

# Gender Pay Gap Report 2024

Horizons provides a full range of specialised health and interdisciplinary supports across the region of Cork City and County, including; early intervention, education and training, supported employment, residential care, adult day services, leisure, sports and the arts, housing, and the provision of information and advice.

Horizons selected a reference date of the 30th June 2024, and the information provided in this report refers to the year up to 30th June 2024.

In the reference year, there were a total number of 1,373 employees, with 82% being female employees and 18% male employees.

Horizons supports family friendly arrangements and flexible working options as much as possible while providing services to the people we support

## Male and Female employees in each Quartile

Quartile	Male	Female
Upper	12.02%	87.98%
Upper Middle	17.65%	82.35%
Lower	22.76%	77.24%
Lower Middle	19.39%	80.61%

### Bonus payments

There are no bonus payments paid by Horizons, and therefore it is not applicable.

### Benefit-In-Kind

There is no benefit-in-kind provided in Horizons, and therefore it is not applicable.

## Gender Pay Gap analysis

	Mean	Median
All employees hourly pay gap	-5.92%	-9.21%
Part- Time employees hourly pay gap	-18.45%	-22.16%
Temporary contracts hourly pay gap	-0.93%	0.51%