



National Suicide Research Foundation Gender Pay Gap Report, November 2025

Background

In line with the Gender Pay Gap Information Act 2021, for 2025 we report on the National Suicide Research Foundation's hourly gender pay gap across a range of metrics.

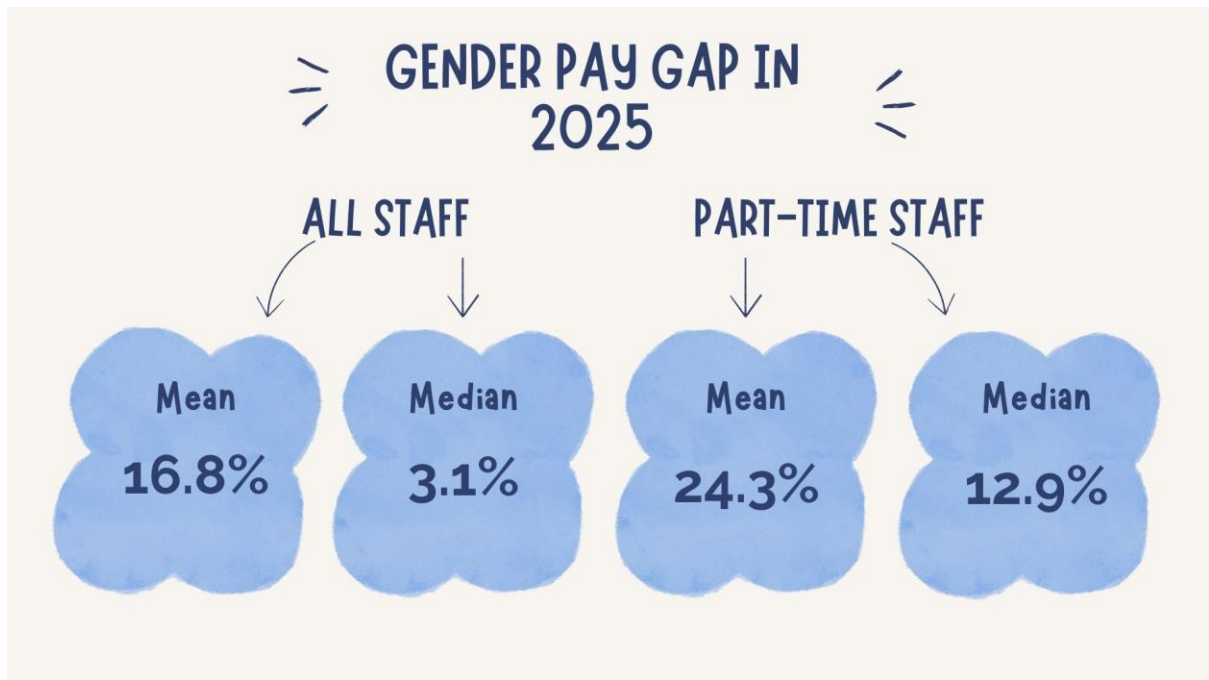
We have selected 30th June 2025 as a snapshot date.

About the NSRF

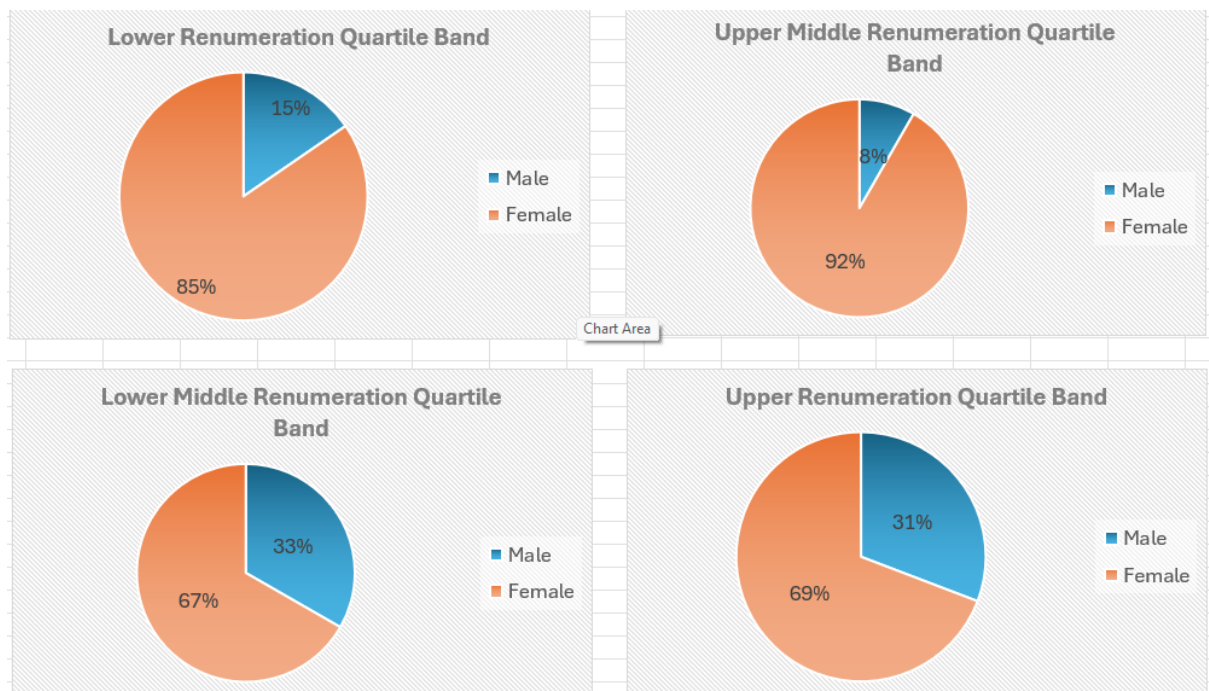
The National Suicide Research Foundation (NSRF) is a research unit, founded in 1994, that produces research and evidence for policy development and intervention in the prevention of self-harm, suicide and related mental health and social problems. Our vision is to support the reduction of suicide and self-harm in Ireland and globally, through impactful research. Our mission is to ensure that suicide and self-harm prevention activities, in Ireland and globally, are informed by high quality research and data. The NSRF has been designated as a WHO Collaborating Centre in Surveillance and Research in Suicide Prevention. We employ approximately 51 staff and have an annual turnover of approximately €2.3m. More information about the organisation can be found here: www.nsrp.ie

The work of the NSRF is underpinned by several values:

- Compassion
- Excellence
- Integrity
- Collaboration
- Inclusivity
- Resilience



Percentage breakdown of male and female staff by pay quartile



Gender pay gap findings for the NSRF

Overall, 78% of employees in the organisation identify as female. This is reflected in the gender distribution across all pay quartiles, with the female percentage higher across all quartiles. The quartiles with the highest percentage of male employees are the lower middle (33.3%) and upper quartiles (30.8%).

Gender equality in the NSRF and measures to address the gender pay gap

This is the first time that we have developed a report on the organisational pay gap. As an organisation, we are committed to gender equality and to reducing the reported pay gaps over coming years.

In 2025, we report a mean gap of 16.8%, meaning that, on average, the hourly rate of pay for female employees was 16.8% lower than that for male employees. When considering the median gap, the hourly rate of pay for male employees was 3.1% lower.

The mean gender pay gap is influenced by the distribution of employees across different pay levels. This measurement is very sensitive to extreme salaries e.g. small numbers of senior staff members. This does not reflect pay inequality for comparable roles but rather during the reporting period there was proportionately more male staff members working in our most specialised senior positions.

The median gender pay gap is the difference between women's median hourly wage (the middle-paid woman) and the men's median hourly wage (the middle-paid man) and is not affected by outliers. The negative median pay gap indicates that for the typical staff member, women earn slightly more than men. This demonstrates that pay is broadly equitable across the majority of roles within our organisation and that men and women are paid similarly at equivalent levels.

The NSRF undertakes a number of measures and activities to promote gender equality and to reduce inequalities across all aspects of employment, including pay. We commit to building on these over the coming years.

- We are committed to equal and inclusive recruitment processes.
- We are also committed to transparency in terms of recruitment. We include details of pay scales in all job advertisements, which are benchmarked to Irish University Association (IUA) Researcher Salary Scales, HSE Salary Scales or Civil Service Salary Scales, as appropriate.
- The observed gender gap in employee numbers is largely reflective of the area of research in addition to the charity sector. We will continue to identify opportunities to address the gender balance, with a view to ensuring that men are more represented across all levels in the organisation.
- The NSRF has a formal hybrid working policy, with remote working of up to three days per week for relevant full-time staff. In addition to this, we offer flexible working hours outside of the core hours of the organisation.
- The NSRF also offers options to take up roles on a part-time basis, where appropriate.
- The NSRF has a published [Gender Equality Plan](#). As part of our Strategic Plan (2025-2030), we will develop an Equality, Diversity, Inclusion and Belonging Strategy for the

organisation, which will build on priorities and actions completed under the Gender Equality Plan.

- Given the differences observed in more senior roles, we will continue to support female staff members to develop leadership skills and training programmes, including the Aurora Women in Leadership Training Programme, which has been completed by four staff members to date.