JACK AND JILL
CHILDREN'S FOUNDATION™

THE JACK AND JILL CHILDREN'S FOUNDATION

GENDER PAY GAP REPORT



November 2026

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UNDERSTANDING THIS REPORT

Under the Gender Pay Gap Information Act 2021, employers in Ireland are required to report on their gender pay gap each year and publish their report within five months of the snapshot date in June.

Employers must calculate and publish a range of metrics, including the mean and median hourly gender pay gap, the mean and median bonus pay gap, the percentage of men and women receiving bonuses or benefits-in-kind, and the gender breakdown across four pay quartiles.

The report must be made publicly accessible, typically on the company's website, and remain available for at least three years.

This report will explain what gender pay gap reporting is, how it works, and why it matters for achieving equality in the workplace. It helps the Foundation understand where inequalities may exist and what actions we can take to improve.

UNDERSTANDING GENDER PAY GAP

The gender pay gap refers to the difference between what is earned on average by women and men based on average gross hourly earnings of all paid employees regardless of their job or their level of responsibility. It shows how much less, on average, women earn compared to men. The gap is usually expressed as a percentage of men's earnings.

The gender pay gap is not the same as equal pay. Paying women less than men for the same job, solely on account of their gender is not permitted under Irish Law.

Even if an employer does not have an equal pay issue, a gender pay gap may still exist. For example, the majority of lower-paid roles in an organisation may be filled by women.

SNAPSHOT DATE

30TH JUNE 2026

WHAT IS THE MEAN AND MEDIUM?

Calculating the Mean Gender Pay Gap

The mean gender pay gap compares the average hourly pay of women to that of men. It is calculated by adding together the hourly pay of all employees for each gender, dividing by the number of employees in each group, and then expressing the difference between the two averages as a percentage. This shows how much more or less, on average, one gender earns compared to the other.

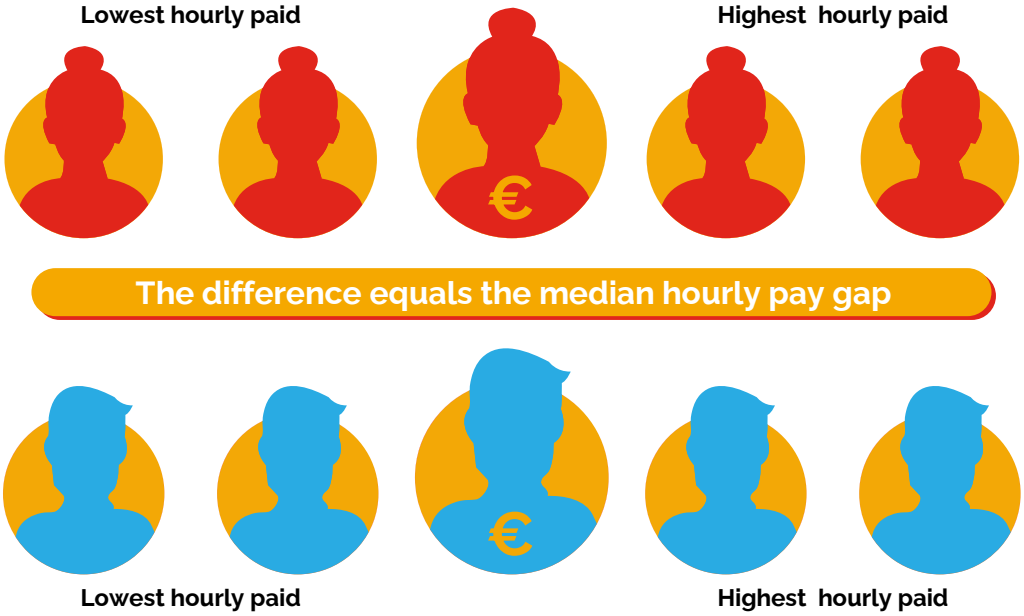


The difference equals mean the hourly pay



Calculating the Median Gender Pay Gap

The median gender pay gap is the difference between the median hourly pay of women and the median hourly pay of men. The median represents the middle point in a list of employees when they are ranked by hourly pay, from lowest to highest, within each gender group. This means taking the pay of the middle-paid woman and the middle-paid man and comparing the two. The result shows the typical difference in pay between men and women, as it is less affected by very high or very low salaries.



The Gap

As different roles pay differently and the number of men and women performing these roles varies, a gender pay gap emerges, if for example, more men are in higher paid roles or more women are in lower paid roles.

GENDER DISTRIBUTION

The Jack and Jill Children's Foundation employ staff in a range of various roles across the Foundation. On the snapshot date, Jack and Jill had 67 employees. Our team is divided into three divisions;

Nursing Division | **Retail Division** | **Office / Administration Division**

Jack and Jill Overall Team



58 9

Nursing Team Distribution



19 0

Retail Team Distribution



20 7

Office and Administration Team Distribution



19 2

GENDER REPRESENTATION

It is important to note that the data required as part of this reporting is limited to male and female and is not representative of all the gender identities. Employees are included in calculations based on their declared gender. Non-binary colleagues or colleagues who do not identify as male or female are therefore not included in the analysis below.

Female representation in the charity and not-for-profit sector tends to be higher than in many other industries, with women making up a larger proportion of the workforce.

The Jack and Jill Children's Foundation employs a predominantly female workforce, with women representing 87% of all employees during the reference period.

Women in Leadership roles **88.9 %**

FACTORS THAT CAN HAVE AN IMPACT ON GENDER PAY GAP

As previously mentioned, this report does not look at equal pay.

- Every employee, regardless of gender is paid equally for work that is the same or similar or for work of equal value.
- However, differences between what employees are paid can be impacted by a number of factors including:
  - Occupational segregation – some job categories or occupations may have traditionally attracted more females than males or vice versa.
  - Working patterns – full-time and part-time work. It may be that there are more females than males seeking part-time work and although this does not impact on their hourly rate of pay, it may impact on choices around career progression.
  - Length of service – incremental pay increases may mean that new joiners are paid less than more experienced employees.
  - Time of year – temporary or seasonal workers may be recruited for different roles which may attract a different rate of pay.
  - Gender breakdown of senior roles at higher salaries – a small number of higher paid employees can affect the average figures.
  - Gender breakdown of lower paid roles – a large number of lower paid employees can affect the average figures.

ANALYSIS OF GENDER PAY GAP RESULTS

Mean Gender Pay Gap

-42.03%

Median Gender Pay Gap

-58.60%

Metrics | Charts

Entity: Jack _Jill Monthly

Payroll Company: All companies for this entity

Gender Pay Gap by

	Mean	Median
Hourly Rate	-42.03%	-58.60%
Bonus	0.00%	0.00%
Hourly Rate Part Time	-69.61%	-93.52%
Hourly Rate Temp Contractor	0.00%	0.00%

Population by pay quartiles

		Male	Female
Lower	Q1	35.29%	64.71%
Lower Middle	Q2	18.75%	81.25%
Upper Middle	Q3	0.00%	100.00%
Upper	Q4	6.25%	93.75%

Bonus Paid Proportions

Male	Female
0.00%	0.00%

BIK Paid Proportions

Male	Female
0.00%	37.50%

Our gender pay gap figures show that women in Jack and Jill generally earn more per hour than men. Women's average hourly pay is 42.03% higher than men's. When we compare the middle hourly pay rate for each group, women's rate is 58.60% higher.

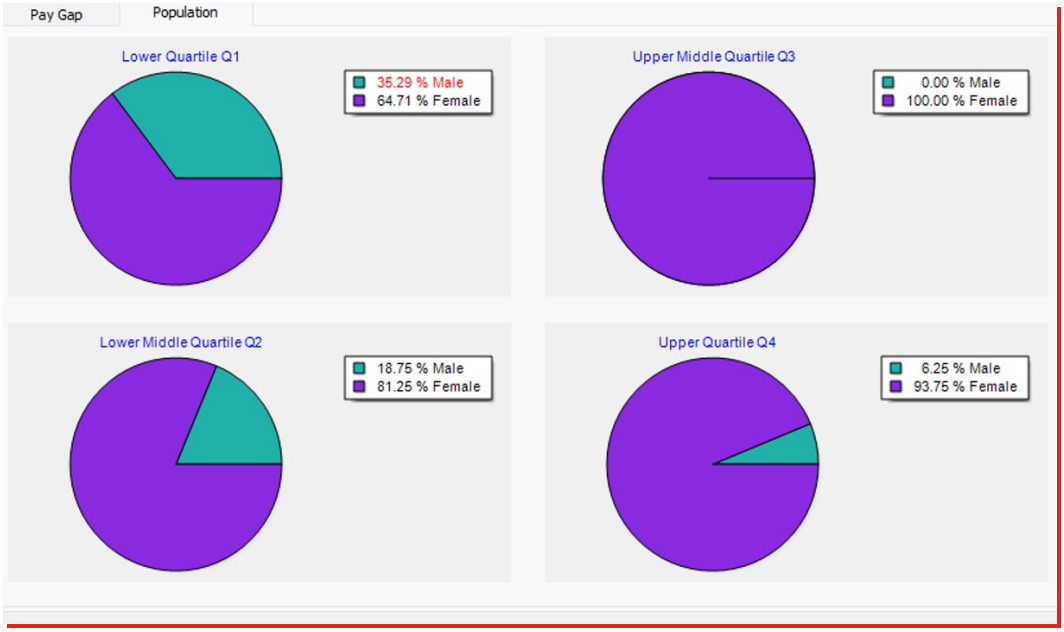
Among part-time staff, the differences are larger, 69.61% for average hourly pay and 93.52% for the middle hourly rate. Women make up the majority of staff in every pay band. They account for 64.71% of the lowest-paid quarter and 93.75% of the highest-paid quarter.

These figures compare pay across the charity as a whole. They do not show whether men and women doing the same job are paid differently. It is important to note that this report uses data on a snapshot date in June. Gender pay gaps can fluctuate from month to month and across quartile bands, depending on changes to headcount.

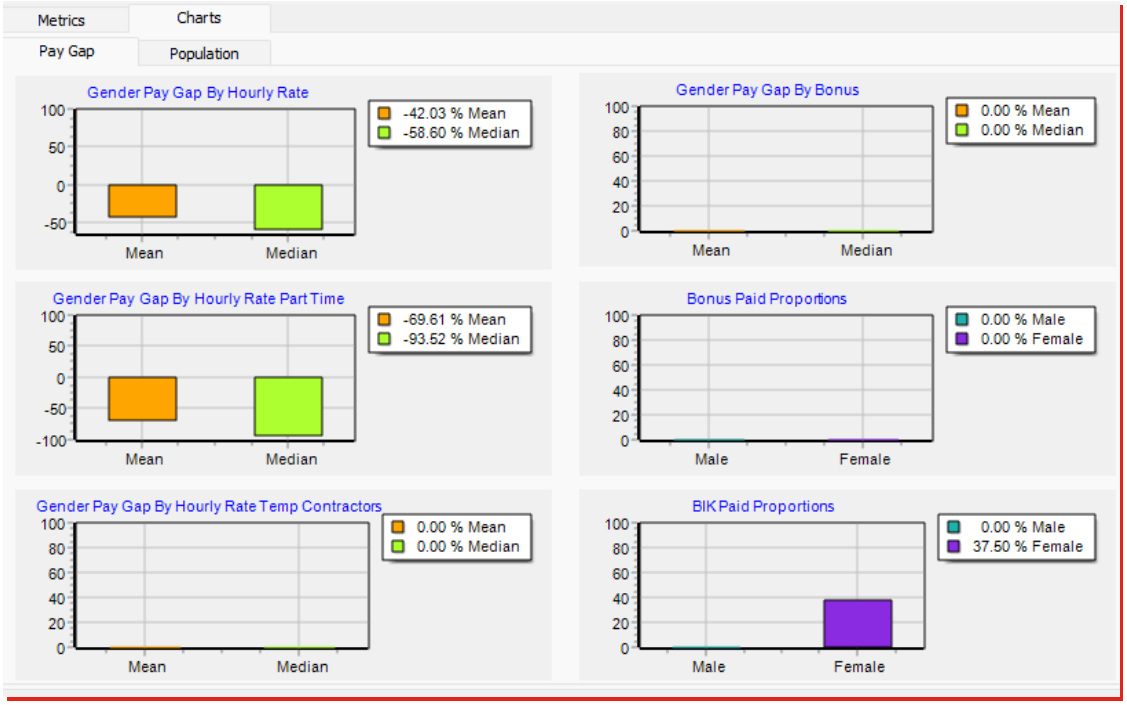
QUARTILE PAY BANDS

Dividing employees into four quartiles with pay graded from lowest to highest helps to examine pay across different levels of the Foundation. Organisations must report on the percentage of employees who fall within the lower, lower middle, upper middle and upper quartile bands.

In order to group employees who fall within these quartile bands, the Foundation lists all employees from lowest to highest, based on their hourly rates. The results show the proportion of males and females in each quartile as a percentage.



Women are the majority in every quartile, including the top one. Men are concentrated in the lowest-paid quartile and almost absent from the top, which is why the gap runs in women's favour. As an organisation of 67 employees with only about 9 men, individual cases can impact the results.



WHAT HAS CHANGED THIS YEAR?

Jack and Jill's mean gender pay gap changed from 38.22% in 2025 to −42.03% in 2026, a shift of 80.25 percentage points. The 2025 mean was influenced by the short-term recruitment of a part-time specialist to support the Foundation during the reference period. The specialist's higher pay increased average pay for men and affected that year's reported gap.

The median pay gap was negative in both years, moving from −24.60% in 2025 to −58.60% in 2026. In 2026, women made up 93.75% of the upper pay quartile and 100% of the upper-middle quartile, compared with 87.50% and 93.75% respectively in 2025.

BONUS AND BENEFIT IN KIND

Figures must also be provided for bonus payments and benefit in kind payments if they apply. Bonus payments do not apply within the Foundation.

Benefit in Kind payments may arise in certain circumstances such as paid health insurance for eligible employees.

BIK Pay Proportion Male

0%

BIK Pay Proportion Female

37.50%

WORKING TO REDUCE THE GENDER PAY GAP

At Jack and Jill, we have taken and will continue to take a range of steps to improve diversity, equality and inclusion within the Foundation.

Review pay and structures regularly

Conduct regular pay audits to identify and address unjustified differences in pay between men and women.
We are committed to pay transparency as a mechanism to support pay equality. We ensure salary decisions are based on clear, consistent criteria such as skills and experience.

Recruitment and Selection

Interview training for all our managers to enhance their awareness of unconscious bias and improve their ability to assess candidates and supporting more equitable hiring decisions.

Where possible, seek a gender balance in shortlists for all roles.

Where possible, use a diverse interview panel for interviews.
We are committed to ensuring that our recruitment and advertising continues to be gender neutral and presents an appealing employment proposition for people of all genders.

We include salary on our job advertisements for all our roles and proactively communicate salary to candidates prior to interview.

Development and Succession

We are committed to providing ongoing learning and development opportunities so that all our employees can develop to their full potential.

Exit Interview Analysis

Exit interview analysis provides valuable insight into the factors of why employees leave the Foundation. By identifying patterns, trends and root causes behind employee turnover, particularly among women will allow the Foundation to establish if there are any disparities.

Policies and Procedures

We will continue to review our existing policies and procedures to ensure they continue to promote diversity and inclusion.

Continue with the progress we have made through the introductions of flexible working and hybrid working model in our office.

Develop more inclusive policies for employees who require leave for fertility treatment, experiencing loss due to miscarriage and experiencing challenging symptoms to menopause.

Introduce paid paternity leave for all employees to encourage uptake, promote shared parenting and support work-life balance.

Training and Development

Jack and Jill have included Dignity and Respect at work training (which includes diversity and inclusion) as mandatory for all existing employees and induction for new employees into the Foundation as part of our commitment to embed diversity and inclusion into our culture.

We support ongoing training and development for all employees and encourage everyone to use these opportunities to develop their skills and grow in their roles.

In 2026, we also invested in management development training to strengthen leadership capability and support the ongoing development of our management team.

SUMMARY

Although the gender pay gap favours women, as outlined in our report, there is still work to be done to ensure continued progress towards gender equality.

Given the existing gender imbalance within the Foundation, particularly within the nursing profession, the Foundation recognises the challenges in increasing gender diversity across the organisation.

We remain committed to implementing initiatives that promote greater equality and are confident that these efforts will contribute to further reducing our Gender Pay Gap and fostering a more equitable workplace.

NOTES


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