

Gender Pay Gap Report 2025

November 2025

TRALEE (Registered Office) Áras an Phobail, Croílár na Mistéalach, Dean's Lane, Tralee / Trá Lí V92 CRW8
T : 066 718 0190

CASTLEISLAND
44 Main Street, Castleisland / Oileán Chiarraí V92 DT96
T : 066 714 2576

LISTOWEL
20 Upper William Street, Listowel / Lios Tuathail V31 TR68
T : 068 23429

DINGLE
Cooleen Business Park, An Cuilin, Dingle / An Daingean V92 Y23W
T : 066 714 2788

info@newkd.ie
www.newkd.ie



INCORPORATING

TEAM

CE/NEWKD
Foireann House, Unit 1 O'Connor Centre, Brandon House Upper Rock Street Tralee V92 DN22
T : 066 718 0190 Ext. 149

Registered as:
NEWKD CRO:
454570
Charitable Status: CHY 18448
Type: Company Limited by Guarantee (CLG)
Registered Charity No. 20070717

CHAIRPERSON:
Pat O'Shea
CEO:
Eamonn O'Reilly



Rialtas na hÉireann
Government of Ireland



1. Introduction: At NEWKD, we are committed to pay transparency and gender equality. In compliance with the Gender Pay Gap Information Act 2021, this report presents our gender pay gap analysis based on a snapshot of employee pay data as of 30th June 2025. On that date we directly employed 88 people: 34 males (10 full-time and 24 part-time) and 54 females (30 full-time and 24 part-time).

2. Gender Pay Gap Figures: Our gender pay gap figures are calculated based on the methodology set by the legislation, whereby a plus figure would indicate that males are paid more than females, while a negative figure indicates that females are paid more than males.

Metric	% Difference (Men vs. Women)
Mean Gender Pay Gap	-3%
Median Gender Pay Gap	-26%
Proportion of Men Receiving Benefits in Kind	N/A
Proportion of Women Receiving Benefits in Kind	N/A

3. Pay Quartile Distribution, showing the percentage of men and women in each pay quartile:

Pay Quartile	% Men	% Women
Lower	24%	31%
Lower-Middle	9%	27%
Upper-Middle	3%	3%
Upper	2%	0%

4. Key Findings and Analysis: The main reason for the above gender pay gap in both the mean and median, is that there are more males in job roles that pay lower wages. Also, with more females than males employed in NEWKD, the quartiles represent a good spread of salary across both genders.

5. Actions to Address the Gender Pay Gap: To promote pay equality across our organisation, NEWKD is continuing to align salary structures to address legacy issues, while also seeking to enhance income and increase the number of grades to improve staff progression opportunities.

6. Conclusion: NEWKD is committed to addressing gender pay gaps where they exist and continuing to ensure fair pay practices. This report will be reviewed annually, and we will continue working towards closing any pay gaps identified.

Signed: Éamonn O'Reilly, CEO

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