Accord CLG
Gender Pay Gap Report

12 Months to June 2025

Compliance Statement

This report is prepared in accordance with the Gender Pay Gap Information Act 2021 and associated regulations. It includes the required metrics, narrative explanation, and measures to address any identified gaps.

Summary of Gender Pay Gap Metrics

Metric	Men	Women
Mean hourly pay	€32.77	€24.01
Median hourly pay	€29.39	€21.84
Mean hourly pay gap	27%	
Median hourly pay gap	26%	
Mean hourly pay (Part Time)	€31.55	€23.82
Mean hourly pay gap (Part Time)	24%	
Mean hourly pay (Full Time)	€43.14	€25.87
Mean hourly pay gap (Full Time)	40%	

Hourly Pay Quartiles

Quartile	Male %	Female %
Upper	34.78%	65.22%
Upper Middle	21.74%	78.26%
Lower Middle	8.33%	91.67%
Lower	16.67%	83.33%

Explanation of Gender Pay Gap

Overview

Our analysis for the reporting period shows:
- Mean hourly pay gap: 27%
- Median hourly pay gap: 26%
- Full-time mean gap: 40%
- Part-time mean gap: 24%

Reasons for the Gender Pay Gap

- Role Distribution: Some of the senior leadership and specialist roles, which attract higher pay, are currently held by men.
- Full-Time vs Part-Time Patterns: A higher proportion of female employees work part-time, often in roles with lower hourly rates compared to full-time managerial positions.

Measures to Address the Gap

- Recruitment and Promotion: Review recruitment practices to encourage gender balance in senior and specialist roles, including targeted outreach and transparent promotion criteria.
- Annual Monitoring: Commit to annual gender pay gap reporting and analysis to track progress and identify further actions.