

Gender Pay Gap Report 2025



Horizons provides a full range of specialised health and interdisciplinary supports across the region of Cork City and County, including; training, supported employment, residential care, adult day services, leisure, sports and the arts, housing, and the provision of information and advice.

The Gender Pay Gap is the difference on average across a population between men’s and women’s pay. The gender pay gap is represented as the average difference of the gross hourly earnings of men and that of women, expressed as a percentage of the men’s average gross hourly earnings. The gender pay gap which is positive indicates that on average across the employed population, women are in a less favourable position than men, and when the gender pay gap is negative, this indicates the reverse, that on average men are in a less favourable position than women.

For the Gender Pay Gap Report 2025, Horizons selected a reference date of the 30th June 2025, and the information provided in this report refers to the year up to 30th June 2025.

In the reference year, there were a total number of 1,600 employees, with 82% being female employees and 18% male employees.

Horizons supports family friendly arrangements and flexible working options as much as possible while providing services to the people we support.

Male and Female Employees in each Quartile

As part of the gender pay gap reporting, it is required to identify pay quartiles to explain the overall pay gaps. Pay quartiles are a way of showing the gender split for the different pay levels within an organisation. The table below outlines how many men and women are represented in each quartile based on their hourly rate, from lower, lower middle, upper middle, and upper.

Quartile	Male	Female
Lower	23.16%	76.84%
Lower Middle	22.22%	77.78%
Upper Middle	19.05%	80.95%
Upper	14.81%	85.19%

Gender Pay Gap Analysis

The Mean gender pay gap is the difference between male and female average hourly pay.

The median gender pay gap is the difference between the middle hourly rate of pay of male and that of female employees.

	Mean	Median
All employees hourly pay gap	-1.24%	-7.5%
Part- Time employees hourly pay gap	-9.82%	-16.08%
Temporary contracts hourly pay gap	1.78%	2.88%

Bonus payments

There are no bonus payments paid by Horizons, and therefore it is not applicable.

Benefit-In-Kind

There is no benefit-in-kind provided in Horizons, and therefore it is not applicable.