NFP Ireland Gender Pay Report 2026

Building a fair, inclusive, and supportive workplace for everyone.



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"At NFP, we're proud to build a culture where everyone feels included, respected and valued. We believe our differences make us stronger, and by supporting our people to be themselves, we create a workplace where both our colleagues and clients can thrive."

Gemma Saunders
Group Chief People Officer - NFP Europe

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What is the Gender Pay Gap?

Gender Pay Gap reporting is a legal requirement designed to promote transparency about pay differences between men and women in an organisation. It does not necessarily imply unlawful pay discrimination (that is handled by equal pay laws), but rather highlights aggregate disparities in pay structures, workforce composition, bonus practices, and benefits.

Changes in Law from June 2025 mean that all organisations with 50+ employees must now report and NFP Ireland Consultants are now subject to this requirement. Under the Gender Pay Gap Information Act 2021, **we are required to report on and publish the following information:**

- Mean and median pay gaps between men and women
- Mean and median bonus gaps between men and women
- The proportion of men and women that received a bonus
- The proportion of men and women that received benefits in kind
- The proportion of men and women in each of the four equally sized quartiles

How is 'Equal Pay' different?

- The gender pay gap is a measure of the difference between the average hourly and bonus earnings of all men and women in the business and does not take into account role in the organisation, performance history or any other differentiating factors
- The Gender Pay Gap should not be confused with equal pay, which requires organisations to pay employees equally, regardless of gender, for performing the same/ similar work or work of equal value.

Our overall Gender Pay Gap results

The figures shown in this report include all Ireland payroll employees of NFP Ireland Consultants, this is the only entity in NFP Ireland that is subject to Irish gender pay gap reporting.

Hourly pay gap and bonus pay gap	Mean	Median
Hourly pay gap: all employees	33.59%	29.00%
Hourly pay gap: part-time employees*		
How hourly pay gap: employees on temporary contracts**		
Bonus pay gap	77.00%	83.00%

Receiving bonus and benefits in kind	Men	Women
Bonus recipients	58%	86%
Benefit in Kind recipients***	61%	66%

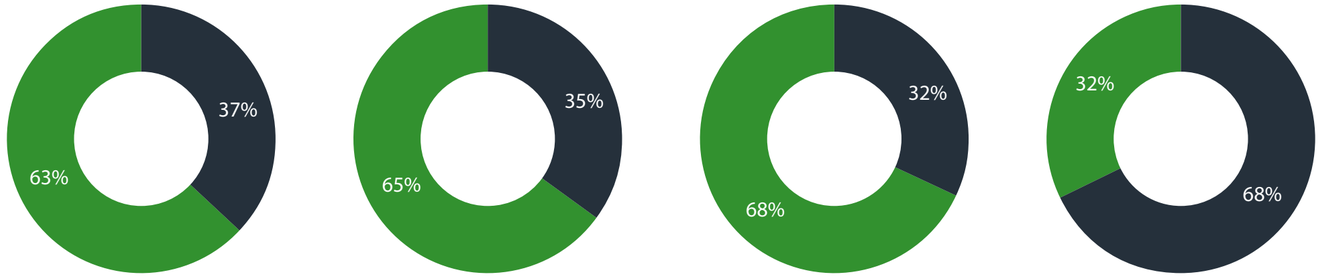
Most employees that didn't receive a bonus award were not eligible to be considered for one as they joined after the annual cut-off date for performance reviews.

**Due to no part-time male employees we were unable to report on this statistic*
***Due to data confidentiality and having a very small sample group we were unable to report on this statistic*
****Benefit in Kind is offered to all staff once they pass their probation. Therefore, this is an elective Benefit in Kind option.*





Pay quartiles



Roles and seniority:
As demonstrated in the quartile bands you can see we have more men than women occupying senior positions, therefore we have a higher number of women in less senior positions.

Part-time working:
At the snapshot date in June 2026 NFP had 22% of all employees working on a parttime basis. These roles were all held by female employees. While the hourly gender pay gap is not affected the bonuses are pro-rated to reflect the hours worked.

What will we do to maintain and improve our Gender Pay Gap?

While our headline gender pay gap has increased in 2026, we are encouraged by the progress made in female representation across our pay quartiles, particularly at the upper end of the organisation. We recognise that continued progress requires sustained focus on representation, career progression, and access to senior opportunities.

At the snapshot date in June 2026, 22% of employees worked on a part-time basis, compared with 18% in 2025, and all part-time roles were held by women. While part-time working does not directly affect the hourly gender pay gap calculation, bonus awards are pro-rated to reflect hours worked and this contributes to the reported bonus pay gap. The increase in part-time workers shows our commitment to flexible working to support all workforce groups.

Over the next year, we will continue to strengthen our pipeline of female talent and support progression into senior, client-facing, and revenue-generating roles. We will monitor both our overall gender pay gap and the underlying workforce factors that influence it, recognising that in a relatively small employee population, individual changes in senior roles can have a significant impact on the reported figures.

We will continue to review our pay and reward frameworks to ensure they are transparent, consistent, and equitable, alongside maintaining our commitment to flexible working and parental support. Through inclusive recruitment, leadership development, and continued monitoring of representation across pay levels, we aim to build on the positive progress in female representation while addressing the structural factors that continue to contribute to our gender pay gap.



Find out more

Get in touch today to find out how we can help your business.

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