



PROFESSIONAL
ACADEMY

Gender Pay Gap Report 2025

Company Name: UCD English Language
Academy Company Limited by Guarantee
Snapshot Date: 30th June 2025
Employee Count: 150
Industry: Professional Education

Who We Are

UCD Professional Academy is a high-performing commercial business within University College Dublin, dedicated to empowering individuals through education and professional development.

The Professional Academy delivers an extensive portfolio of short, career-focused training programmes, offering professional diplomas and upskilling courses designed to meet evolving industry demands. With a strong reputation for quality and impact, it provides accessible, practical learning experiences that enable students to advance their careers and achieve meaningful results.

At UCD Professional Academy, our values reflect a strong commitment to inclusivity, diversity, and equity. We are dedicated to creating an environment where everyone has the opportunity to thrive and where fairness and transparency guide how we work. Our value of Excellence in Teaching & Learning drives us to support every staff member and student in reaching their full potential. Customer Centricity ensures that we meet diverse needs with respect and understanding, while Integrity underpins our approach to openness and accountability in all aspects of our work. We champion Work-Life Balance to enable a range of career paths and personal choices, and we promote Initiative & Ownership by empowering individuals from all backgrounds to lead and succeed. We are also committed to developing our people, providing opportunities for growth and progression, and actively promoting from within wherever possible. Through Collaboration, we harness the strength of diverse perspectives to achieve shared goals, ensuring that our workplace and educational offerings continue to reflect fairness, quality, and equality for all.

Staff Count

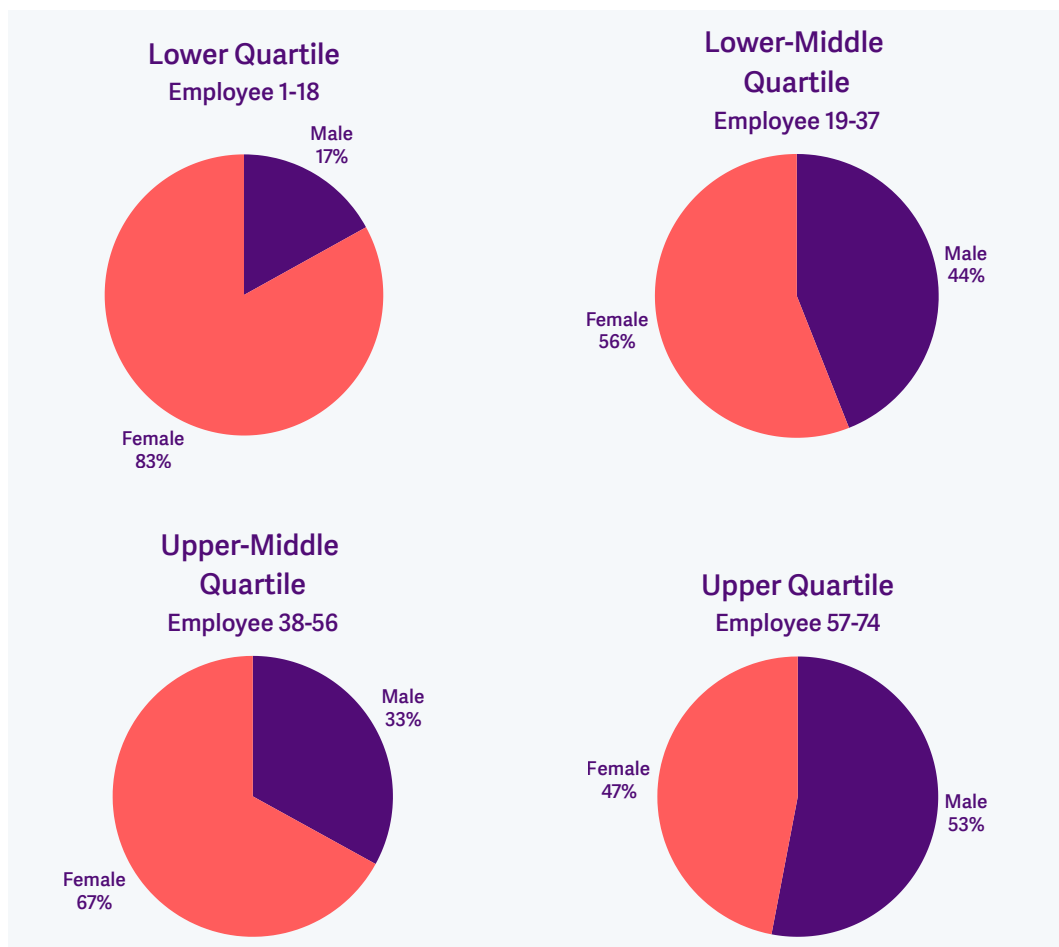
Total Employees	150	Male	73	48.67%	Female	77	51.33%
Part Time	79	Male	47	59.49%	Female	32	40.51%
Full Time (inc. SMT)	71	Male	26	35.62%	Female	45	61.64%
Senior Management Team	7	Male	4	57.14%	Female	3	42.86%

Our Data

Full Time Gender Pay Gap	Part Time Gender Pay Gap	Bonus Gender Pay Gap	Proportion of Bonuses
24% Mean	5% Mean	41% Mean	91% female
11% Median	0% Median	63% Median	96% male

Quartile Pay Bands (Full time staff only)

Lower Quartile	Lower-Middle Quartile	Upper-Middle Quartile	Upper Quartile
Employee 1 -18	Employee 19 - 37	Employee 38 - 56	Employee 57 - 74
Male 17%	Male 44%	Male 33%	Male 53%
Female 83%	Female 56%	Female 67%	Female 47%



Explaining the Metrics:

- The mean gender pay gap shows the difference in average hourly pay between men and women.
- The median gender pay gap compares the midpoint hourly pay for men and women.
- Bonus gaps reflect differences in bonus payments.
- The proportion of employees receiving bonuses shows the percentage of male and female employees who received bonus payments.

Commentary

The mean gender pay gap of 24% among full-time staff reflects a higher concentration of men in senior leadership roles, especially within the Senior Management Team, while the median gap of 11% indicates much closer parity across the wider organisation. As leadership structures evolve, we expect greater balance over time.

Among part-time staff, the mean gap is 5% and the median gap 0%, showing strong pay equity in these roles.

Bonus participation remains high, with 96% of men and 91% of women receiving a bonus. The small difference is linked to variations in role types.

Actions and Commitments

What We Are Doing

Recruitment and Promotion Practices: We promote equal opportunity in hiring and advancement, using inclusive language in all job postings to attract a diverse candidate pool.

Parental Leave and Flexibility: We support staff through strong maternity (26 weeks paid leave), parental leave policies and flexible working arrangements. Our flexible-working approach enables a healthy work-life balance and supports equal access to career progression.

Upskilling, Development, and Progression: We foster a culture of continuous learning through access to our UCD Professional Diplomas and Skill Sprints, which form an integral part of the annual review process. Staff are encouraged to enhance their skills and pursue development opportunities that prepare them for future roles. We also provide clear and transparent progression pathways, supported by fair promotion processes and regular development discussions, ensuring that opportunities are based on merit and potential.

Next Steps

- **Unconscious Bias and Diversity Training:** We will roll out training to all staff and managers to promote awareness, fairness, and inclusion in decision-making, recruitment, and progression.
- **Women in Leadership:** As part of our succession planning, we will place a strong focus on identifying and supporting existing female talent — considering their development needs and promotion opportunities — to help build a sustainable pipeline for future leadership. We will also encourage participation in the UCD Professional Academy Women in Leadership Professional Diploma to further strengthen the representation of women in senior roles.
- **Visibility and Representation:** We will use our company All Hands sessions to spotlight female colleagues and female industry leaders, promoting visible role models and diverse perspectives.

Statement From Senior Leadership

UCD Professional Academy is committed to addressing the gender pay gap and fostering a culture where everyone can thrive. Through fair policies, flexible work, and a strong focus on development and inclusion, we are taking clear steps to ensure pay equity and opportunity for all.



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UCD Professional Academy,
UCD Belfield Campus,
Dublin 4

+353 1 211 8580
professional.academy@ucd.ie