

Gender Pay Gap Report 2025

Marino Institute of Education is deeply committed to ensuring equality, transparency and inclusion across all levels of the organisation. MIE is known for its sense of community, support, inclusive excellence and commitment to widening access and participation. Our goal is to empower all members of the staff community to achieve their full potential. We invest in staff development, providing training and professional development opportunities for all staff members. MIE acknowledges that equality, diversity, and career development strengthen the quality of education and services we provide to our student body.

Background to The Gender Pay Gap Report

[The Gender Pay Gap Information Act 2021](#) currently requires organisations with over 50 employees to:

- Provide Data relating to the difference in pay between men and women
- Identify the reasons for pay gaps between men and women
- Outline the actions the organisation intends to take to address such gaps
- Publish this report on the organisation's website, ensuring it is available to both employees and the public by the end of November each year

The Gender Pay Gap represents the difference in average gross hourly earnings between women and men across all employees. It does not imply discrimination, bias, or unequal pay for work of equal value. Instead, it reflects the extent to which women and men are evenly represented across different roles within the organisation.

Organisations are required to provide their gender pay gap information five months after their 'snapshot' date. The snapshot date must be in June. MIE has chosen 30 June 2025. The information used in the report is gathered from the 12-month period (01 July 2024 to 30 June 2025) immediately preceding the date of the snapshot.

Employees included in this report

On 30 June 2025, there were 120 staff employed by MIE who are included in the report. Of these, 11 were employed on temporary contracts and 23 were part-time employees. Of this 120 staff 70.83% were female and 29.17% were male. Of the 11 on temporary contracts, 9% were male and 91% were female, and of the 23 part-time employees, 17.4% were male and 82.6% were female.

Understanding this report

All data presented in this report have been gathered and analysed in accordance with the provisions of the Gender Pay Gap Information Act 2021. In order to fully understand the findings of the Gender Pay Gap report, organisations are asked to report on the following:

- For each person employed on the snapshot date, calculate their total ordinary pay, total bonus, identify benefits-in-kind received and determine their total number of working hours worked for the reporting period.
- Calculate their hourly remuneration. Note which employees were Full-time employees, Part-time employees or on temporary contracts over the reporting period.
- Calculate the percentage of male and female employees paid bonuses (not applicable for MIE as bonus payments are not paid to MIE staff).
- Calculate the percentage of male and female employees who received benefits in kind (Not applicable for MIE).
- Organise the employees into quartiles based on hourly remuneration of all male and female employees and calculate the proportions of male and female employees in each quartile.
- Calculate the mean hourly remuneration of male and female employees, then calculate the gender pay gap in mean hourly remuneration of all employees. Do the same for male and female part-time employees and for male and female employees on temporary contracts.
- Calculate the median hourly remuneration of male and female employees, then calculate the pay gap in median hourly remuneration of all employees. Do the same for male and female part-time employees and for male and female employees on temporary contracts.

Our Findings

Marino Institute of Education is committed to ensuring transparency, equality and inclusion across all levels. MIE is pleased to report for 2025 a Mean Gender Pay Gap of -0.3% and a Median Gender Pay Gap of -12.86%.

This means that, on average, women earn more than men in MIE and thus the pay gap is expressed as a negative percentage of the male hourly rate. This does not mean that men and women are paid differently for the same job. It indicates that, on average, men are more represented in lower-paid roles while women are more represented in higher paid roles.

At MIE, the senior leadership team is comprised of 50% women and 50% men, and the middle leadership team comprises of 75% women and 25% men, thus demonstrating that MIE is committed to providing leadership opportunities for all staff across the Institute.

Pay Gap Data

All Staff Mean Gender Pay Gap
-0.3%

All Staff Median Gender Pay Gap
-12.86%

Part-Time Staff Mean Gender Pay Gap
12%

Part-Time Staff Median Gender Pay Gap
-0.09%

Temporary Staff Mean Gender Pay Gap
-60%

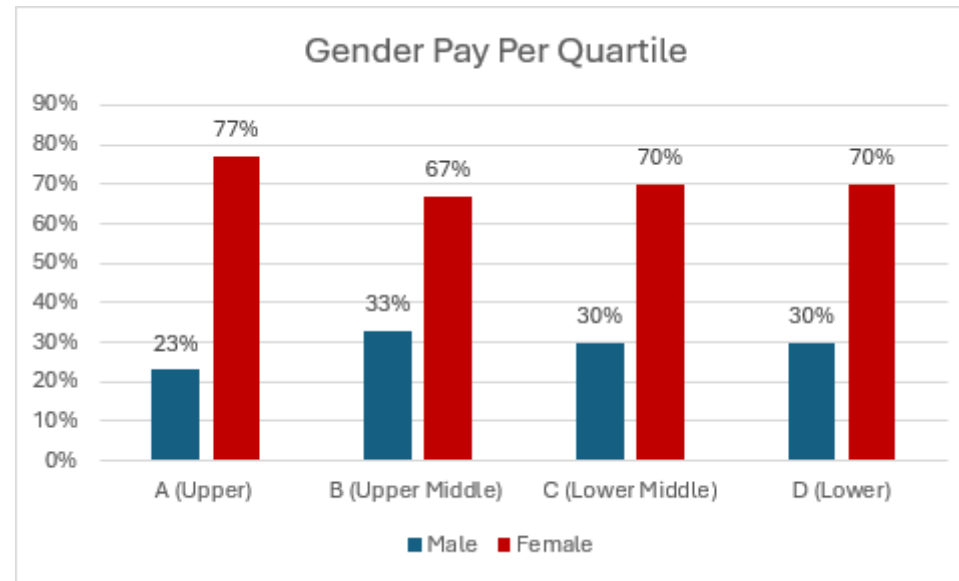
Temporary Staff Median Gender Pay Gap
-32.24%

The **mean** is the average hourly wage, calculated by adding all wages and dividing by the number of employees. The mean average of all staff is due to our use of pay scales for all staff.

The **median** pay gap is the difference between the median hourly pay of women and the median hourly pay of men. The median hourly pay is identified by ranking all female employees and all male employees from the highest paid to the lowest paid and selecting the hourly pay of the male at the midpoint of the male ranking and the female at the midpoint of the female ranking.



Gender Pay Per Quartile



The 120 employees are divided into four groups, or quartiles, by pay band. Each quartile has 30 employees. As shown in the above table, the number of females to males is significantly higher in each quartile. In the upper quartile 77% are female, and 23% male. This lessens slightly as we move down the quartiles to 70% female and 30% male in the lower quartile. For the most part, this trend of a higher number of female staff can be explained by the nature of the primary education sector.

Explaining the data

The mean or average hourly rate of pay for all female employees for the reporting period was 0.3% higher than the mean hourly rate of pay for all male employees. This means that women, on average, earned marginally more per hour than men in that snapshot period. This result may be influenced by factors such as the level of seniority of staff.

The mean hourly rate of pay for part-time female employees was 12.3% lower than the mean hourly rate of pay for male part-time employees. Among part-time employees, women earned on average 12.3% less per hour than men during the reporting period. This does not represent direct pay differences but rather reflects differences in experience, qualifications, length of service and a higher number of women than men in these roles.

The mean hourly rate of pay for temporary female employees was 60% higher than the mean hourly rate of pay for male temporary employees. This means that among temporary employees, women earned significantly more per hour than men. Because most temporary employees in MIE are women, the median for females represents the midpoint of a larger group, while the median for males represents the midpoint of a smaller group. This can amplify the observed difference.

The median hourly rate of pay for all female employees for the reporting period was 12.86% higher than the median hourly rate of pay for all male employees. At the midpoint of earnings, female employees earned 12.86% more per hour than male employees during the reporting period. This indicates a greater concentration of male employees in lower-paid roles.

The median hourly rate of pay for part-time female employees was 0.9% higher than the median hourly rate of pay for part-time male employees. Therefore, among part-time employees, women earned slightly more per hour than men (about 0.9% higher) during the reporting period. Given that the organisation employs more women than men overall, this result suggests only a slight difference that may reflect variations in roles, experience, or the distribution of part-time positions.

The median hourly rate of pay for temporary female employees was 32.42% higher than the median hourly rate of pay for temporary male employees. Among temporary employees, women earned significantly more per hour than men, with the median female temporary employee earning 32.42% more than the median male temporary employee. This difference does not indicate unequal pay for the same work but reflects the distribution of roles within temporary positions.

Why does MIE have a Gender Pay Gap?

The causes of the gender pay gap are multifaceted, reflecting both internal and external influences. Contributing factors may include differences in length of service between men and women, historically gender-segregated occupations like teaching. In MIE, the very small gender pay gap is

driven by the fact that there is a much larger number of female employees than male employees, and that 77% of the employees in the highest quartile are female, while 23% are male.

Conclusion

Marino Institute of Education places all employees on pay scales, adhering to the principle of equal pay for equal work. However, given that MIE focuses on primary and early childhood education, the dominance of women in this field is reflective of the wider societal engagement in education. In primary education settings, similar gender pay gap findings are not unusual.

MIE actively ensures that supports are in place to encourage fair and equitable career paths for all staff.