

GENDER PAY GAP

REPORT 2026

LauraLynn

IRELAND'S CHILDREN'S HOSPICE

INTRODUCTION TO LAURALYNN

LauraLynn, Ireland's Children's Hospice, originally known as The Children's Sunshine Home, has been providing care and support to children and families in Ireland for more than a century. Founded in the 1920s by Dr Ella Webb, a pioneering paediatrician in Dublin, alongside a group of philanthropists, the organisation initially provided residential medical care for Dublin's tenement children suffering from acute rickets. Since then, LauraLynn has continued to evolve in response to emerging healthcare needs, delivering specialist care and support to children and families across Ireland.

In 2005, the Children's Sunshine Home Hospice Project was launched and, a year later, The Children's Sunshine Home merged with the LauraLynn Children's Hospice Foundation, established by Jane and Brendan McKenna following the deaths of their daughters, Laura and Lynn. This partnership brought together a shared vision to establish Ireland's first children's hospice. Following the merger, the organisation became LauraLynn, Ireland's Children's Hospice, and in September 2011, LauraLynn House was officially opened by then President of Ireland, Mary McAleese.

Today, LauraLynn remains Ireland's only children's hospice, providing specialist hospice and palliative care to children with life-limiting conditions and support for their families across Ireland. Care is delivered in LauraLynn House in Leopardstown, in hospitals, in local communities and in family homes. Through a range of services including symptom management, planned short breaks, end-of-life care, family support and bereavement support, LauraLynn works to ensure children and their families have the care and support they need at all stages of their journey.

The organisation continues to expand its reach through its growing community services, with Community Teams based in Dublin, Mallow and Ballinasloe bringing specialist hospice care and support closer to home for families across Ireland. Increasing equity and access to care remain central to LauraLynn's Strategic Plan 2024-2028, Advancing our Vision: Extending our Community of Care, which focuses on ensuring children can access high-quality specialist care regardless of where they live.

Alongside its Children's Hospice Service, LauraLynn also provides disability services through Hazel House, which offers respite care for children with complex medical needs, and Willow View, an adult residential disability service. Together, these services reflect LauraLynn's longstanding commitment to delivering compassionate, person-centred care and support.

The story of LauraLynn is one of continuous growth, innovation and dedication. Guided by its values of Compassion, Collaboration and Excellence, LauraLynn continues to evolve to meet the needs of children and families, while striving to create a world where children and their families have the care and support they need at all stages of their journey.



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 50 employees to report annually on their gender pay gap. 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.



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

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.



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

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.

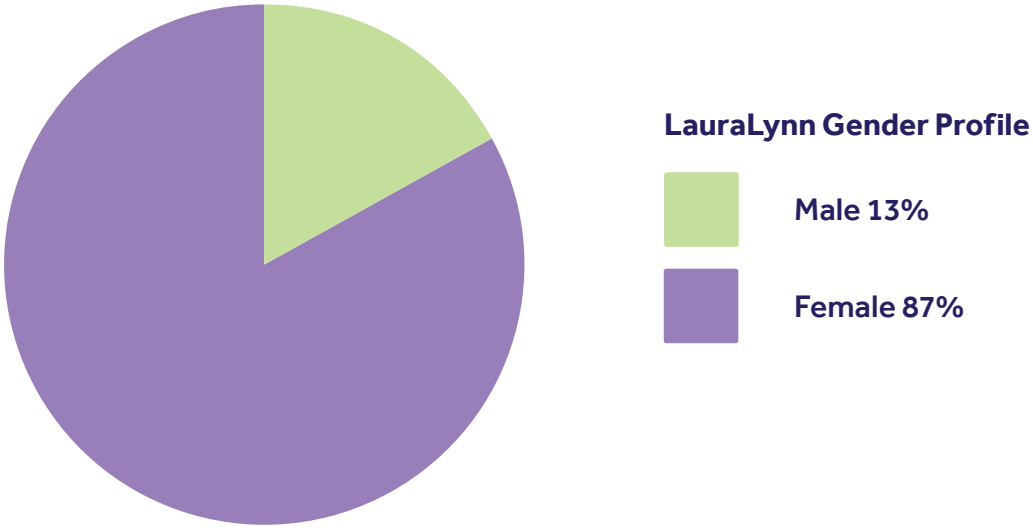
LAURALYNN: 2026 GENDER PAY GAP RESULTS & NARRATIVE

LauraLynn remains committed to promoting equity, diversity and inclusion across all areas of our organisation. As Ireland's Children's Hospice, our workforce continues to be predominantly female, reflecting broader trends within the healthcare and social care sectors. This report has been prepared in accordance with the Gender Pay Gap Information Act and associated Regulations and outlines LauraLynn's gender pay statistics for 2026.

The snapshot date for this report is 30 June 2026. The related payroll data and calculations were extracted for the 12 months up to this date, from 1 July 2025 to 30 June 2026.

LauraLynn Gender Profile:

The gender composition of the workforce remains largely unchanged from 2025, with females representing approximately 87% of all employees and males representing 13%.



Category 1: All Employees

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 +1.71%. The median hourly rate gap between all male and female employees is 4.55%.

This represents a reduction in the overall gender pay gap compared with 2025 when the mean gap was 4.61% and the median gap was 8.24%. The reduction reflects a continued broad distribution of female employees across all pay grades and an increasingly balanced representation of females in senior and specialist roles.

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 -8.40%. The median hourly rate gap in this category is +7.35%.

Part-time male employees continue to represent a small portion of the workforce. During the period covered by the 2026 report, the mean hourly rate for part-time males reduced following the return of one higher-paid employee to full-time employment and the inclusion of a lower-paid employee within the part-time cohort. At the same time, average earnings for female part-time employees increased, partly due to movements within senior clinical grades.

LAURALYNN: 2026 GENDER PAY GAP RESULTS & NARRATIVE

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 +4.60%. The median hourly rate gap in this category is +5.65%.

The number of temporary employees increased during 2026. As with the part-time category, a small number of male employees work on temporary contracts and changes within this small cohort can have a significant impact on percentage outcomes from year to year.

Categories 4, 5 & 6

LauraLynn continues to apply HSE consolidated salary scales when remunerating employees. Staff progress through annual incremental points until the maximum point of the relevant scale is reached. No employees received bonus payments or benefits in kind during the reporting period and therefore there is no reportable gender pay gap under these categories.

Category 7: Four Pay Band Quartile

See table below.

Gender Pay Gap by

	Mean	Median
Hourly Rate	1.71%	4.55%
Bonus	0.00%	0.00%
Hourly Rate Part Time	-8.40%	7.35%
Hourly Rate Temporary	4.60%	5.65%

Population by Pay Quartiles

		Male	Female
Lower	Q1	12.73%	87.27%
Lower Middle	Q2	9.26%	90.74%
Upper Middle	Q3	16.67%	83.33%
Upper	Q4	12.96%	87.04%

Bonus Paid Promotions

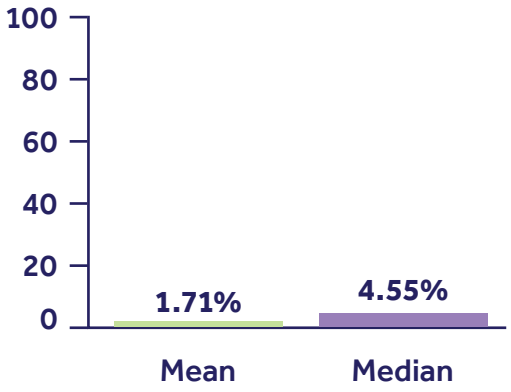
Male	Female
0.00%	0.00%

BIK Paid Proportions

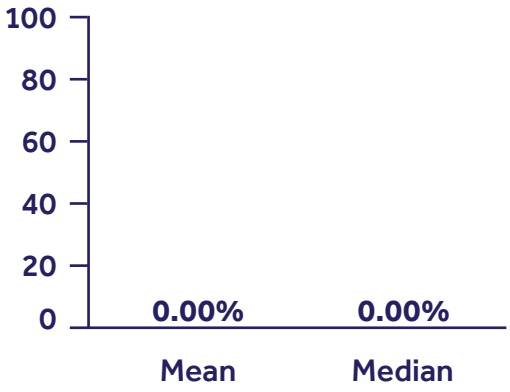
Male	Female
0.00%	0.00%

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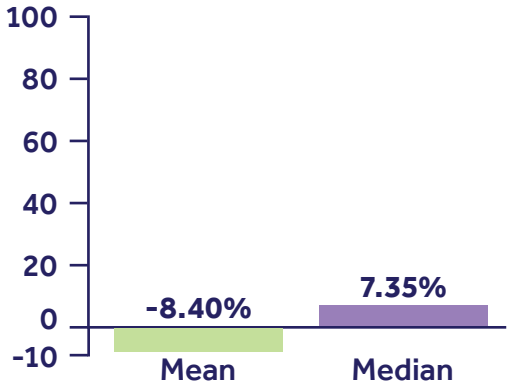
Gender Pay Gap By Hourly Rate



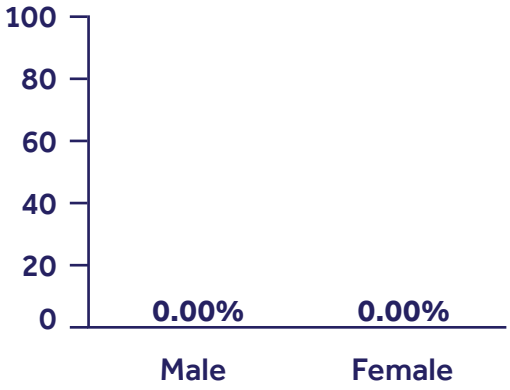
Gender Pay Gap By Bonus



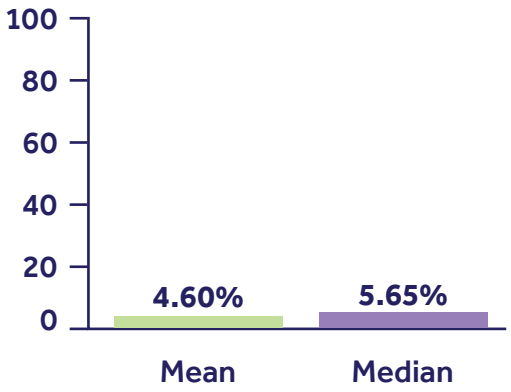
Gender Pay Gap By Hourly Rate Part-Time



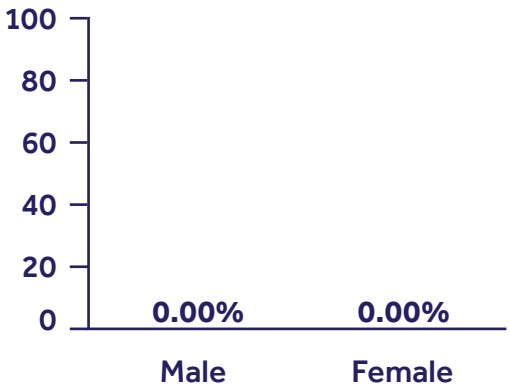
Bonus Paid Promotions



Gender Pay Gap By Hourly Rate Temp Contractors



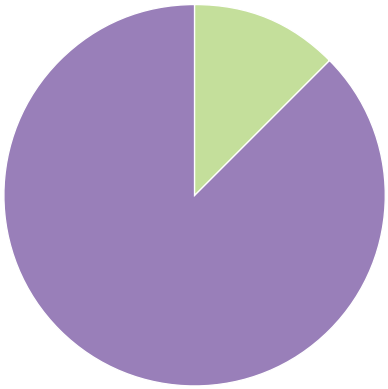
BIK Paid Proportions



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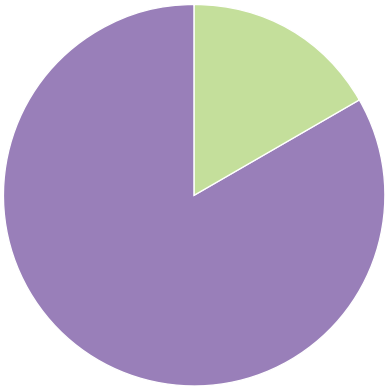
Lower Quartile Q1

12.73% Male
87.27% Female



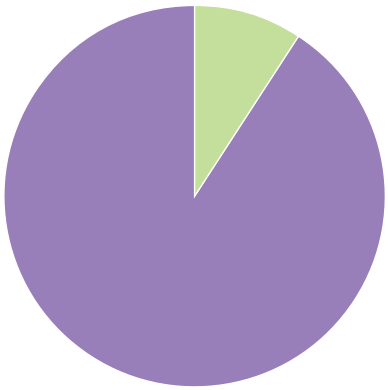
Upper Middle Quartile Q3

16.67% Male
83.33% Female



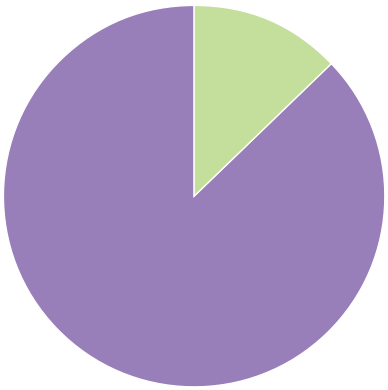
Lower Middle Quartile Q2

9.26% Male
90.74% Female



Upper Quartile Q4

12.96% Male
87.04% Female



PROPOSED ACTIONS

LauraLynn is committed with continuing its approach in providing equal access to recruitment, education, training & development and career progression – grounded on merit and objective criteria regardless of gender.



Recruitment:

We will continue to ensure that recruitment processes are compliant with employment equality legislation, that they are inclusive, transparent and gender neutral. Gender-balanced interview panels will be maintained wherever possible. Guidance will be provided to interview panels.



Training & Development:

LauraLynn will continue to provide equal access to internal and external education, learning, and professional development opportunities for all staff.



Career Progression:

We remain committed to supporting career progression opportunities across all employee groups and will continue to review promotion and development processes to ensure fairness and transparency.

CONCLUSION OF THE GENDER PAY GAP

The 2026 report demonstrates a positive trend overall. The organisation's mean gender pay gap has reduced from 4.61% in 2025 to 1.71% in 2026, while the median gap has reduced from 8.24% to 4.55%. These results indicate a narrowing of the overall gender pay gap and a continued strengthening of female representation across higher-paid roles within the organisation.

The part-time and temporary employee categories continue to be influenced by relatively small male populations, meaning year-on-year fluctuations should be interpreted with caution. Nevertheless, the overall findings demonstrate that LauraLynn continues to maintain a comparatively small gender pay gap within a workforce that is overwhelmingly female.



LauraLynn

IRELAND'S CHILDREN'S HOSPICE

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