



**RCSI**

UNIVERSITY  
OF MEDICINE  
AND HEALTH  
SCIENCES

# RCSI GENDER PAY GAP REPORT 2025



**RCSI**



## STATEMENT FROM VICE CHANCELLOR & CEO / REGISTRAR

Thank you for taking the time to read RCSI's Gender Pay Gap Report for 2025.

RCSI is an innovative, world-leading international health sciences university and research institution with undergraduate and postgraduate schools and faculties across the health sciences spectrum. We are home to numerous healthcare institutes as well as leading research centres driving pioneering breakthroughs in human health.

We are an independent, not-for-profit institution and remain committed to institutional independence, service, academic freedom, diversity, and humanitarian concern.

Equality, Diversity and Inclusion is a key priority for us and we are committed to improving equality for staff and students and increasing our diversity as an institution. RCSI has a strong values-based culture where respect, collaboration, scholarship and innovation are encouraged to thrive and these values are underpinned by our mission to educate, nurture and discover for the benefit of human health.

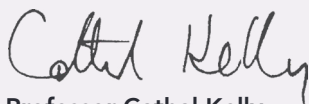
We were very proud to have our efforts recognised at an EU level earlier this year when we were named "Inclusive Champion" at the EU Awards for Gender Equality. These awards recognise and reward outstanding achievements by universities, higher education institutions, and research organisations in implementing Gender Equality Plans.

We were also delighted to be named as one of the Sunday Times Best Places to Work for 2025. RCSI were rated as excellent in every category and were significantly above industry averages for the Education and Research sector.

Closing the gender pay gap is a positive step for individuals, organisations, society and the economy, and it is a priority for us. Our commitment to gender equality and the Athena Swan Charter, is a key strategic priority for the institution as outlined in our Strategic Plan.

Since our last report in December 2024 our mean Gender Pay Gap figure has increased, but our median Gender Pay Gap has continued to fall.

While progress may not always be linear and closing the Gender Pay Gap will take time I and the rest of the senior leadership team, are committed to making further progress and taking actions that will tackle the causes and influence change into the future.



**Professor Cathal Kelly**

Vice Chancellor & CEO / Registrar  
November 2025

### KEY POINTS

- At RCSI, we are committed to creating, fostering and sustaining an inclusive culture where staff and students can flourish.
- The Mean hourly rate is calculated by calculating the average hourly rate of all males in RCSI and the average hourly rate of all females in RCSI.
- The Median hourly rate is calculated by arranging the hourly rates of all males and all females in the data set in numerical order to identify the median (or middle) hourly rate.
- Our Gender Pay Gap is caused by an over representation of females in administrative roles and under representation at the most senior levels in the institution.
- Gender Pay Gap reporting forms part of a wider societal strategy to address female participation rates and employment gaps between genders in Ireland. It will not on its own address the underlying causes for these differences but it is an important driver for societal change.
- The true value of gender pay gap reporting will be in the further actions that will be taken to tackle the causes and influence change into the future.

## WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap is the difference in the average hourly wage of men and women across an organisation's workforce at all levels. It compares the pay of all men and women; not just those in similar roles.

It does not indicate discrimination or bias in pay, or even an absence of equal pay for equal value work – but it does report a gender representation gap and will capture whether women are equally represented across the institution at all levels.

## ABOUT RCSI

Founded in 1784, RCSI is a single faculty higher education, professional training and research institution focused on medicine and health sciences.

Today, RCSI is an innovative, leading international health sciences institution with undergraduate schools and faculties across the health sciences spectrum. RCSI is home to a number of healthcare institutes and leading research centres driving pioneering breakthroughs in human health.

RCSI is an independent, not for profit institution whose operating model is primarily self-funded with a relatively small percentage of its revenue derived from public sources. This funding model differs from other universities in the higher education sector in Ireland.

RCSI has a progressive and equal outcome culture where its values shape and drive the performance of the individuals and of the institution as a whole. Staff sentiment towards RCSI as an employer is measured periodically and in a most recent survey 92% of employees surveyed recommended RCSI as a great place to work. The actions which RCSI has taken to date highlighted in this report, reflect a work environment and culture where staff can excel regardless of gender however we recognise that there is more to be done.

RCSI has a dedicated Equality Diversity and Inclusion Unit in place since 2017. RCSI's wider infrastructure ensures that gender equality and other equality grounds are effectively supported and embedded in RCSI culture and practice.

In November 2017, RCSI became a signatory of the Athena Swan Charter. Established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment, the Athena Swan Charter is now being used across the globe to address gender equality. We are proud to have achieved a Bronze Institutional Award in 2018, which was renewed in 2023. We are now working towards applying for a Silver Award in 2027.

## RCSI STAFF PROFILE

Our gender pay gap reporting is based on **1,565** staff employed with us as at 30th June 2025 across roles in Academia, Research & Professional Services.

In accordance with the government instructions for Gender Pay Gap reporting in Ireland, RCSI will be reporting on female and male staff.



## RCSI'S GENDER PAY GAP

Based on pay in the 12 months up to June 2025 our Gender Pay Gap is as follows;

	MEAN	MEDIAN
OVERALL HOURLY GENDER PAY GAP	18.5%	14%

The overall Hourly Gender Pay Gap is based on all earnings of all staff regardless of contract status or working hours.

The Mean hourly rate is calculated by calculating the average hourly rate of all males in RCSI and the average hourly rate of all females in RCSI.

The Median hourly rate is calculated by arranging the hourly rates of all males and all females in the data set in numerical order to identify the median (or middle) hourly rate.

The pay gaps are calculated as the difference in the mean and median hourly rates for male and female staff.

Our Gender Pay Gap figures for Part time and staff on Temporary Contracts are as follows;

	MEAN	MEDIAN
HOURLY GENDER PAY GAP FOR PART TIME STAFF	42.4%	43%

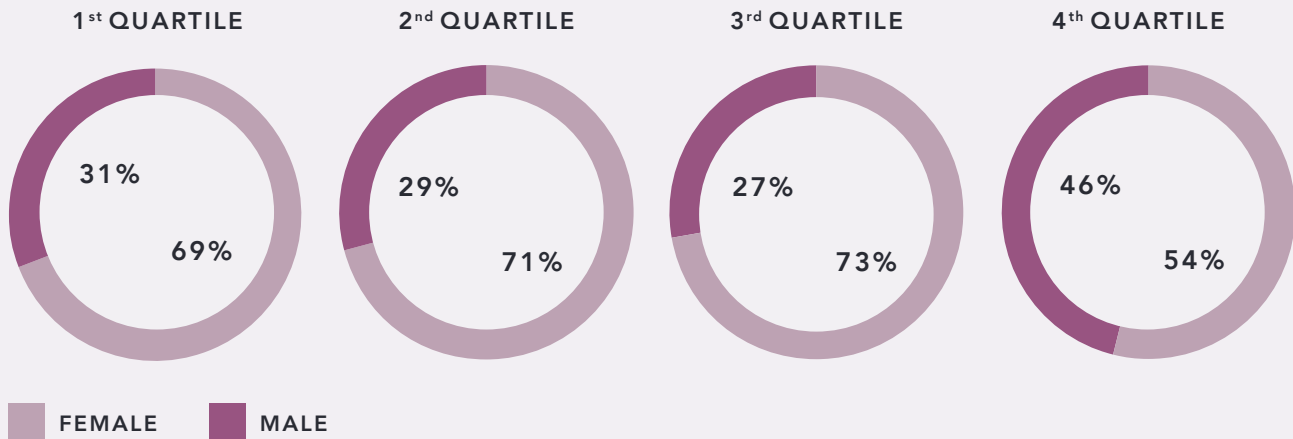
	MEAN	MEDIAN
HOURLY GENDER PAY GAP FOR TEMPORARY STAFF	9.9%	1.5%

The Gender Pay Gap among our part time staff reflects the demographics of staff that are currently working part time. The majority of our female staff who are currently working part time are early to mid career and often in professional services or research support roles. In contrast our male part time staff are predominantly senior academic staff.

### KEY POINTS

- A gender pay gap does not indicate discrimination or an absence of equal pay for equal value work - it reports a gender representation gap.
- The gender pay gap is the difference in the average hourly wage of male and female employees across the full workforce.
- The mean is the average hourly pay point of all male and female employees.
- The median is the midpoint hourly pay point of all male and female employees.

The Gender Breakdown of our staff by earnings quartile is as follows;



For this metric males and females are ordered by their hourly rate and grouped into quartiles accordingly, with the 4th Quartile representing the top 25% of earners in RCSI.

We can see that there is a shift in gender representation in the fourth quartile, which is where our most senior staff and highest earners are included. As 67% of our overall workforce is female we should ideally see 67% females in our 4th quartile.

The details of our Bonus Pay Gap is as follows;

	MALE	FEMALE
% OF STAFF RECEIVING A BONUS	19%	22%
	MEAN	MEDIAN
BONUS PAY GAP	48.2%	32.4%

Overall 21% of staff received a bonus payment in the 12 months up to June 2025. These bonus payments are predominantly annual PRP (Performance Related Pay) payments which are paid to permanent Professional Services staff who are not on an incremental pay scale.

While we can see that a similar proportion of male and female staff receive a bonus, the bonuses paid to senior leaders, more of whom who are male, are higher in value, which is resulting in our Bonus Pay Gap.

Staff Benefit in Kind;

	MALE	FEMALE
% OF STAFF RECEIVING A BIK	0%	0%

We do not have any BIK payments in operation in RCSI.

## WHY DO WE HAVE A GENDER PAY GAP?

The reasons for our gender pay gap are multi factorial, caused by a combination of individual, organisational and societal factors. As such there is no single action that could be taken to close the gender pay gap. For sustained success a 'whole of society' approach will be required to address the complex, interlinked challenges that impact on gender balance and consequently the gender pay gap.

The gender pay gap is less about pay than it is about representation and therefore "paying women more money" will not impact it in the same way that having a balanced representation of men and throughout all levels of the institution will.

Our Gender Pay Gap is mainly caused by the under representation of women in the most senior roles in RCSI.

The under-representation of women at senior levels in higher education is a recognised problem nationally and internationally. The work undertaken as part of the Athena Swan charter is helping to address this. The Gender Pay Gap will only be resolved when we have equal numbers of staff at all levels in the institution.

We have been focused on improving female representation in RCSI for many years and through improved Recruitment and Promotions processes we have increased the number of female Professors by 50% in the past 5 years and the number of female academic Heads of School by 50% in the past 3 years. These represent steps in the right direction but we acknowledge that we have a way to travel.

## WHAT ARE WE DOING TO REDUCE THE GENDER PAY GAP?

Some causes which contribute to the gender pay gap are embedded in the economic, social and cultural makeup of the country, and largely beyond our scope. They include areas such as the cost and availability of childcare; the unequal division of unpaid work; the education system and career guidance; and stereotypes around jobs, careers and care.

Our focus will be on actions and solutions that are within our ability to influence.

We know that the key to reducing the Gender Pay Gap is increasing representation of women in more senior roles and this aligns with much of the work that is being done under our Athena Swan Action Plan.

We have a strong pool of female candidates who are being mentored and encouraged to take the next step in their careers. We have amended our recruitment policies to encourage more diverse applicant pools and we also launched a robust set of family friendly policies in an effort to tackle some of the societal barriers with respect to family caring that hinder women progressing.

Our Gender Pay Gap Action Plan is focused on 3 key areas of the employee life cycle, Recruitment, Policies and Promotions.

## RECRUITMENT

Our key recruitment objective is to ensure we attract, select and retain the best people to work at RCSI. RCSI is an equal opportunities employer and our Recruitment and Selection policy outlines our ongoing commitment to have an open, transparent and merit-based recruitment process.

In an effort to encourage applications from a more diverse range of candidates we have updated the opening statement on all job descriptions to; "RCSI is a community of academic, research, clinical and professional staff working collaboratively to lead the world to better health. Here, you will thrive in an innovative and inclusive atmosphere and your personal development and wellbeing will be supported. We invite you to join us to help deliver on our exciting mission "To educate, nurture and discover for the benefit of human health". We seek candidates whose experience to date has prepared them to contribute to our commitment to the "Race Equality Action Plan 2025-2029" at RCSI. Our students come from all walks of life and so do we. We hire great people from a wide variety of backgrounds. This makes our university stronger and ensures we hire the best talent."

Each job description now also includes the sentence "We are all too aware that imposter syndrome and the confidence gap can sometimes stop fantastic candidates putting themselves forward, so please do apply - we would love to hear from you".

This year, we launched the "Moving to Dublin Guide" to assist international candidates in their relocation. The guide offers comprehensive information on housing, transportation, childcare, and school system in Ireland, ensuring that new international hires have the resources and support needed to settle in smoothly and succeed in their new roles.

Our Recruitment and Selection policy is reviewed on an annual basis with staff input to ensure fairness and transparency are retained.

We have ensured that all job descriptions are written using gender-neutral language and clearly indicate whether the role can be supported with a work permit. These measures are designed to attract the widest possible pool of qualified applicants and promote inclusivity throughout the recruitment process.

All staff complete EDI training on a bi-annual basis and the same training is available for external panel members.

In line with our recruitment policy and EDI commitments, the Recruitment team play a key advisory role in ensuring gender balance throughout the hiring process. This includes guiding hiring managers on the importance of balanced representation on interview panels and within the candidate pool selected for interviews.

We can see that we are making good progress with this, there is a strong female representation through all levels of the recruitment process with females representing 58% of applicants and 70% of successful candidates.

## POLICIES

Recognising that a significant barrier to progress is the uneven divide in caring responsibilities across society, RCSI has a broad suite of family friendly policies which are in place to provide guidance, support and benefits for staff.

We have an Policy Review Consultation Group in place which is representative of our staff cohorts and the purpose of the process is:

- For HR to share proposed changes to HR policies;
- To engage, consult, and receive feedback on our HR policies in a structured way from this cross section of staff;
- To ensure RCSI policies remain relevant and are compliant with legislation, best practice and in line with RCSI's commitment to equality, diversity and inclusion.

### Recent Key Developments

RCSI were named as one of the Sunday Times Best Places to Work for 2025. These awards are determined through an anonymous survey of staff, which 53% of staff completed. RCSI were rated as excellent in every category and were significantly above industry averages for the Education and Research sector.

This year we put an increased focus on career development for staff offering workshops on interview skills, CV preparation, personal branding and career pathways for academic and research staff. We launched a Career Conversations guide for People Managers to support our managers in having these important conversations with staff. We also introduced Speed Mentoring for our Professional Services staff, short career focused conversations with a range of senior leaders followed by networking.

Our Menopause Champions Networks continue to offer ongoing supports and regular Menopause Meet ups for staff in line with our menopause policy.

We have broadened the range of supports available to all new parents via Platform 55, which includes pre leave learning modules, maternity and paternity returner workshops and new parents coaching. We know there are many paths to parenthood and all new parents are welcome to use these supports.

In February, RCSI won the 'Advancing Allyship and Bystander Engagement' category at the National Diversity and Inclusion Awards. These annual awards celebrate and recognise advances in diversity and inclusion in institutions and companies across Ireland. The judges commended RCSI's Bystander Intervention training programme, SMT champions for EDI Networks and Forums, EDI and Allyship library collection, and pronoun badge initiative.

In March, RCSI was named Inclusive Champion at the EU Awards for Gender Equality. This award recognises organisations that have developed the most innovative inclusive Gender Equality Plan – i.e. a GEP addressing intersections between gender and at least two other social categories, such as racial or ethnic origin, social origin, sexual orientation and gender identity (LGBTIQ) or disability – and can demonstrate concrete results obtained through its implementation.

In March we also reaffirmed our commitment to fostering an inclusive and equitable learning and work environment with the launch of RCSI's second Race Equality Action Plan. Developed through extensive consultation with students, faculty, and external stakeholders, the plan outlines key strategic actions to support race equality, improve representation, and ensure that all members of the RCSI community have an equal opportunity to thrive.

This year has also seen continued Athena Swan success, with the School of Pharmacy and Biomolecular Sciences achieving RCSI's first Silver Athena Swan Award and the Department of Physiology and Medical Physics successfully renewing their Bronze Award.



We understand that one of the most effective ways to improve female representation in leadership roles in RCSI is to support our female staff through leadership development programmes, mentoring and having policies in place that support women in the workplace.

Female leadership development is supported through the Aurora Women's Leadership Development Programme. In the past 10 years 126 female staff have participated in the Aurora programme.

RCSI has a clear focus on supporting our people managers through the six-month 'Managing through People' programme. To date 94 managers have now completed the programme. 74% of participants were female.

We have just completed the 4<sup>th</sup> year of our mentoring programme for early career academics - Positive Connections. The aim of this programme is to promote academic and professional development amongst colleagues at lecturer/ honorary lecturer level by connecting them with more senior colleagues who can advise, guide and share insights and experience with them particularly in relation to academic career progression.

Staff are also paired with a mentor as part of a range of programmes including Aurora and Managing through People as well as informal arrangements at school and department level.

Additional coaching and mentoring is also provided to individual staff, where appropriate and is supported by psychometric profiling and 360 feedback. We have had 293 formal mentoring partnerships in the past 5 years, overall 70% of mentees were female. We also encourage other informal mentoring arrangements.

We continue to expand our mentoring opportunities, in 2022 we began offering mentoring to all our Clinical Educators pairing them with a senior consultant in their field. In 2025, 68% of the 31 mentees are female.

RCSI has 5 staff EDI networks. Like the Forums, these Networks are championed by Senior Management Team members and driven by staff themselves with rotating staff chairs. Staff networks include the Age Friendly Network, Intercultural Network, Parents and Carers Network, Pride Network and our Women's Network.

RCSI has an active Women's Network which is open to all staff members who are interested in women's leadership and development in RCSI, it provides training and networking opportunities and a platform to share best practices and experience, and to ensure women's voices are heard. This year a key event hosted by the Women's Network was hosting the first national Women's Network forum, with presentations from RCSI, Trinity College Dublin and University College Cork.

RCSI's Parents & Carers Network provides a platform where staff can gather, share experiences and foster a supportive peer community for those managing parenting and caring responsibilities alongside work. The Network has held events focused on the transition to school, early childhood development and conversations with teenagers and young people about positive relationships and consent.

## PROMOTIONS

We are actively working on encouraging more women to apply for internal promotions and are endeavouring to equip them with the skills needed to succeed with their applications through our Interview Skills Programmes and coaching sessions.

We run annual Academic Promotions Information Sessions which takes potential applicants through all steps of the process and the committee structure. This session provides additional guidance on how best to approach applications and where further supports are available.

We offer to link applicants with past promotees to provide guidance and support on the process.

We also take into account applicants working status and a portion of the information session is dedicated to this. Applicants for academic promotions are asked their work status on their application form so that if they are or were part time, or have taken family leave, their evaluation is based on their achievement relative to their opportunity to contribute.

All indications are that this has been successful, in the past two years 69% of all applicants for academic promotions have been female.

In 2025, there were a total of 72 promotions across our 3 pillars; 15 academic promotions, 35 researcher promotions and 22 professional services promotions. 86% of staff promoted were female.

We are aware that at different stages in a woman's career, there are pressure points that can drive decisions of either stepping back or even stepping out. By setting out clear ambitions, it demonstrates RCSI's commitment to giving other options at these pivotal moments. We are seeking to create an environment where these conversations can occur and practical solutions can be found that are right for both individual and the institution. This will greatly assist in both the strategic attraction and retention of the diverse talent pool that we will need to be successful in delivering our ambitious plans.

## CONCLUSION

All of the actions identified are on-going and it may be several years before some have any meaningful impact on the gender pay gap. In the meantime we are committed to reporting on an annual basis on the progress we are making.

As a result of the actions we have been taking thus far we have reduced our Gender Pay Gap over the last 5 years and are working hard to ensure the downward trajectory continues.

Women have been less represented at the most senior roles in RCSI, but this is changing, we are making progress and will continue to do so.

Our strong commitment to gender equality is evidenced by the actions taken to promote women to leadership positions in RCSI.

Gender equality is just one area of focus in our broader equality, diversity and inclusion agenda with actions also underway to promote race equality, LGBTI+ representation and disability access.



**RCSI**

UNIVERSITY  
OF MEDICINE  
AND HEALTH  
SCIENCES