



Carrigoran House

Gender Pay Gap Report 2025

At Carrigoran House, we are committed to fostering an inclusive environment where all employees are valued and supported. This Gender Pay Gap Report provides a clear overview of our current position and reinforces our dedication to promoting equity, addressing disparities, and ensuring that opportunities for growth and progression are accessible to everyone.

Executive Summary:

This Gender Pay Gap Report is based on data captured on 30th June 2025. At the time of reporting, Carrigoran House employed 148 staff members in total, comprising 102 full-time and 46 part-time employees. At the time 2 employees were on maternity leave and 4 were on long-term sick leave.

The mean gender pay gap at Carrigoran House is -15.15% , indicating that, on average, females earn 15.15% more per hour than males this is reflective of Carrigoran being a predominately female workplace.

The median hourly pay for both female and male employees at Carrigoran House is the same rate, resulting in a median gender pay gap of 0%. This demonstrates that, at the midpoint of pay distribution, females and males receive equal pay, reflecting fairness and consistency in compensation across the workforce.

Women are highly represented across all pay quartiles, with a consistent 81% in Q1–Q3 and 95% in the top quartile (Q4), illustrating strong female representation even at the highest pay levels.

Overall, the data shows that Carrigoran House has a predominantly female workforce, with equitable pay at the median and negative pay gaps across most groups. Some departmental and employment-type variations highlight areas for closer review.

Key Findings:

- **Mean Pay Gap:** -15.1% Females are paid higher than Males.
- **Median Pay Gap:** 0% Females and Males have the same median pay.
- **Workplace Composition:** 85% Female, 15% Males
- **Service Length Disparity:** Men's average service is 0.64 years longer, despite representing just 15% of staff.

Workforce Demographics & Composition

Gender Distribution

- **Total employees analysed:** 148
- **Female employees:** 125 (85%)
- **Male employees:** 23 (15%)

Carrigoran House continues to operate within a predominantly female workforce, which is reflective of broader trends within the care and support sector.

Length of Service

- **Average length of service (female):** 7.65 years
- **Average length of service (male):** 8.29 years

Male employees, although significantly fewer in number, have on average **0.64 years** longer service than female employee.

Pay Gap Analysis

Mean gender pay gap: -15.55%

Female Median and Male Median Pay gap is 0%.

The mean gender pay gap at Carrigoran House is -15.15%, it is reflective of Carrigoran being a predominately female dominated workplace which is the norm in this industry. In contrast, the median gender pay gap is 0%, showing that men and women receive equal pay at the midpoint of the pay distribution.

Gender Representation by Quartile

Quartile	Total	Females	% Females	Males	% Males
Q1 Lowest	37	30	81%	7	19%
Q2 Lower Middle	37	30	81%	7	19%
Q3 Upper Middle	37	30	81%	7	19%
Q4 Highest	37	35	95%	2	5%
Total	148	125	84%	23	16%

The gender distribution across all pay quartiles at Carrigoran House demonstrates a consistently higher representation of women throughout the organisation. It shows that the pay distribution is static across Q1-Q3 but higher in Quartile 4 indicating the high dominance of women in this quartile. Which is reflective of the care industry.

Departments Analysis

- All females in Nursing and Admin departments – 43 employees.
- Healthcare Assistants – 62 employees – pay gap of -1% (females earn more)
- Dietary- 18 employees – pay gap of 17%. (males earn more)

Employment Status Analysis

Full- time vs. Part- time Patterns

Part time employees (46 employees)

- Female: 38 employees
- Males: 8 employees
- Gap: -10%

Full time employees (102 employees)

- Female: 87 employees
- Males: 15 employees
- Gap: -16%

The gender pay gap is negative for both part-time and full-time employees, with females earning more on average.

Recommendations

1. **Regular Monitoring:** Continue to monitor mean and median pay gaps annually to track trends and ensure fairness across all departments and employment types.
2. **Progression Opportunities:** Assess career progression and promotion pathways to ensure all employees have equal access to advancement, particularly in male-dominated roles.
3. **Female Dominated Departments:** Carrigoran House will seek to attract more male candidates to Nursing and Administration positions to promote greater gender diversity within these traditionally female-dominated roles.

Conclusion

The analysis of Carrigoran House's workforce demonstrates a predominantly female organisation with equitable pay practices. While the mean gender pay gap of -15.15% , the median pay gap of 0% shows equal pay at the midpoint of the pay distribution. Female employees are consistently well-represented across all pay quartiles, including the highest, and both full-time and part-time roles reflect negative pay gaps. Overall, the data reflects a fair and inclusive approach to compensation, reinforcing Carrigoran House's commitment to gender equality and equitable workplace practices.