An Roinn Oideachais
agus Óige
Department of Education
and Youth

Gender Pay Gap Report 2026

68466G

High Cross College, Galway

Statistics Unit

Snapshot date: 30th June 2026

Reporting period: 1st July 2025 to 30th June 2026

Headcount on snapshot date

	Fulltime employees	Part-time employees	**Total employees**	of whom are temporary
Female	55	13	**68**	7
Male	5	3	**8**	3
Total	**60**	**16**	**76**	**10**

Gender Pay Gap Metrics

	Mean			**Median**		
	All	Female	Male	**All**	Female	Male
All employees	**€107.54**	€107.87	€104.71	**€106.17**	€107.80	€99.47
Part-time employees	**€107.76**	€111.26	€92.59	**€106.17**	€106.17	€98.81
Temporary workers	**€65.92**	€63.11	€72.46	**€59.22**	€58.39	€72.79

Gender gap in Hourly Renumeration

Regulations 7(1), 8(1), 9(1), 10(1)

The difference between the hourly remuneration of male employees and that of female employees is expressed as a percentage of the hourly remuneration of male employees.

	Mean (%)	**Median (%)**
All employees	−3.03%	−8.37%
Part-time employees	−20.16%	−7.45%
Temporary workers	12.89%	19.79%

Pay Quartiles

Pay Quartile	**% Male**	**% Female**
Quartile 1	16%	84%
Quartile 2	11%	89%
Quartile 3	5%	95%
Quartile 4	11%	89%

Gender gap in Bonus

Not applicable

Gender Pay Gap Statement 2026

All salary scales in operation within the school are approved by the Department of Education and agreed centrally with the Department of Public Expenditure. The board of management does not have flexibility to apply off scale salaries to any specialist skillsets.

The point on which a new hire commences is agreed centrally with the Department of Education and set out in circular 47/2020 which states appointments are made at the minimum point of the scale.

On occasion, where a new hire is moving from an existing public service post, the new employee may be appointed at their current scale point.

The board of management adheres to all public service pay scales and any pay agreements. This ensures that everyone is paid fairly for undertaking the same or a similar role.

Applications for new vacant posts are invited from all, and any suitably qualified candidates can apply.

This report was generated by the Statistics section in the Department of Education and Youth.

For queries contact Statistics@education.gov.ie