



LauraLynn

IRELAND'S CHILDREN'S HOSPICE

Gender Pay Gap Report

2025



INTRODUCTION TO LAURALYNN

LauraLynn, Ireland's Children's Hospice, originally known as The Children's Sunshine Home, dates back to the 1920s having just celebrated 100 years of care in September 2025. Founded by Dr Ella Webb, a pioneering paediatrician in Dublin, alongside a group of philanthropists, it provided medical care within a residential setting for Dublin's tenement children suffering from acute rickets, enabling full recovery. Since then, the organisation has consistently addressed emerging children's healthcare needs both locally and nationally.

In 2005 the Children's Sunshine Home Hospice Project launched and a year later in 2006, The Children's Sunshine Home merged with the LauraLynn Children's Hospice Foundation, established by Jane and Brendan McKenna after the tragic deaths of their daughters, Laura (aged 4) and Lynn (aged 15). The merger aimed to maximise fundraising initiatives and establish Ireland's first children's hospice. Following the merger, the organisation was officially named LauraLynn, Ireland's Children's Hospice. In September 2011, LauraLynn House — the first children's hospice — was inaugurated by the then President of Ireland, Mary McAleese.

Today, LauraLynn House, our Children's Hospice Service, remains Ireland's only children's hospice, offering a comprehensive range of specialist services to support children with life-limiting conditions and their families right across the country. In our 14 years, we have cared for and supported more than 960 children and families, but nearly half of these families have come to us in the last 5 years, and we are predicting that this level of need for our service will be sustained.

Increasing equity and access to care are key themes in our Advancing our Vision Extending our Community of Care Strategic Plan 2024–2028. This has led to the expansion of our Community Teams, which are now in Mallow serving the Munster region and Ballinasloe, serving the West, Northwest and Midlands. Our community service represents a huge part of our growth in recent years.

LauraLynn also comprises of two Disability Services, our adult disability service, Willow View and our children's disability service, Hazel House both providing care to children and adults with complex disabilities.

The history of LauraLynn is one of continuous growth and dedication to providing specialised care for children with complex medical and disability needs and their families. From its origins as the Children's Sunshine Home to its merger with the LauraLynn Children's Hospice Foundation, the organisation has evolved into a pioneering entity committed to enhancing the lives of children and families facing challenging circumstances.

UNDERSTANDING THE GENDER PAY GAP

Gender Pay Gap Legislation:

The Gender Pay Gap Information Act 2021 and Regulations introduced in 2022, requires organisations with over 250 employees to report annually on their gender pay gap. This threshold was reduced to 150 employees in 2024 and to 50 employees in 2025. The legislation applies to both public and private sector employers and aims to increase transparency around pay disparities between men and women.

What is the Gender Pay Gap?

The gender pay gap is the difference in the average hourly earnings between men and women across a workforce. It compares the pay received by all working male and all working female employees, not just those in the same jobs, with the same working patterns or the same competencies, qualifications or experience. This measure highlights inequalities and differences in representation across roles and pay levels.

The Gender Pay Gap reporting requirements are as follows:

- Category 1** The mean and median pay gap in hourly pay between all male and female employees.
- Category 2** The mean and median pay gap in hourly pay between part-time male and female employees.
- Category 3** The mean and median pay gap in hourly pay between temporary male and female employees.
- Category 4** The mean and median bonus pay gap between male and female employees.
- Category 5** The percentage of male and female employees who received bonus pay.
- Category 6** The percentage of male and female employees who received benefit in kind.
- Category 7** The percentage of male and female employees in each of the four pay band quartiles.

CALCULATING THE GENDER PAY GAP

Mean:

The mean gender pay gap is the difference between the average hourly pay of male and female employees. It is calculated by adding up all hourly rates for each gender and dividing by the number of employees in that group. This figure gives an overall view of pay disparity across the workforce.



$$\frac{\text{Mean (male hourly rate of pay)} - \text{Mean (female hourly rate of pay)}}{\text{Mean (male hourly rate of pay)}}$$

Median:

The median gender pay gap compares the hourly pay of the middle-earning male and female employees. It is calculated by ordering all hourly rates from lowest to highest and identifying the midpoint for each gender. The median is useful for showing typical pay differences.



$$\frac{\text{Median (male hourly rate of pay)} - \text{Median (female hourly rate of pay)}}{\text{Median (male hourly rate of pay)}}$$

The gender pay gap is displayed as a positive or negative percentage:

+%

A positive percentage indicates that on average or overall female employees have lower pay than male employees.

-%

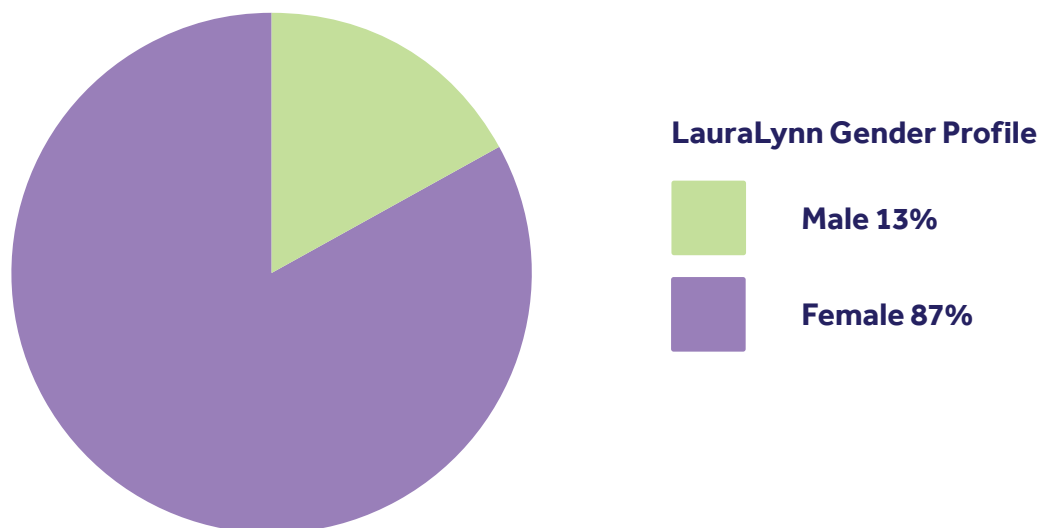
A negative percentage figure indicates that on average or overall male employees have lower pay than female employees.

Pay Quartiles:

In the context of a gender pay gap report, quartiles divide the workforce into four equal groups based on hourly pay, from the lowest to the highest earners. Each quartile represents 25% of employees, showing how men and women are distributed across pay levels. This helps identify whether one gender is concentrated in lower-paid roles or more evenly represented across all pay bands, providing insight into structural pay differences within the organisation.

LAURALYNN: 2025 GENDER PAY GAP RESULTS & NARRATIVE

The key date for the report is 30 June 2025. The related payroll data and calculations were extracted for the 12 months up to this date i.e. from 01 July 2024 – 30 June 2025.



Category 1: All Employees

The difference between the mean male hourly rate and mean female hourly rate expressed as a percentage of the mean male hourly rate is +4.61%. The median hourly rate gap between all male and female employees is 8.24%.

As a healthcare organisation with a strong caregiving ethos, the workforce at LauraLynn is predominantly female, reflecting broader trends in the health and social care sectors. Males account for just 13% of the workforce. Within this 13% a higher proportion than not hold specialist or management roles compared to the composition of female employees.

Category 2: Part-time Employees

The difference between the mean hourly rate for part-time male employees and part-time female employees expressed as a percentage of the mean hourly rate of part-time male employees is +24.87%. The median hourly rate gap in this category is +22.99%.

95% of all part-time employees are female and have a broad distribution across pay grades. For the exceedingly small number of males that work part-time the majority are in specialist or management positions. This is reflected in higher mean and median figures.

Category 3: Temporary Employees

The difference between the mean hourly rate for temporary male employees and temporary female employees expressed as a percentage of the mean hourly rate of temporary male employees is +17.88%. The median hourly rate gap in this category is +21.21%.

Just under 7% of employees hold a temporary contract. Males account for a very small portion of this category. Similar to male part-time employees this group hold specialist or management roles vis-a-vis female temporary employees who occupy a broader range of roles and pay grades.

LAURALYNN: 2025 GENDER PAY GAP RESULTS & NARRATIVE

Categories 4, 5 & 6

LauraLynn applies the HSE consolidated payscales in remunerating its employees including the application of annual increments until the maximum point of the scale is reached. These scales preclude the awarding of bonuses and benefit in kind payments. As no employees in LauraLynn are in receipt of a bonus or benefit in kind there is no necessity to report under these categories.

Category 7: Four Pay Band Quartile

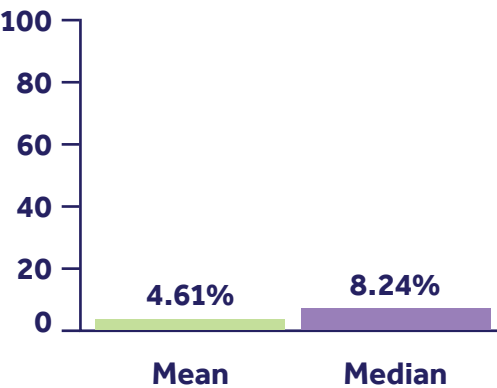
See table below.

Gender Pay Gap by			Population by Pay Quartiles			
	Mean	Median			Male	Female
Hourly Rate	4.61%	8.24%	Lower	Q1	11.32%	88.68%
Bonus	0.00%	0.00%	Lower Middle	Q2	7.55%	92.45%
Hourly Rate Part Time	24.87%	22.99%	Upper Middle	Q3	20.75%	79.25%
Hourly Rate Temporary	17.88%	21.21%	Upper	Q4	11.32%	88.68%

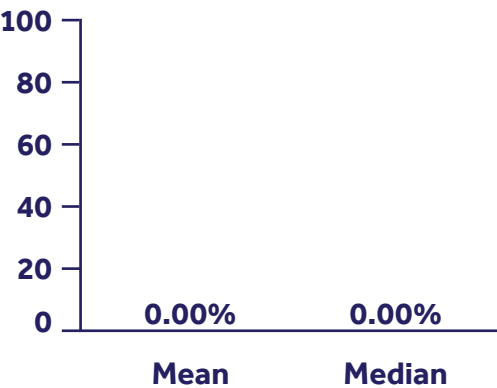
Bonus Paid Promotions			BIK Paid Proportions		
	Male	Female		Male	Female
	0.00%	0.00%		0.00%	0.00%

LAURALYNN: 2025 GENDER PAY GAP RESULTS & NARRATIVE

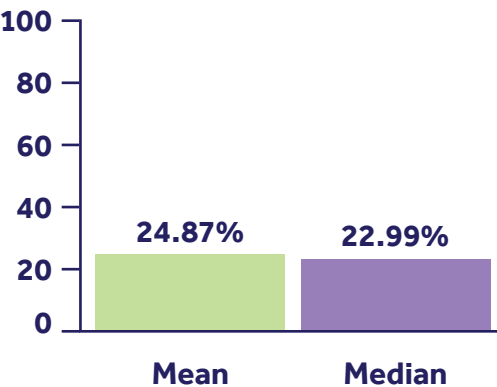
Gender Pay Gap By Hourly Rate



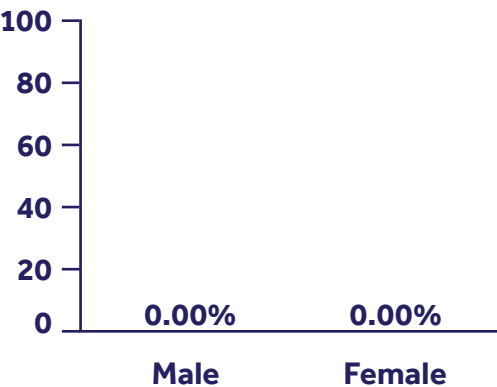
Gender Pay Gap By Bonus



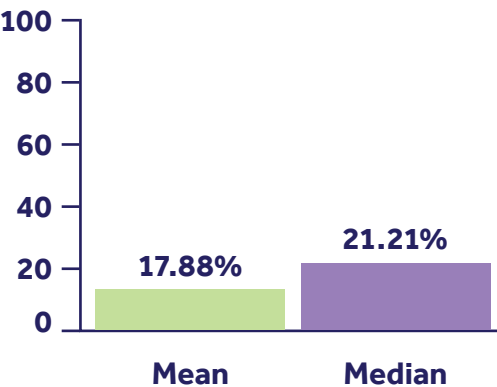
Gender Pay Gap By Hourly Rate Part-Time



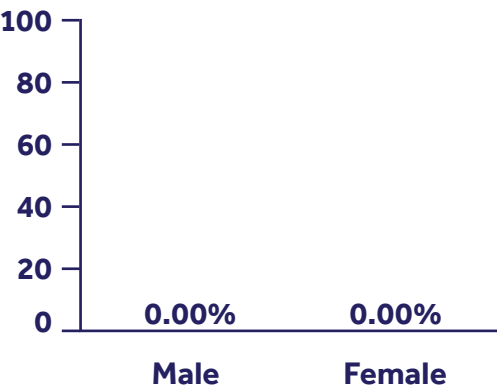
Bonus Paid Promotions



Gender Pay Gap By Hourly Rate Temp Contractors

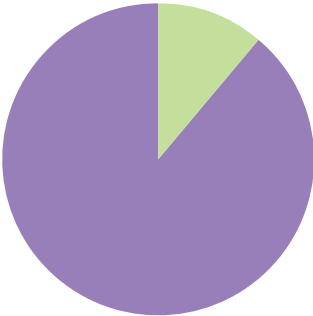
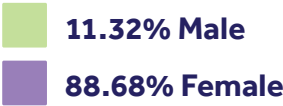


BIK Paid Proportions

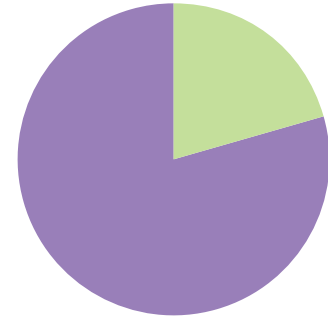


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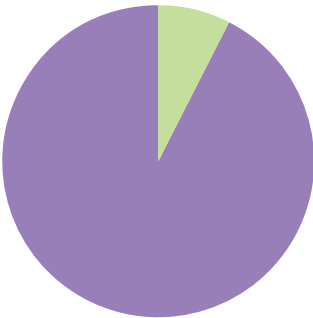
Lower Quartile Q1



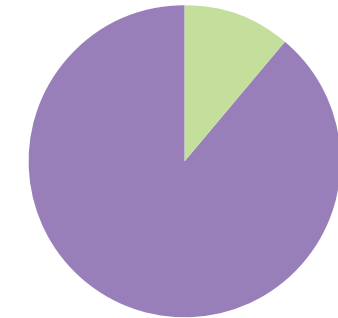
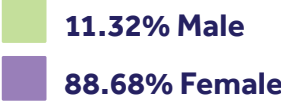
Upper Middle Quartile Q3



Lower Middle Quartile Q2



Upper Quartile Q4



PROPOSED ACTIONS



Equity, Diversity & Inclusion (EDI):

LauraLynn is committed to being an equal opportunities employer believing that the most suitable candidate is selected for each role regardless of gender. We strive to foster a diverse and inclusive workplace. In January 2025 we launched a four-year EDI strategy to build on our existing positive and supportive culture, underpinned by our core values of compassion, collaboration and excellence. Work will continue on implementing the EDI action plan throughout the organisation.



Recruitment:

We will maintain compliance with employment equality legislation and ensure that all job advertisements and recruitment processes are gender-neutral and inclusive. Gender-balanced interview panels will be standard practice, and recruitment documentation will use inclusive language. Training for interview panels on unconscious bias will be provided. Additionally, we will explore approaches to attract more male candidates to the organisation.



Training & Development:

LauraLynn will continue to provide equal access to internal and external education, learning, and professional development opportunities for all staff. This includes study leave and other supports to encourage continuous growth and learning.



Career Progression:

We are committed to supporting career advancement for all employees and will actively challenge unconscious bias in promotion and performance review processes.



Policy Development:

We will continue to evolve and strengthen our diversity, inclusion and flexible working policies for the benefit of all employees.



LauraLynn

IRELAND'S CHILDREN'S HOSPICE

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