix

2025 Gender Pay Gap Information Act 2021 Reporting Requirements

Snapshot date: 27 June 2025

Gender Pay Gap Requirements	Percentage
Mean hourly gender pay gap	-9.8%
Median hourly gender pay gap	-8.5%
Mean hourly gender bonus gap	N/A
Median hourly gender bonus gap	N/A
Percentage of employees per gender who received a bonus	N/A
Percentage of employees per gender to receive benefit in kind (BIK)	2.3% (F), 4.1% (M)
Mean hourly gender pay gap (fixed term contracts)	25.5%
Mean hourly gender pay gap (Part-time)	-56.2%
Median hourly gender pay gap (fixed term contracts)	25.5%
Median hourly gender pay gap (Part-time)	-65.7%
Percentage of employees per gender in the lower quartile	61.8% (F), 38.2% (M)
Percentage of employees per gender in the lower middle quartile	61.2% (F), 38.8% (M)
Percentage of employees per gender in the middle upper quartile	52.2% (F), 47.8% (M)
Percentage of employees per gender in the upper quartile	79.4% (F), 20.6% (M)

N/A = Not Applicable for HEA. These figures are not reported as the categories are not applicable to HEA for disclosure.

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