

iheed Training Ltd

Gender Pay Gap Report Commentary (Ireland)

Overview

In accordance with the Gender Pay Gap Information Act 2021, Iheed Training Ltd is publishing its annual gender pay gap data for employees in Ireland. This report reflects the position of colleagues employed on payroll on 1 June 2025, including full-time, part-time and temporary staff.

Gender pay gap reporting provides organisations with an opportunity to review the overall distribution of roles and reward structures within their workforce. It is important to emphasise that the gender pay gap is not a measure of equal pay for equal work. Rather, it reflects the difference in average earnings between men and women across an organisation.

At iheed, we are committed to maintaining a supportive, inclusive and respectful workplace environment in which colleagues are treated fairly and have the opportunity to develop and progress in their careers.

Key Findings

Our analysis of the data shows the following outcomes:

Mean Gender Pay Gap: 28.5%

Median Gender Pay Gap: 38.1%

Mean Bonus Gap: 25.7%

Median Bonus Gap: 50.9%

Proportion Receiving Bonus:

56% of women

67% of men

Quartile Distribution:

Women are more highly represented in the lower pay quartiles, while men are more prevalent in the upper quartiles.

These figures reflect the distribution of roles and reward structures across the organisation rather than differences in pay for comparable work.

Understanding the Data

A gender pay gap can arise for a number of reasons within organisations, including the mix of roles held by employees, differing career pathways, and the presence of performance-related remuneration.

A detailed review of iheed's pay practices confirms that women and men performing the same roles are paid within the same salary ranges and pay points. **Pay is benchmarked and applied consistently, regardless of gender.**

The gender pay gap reported therefore reflects the distribution of roles across the organisation rather than differences in pay for the same work.

It is also notable that the three most senior leadership positions within iheed are held by women, reflecting the organisation's strong representation of female leadership and commitment to supporting progression and leadership opportunities.

Organisational Context

The data should also be considered in the context of the structure of the organisation and the types of roles within it.

Leadership Representation

Women are strongly represented within senior leadership at iheed, including the organisation's three most senior roles. This reflects a longstanding commitment to supporting gender balance in leadership.

Role Distribution

A number of male colleagues currently work in middle management and commercial roles, including positions within the sales function. These roles typically include higher levels of variable or performance-related remuneration.

Performance-Related Pay

Certain roles, particularly within sales, include performance-based incentives and bonus opportunities linked to commercial outcomes. As these roles are currently predominantly held by men, this contributes to the reported bonus gap and to the higher proportion of men in the upper pay quartiles.

Working Patterns

In some areas of the organisation, including parts of the tutorial support network and certain hourly-paid roles, there is a higher representation of women. These roles are central to the delivery of Iheed's programmes but may fall within lower pay quartiles due to their part-time or hourly nature.

Our Approach

Iheed remains committed to maintaining fair and transparent employment practices. A number of measures are in place to support this commitment, including:

- Regular salary benchmarking to ensure pay levels remain fair and consistent across comparable roles.
- Ongoing review of recruitment, promotion and development processes to support equitable career progression.
- Flexible working arrangements that support colleagues at different stages of their careers.
- Annual monitoring and reporting of gender pay data to inform continued improvement.

Commitment to Inclusion

Iheed is proud of its inclusive culture and the diversity of its workforce. Gender pay gap reporting provides an opportunity to reflect on workforce composition and to continue strengthening practices that support fairness, opportunity and inclusion.

We remain committed to fostering a workplace where all colleagues feel valued and supported, and where opportunities for development and progression are available to everyone.