

GENDER PAY GAP REPORT 2025 THE LIR ACADEMY

Introduction

The Lir Academy will report for the first time in 2025 on Gender Pay Gaps.

The snapshot date selected for this report was the 26th June, 2025 with the publishing date being 26th November, 2025.

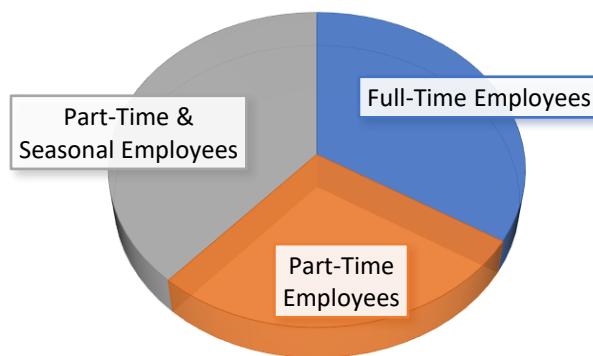
On the snapshot date, 40 staff members comprising of course directors, management and core operations staff made up June payroll, however, including the 12-month prior to the snapshot date, The Lir Academy registered 65 employees in total during the period when counting part-time and seasonal tutors, which forms the basis of this report.

Staffing Statistics

During the reporting period July 2024-June 2025, 65 staff members were registered as employees of The Lir Academy as follows:

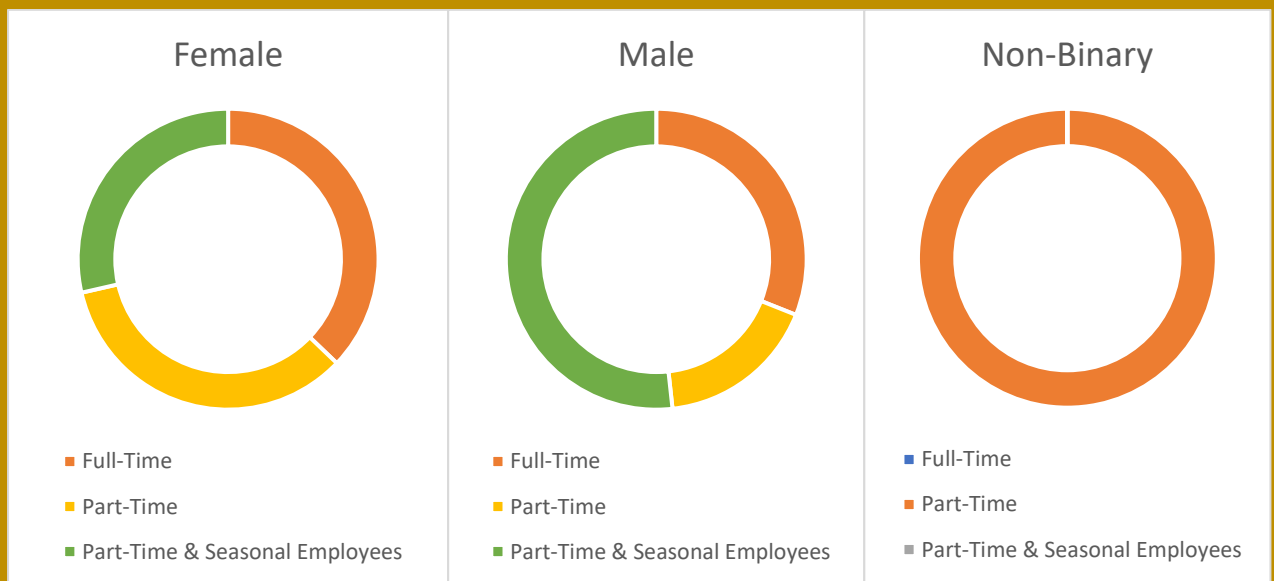
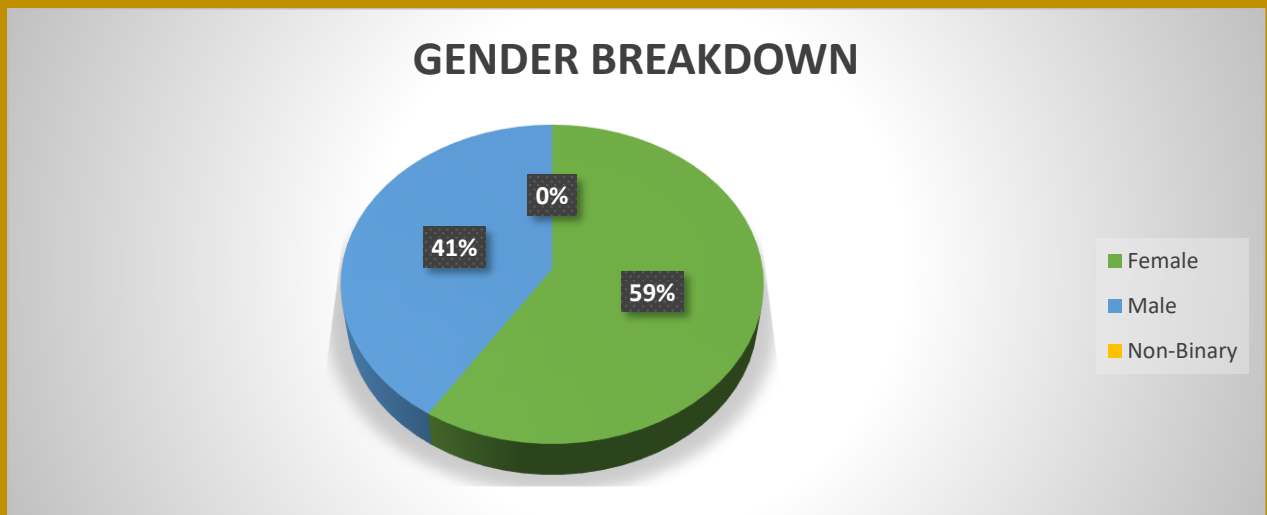
Full-Time Employees	22
Part-Time Employees	18
Part-Time & Seasonal Employees	25
Total Employees	65

EMPLOYEES DURING THE REPORTING PERIOD



Gender breakdown

Employment Type	Female	Male	Non-Binary
Full-Time	13	9	0
Part-Time	12	5	1
Part-Time & Seasonal Employees	10	15	0



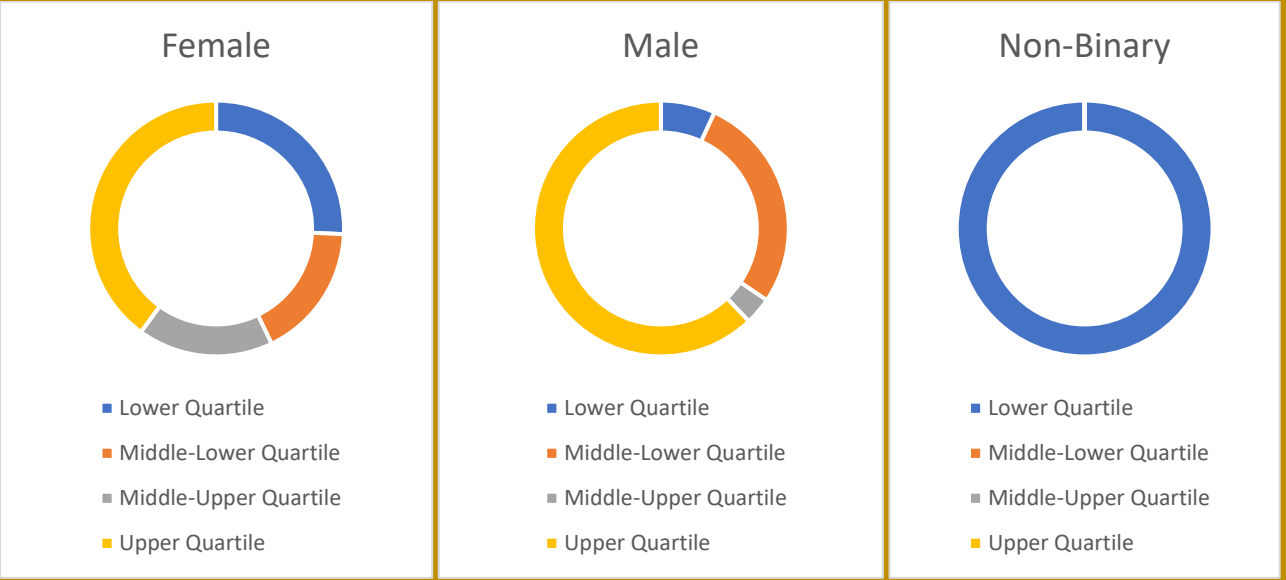
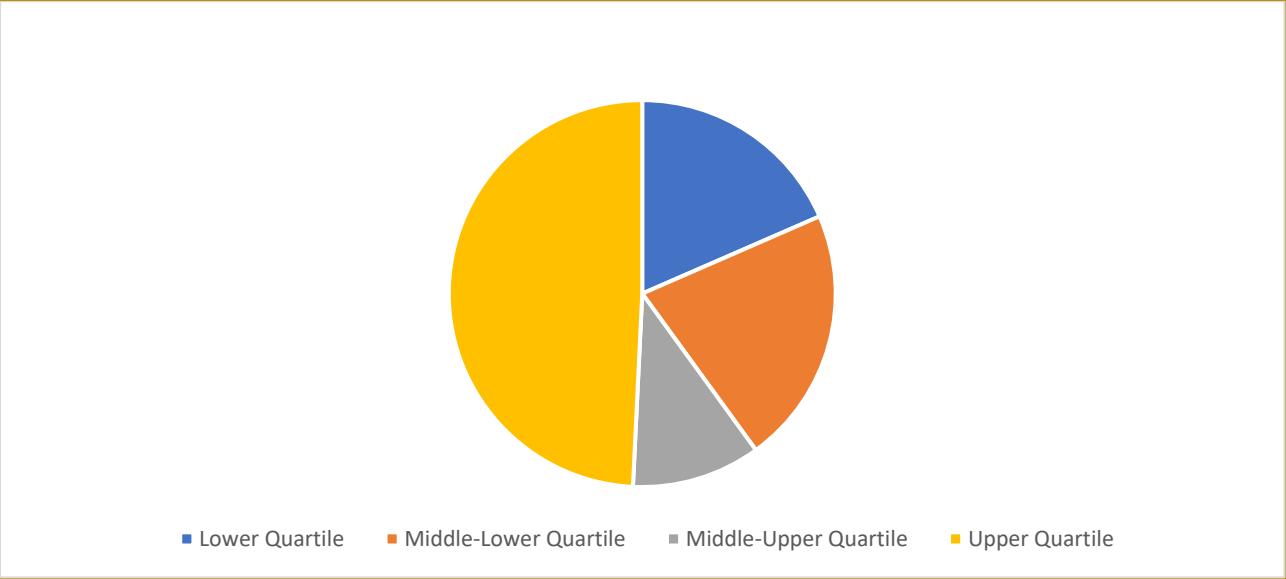
Bonus and Benefit-in-Kind Reporting

0% of employees receive bonuses.

0% of employees receive benefit-in-kind.

QUARTILE REPORTING BASED ON HOURLY REMUNERATION

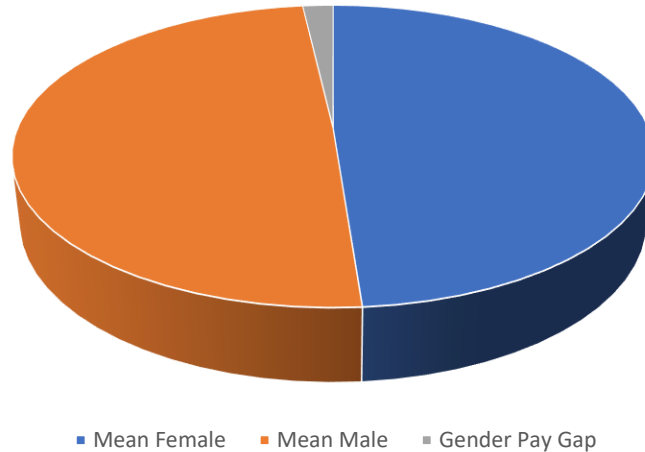
	Female	Male	Non-Binary
Lower Quartile	9	2	1
Middle-Lower Quartile	6	8	0
Middle-Upper Quartile	6	1	0
Upper Quartile	14	18	0



Mean Hourly Remuneration Reporting:

Mean Female	Mean Male	Gender Pay Gap
31.83	32.21	1.19%

Gender Pay Gap - Mean Hourly Remuneration 1.19%



Median Hourly Remuneration Reporting:

Median Female	Median Male	Gender Pay Gap
34.34	34.62	0.8%

Gender Pay Gap - Median Hourly Remuneration 0.8%

