

***The Lady Gregory Hotel***  
***Gender Pay Gap Report 2025***



## Introduction

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. The Regulations which set out the detail on how these calculations will be made are published at the link below:

The Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022

Which employee base does this include?

All Lady Gregory Hotel employees.

How is it calculated?

A snapshot date of 30th June 2025 was used.



## **Gender Pay Gap Report Overview**

We understand our people are critical to the success of our business, our key focus is team culture and team wellbeing. We have invested time and resources into our people through training and development and social events. We support and assist our people by utilising both internal and external resources.

Our continued aim is to grow our team, attract and retain a skilled diverse workforce through progression and development.

As this is our first time gender pay gap reporting, we will monitor the KPI's in this report and are committed to reducing the gender gap in the future by identifying key areas that this report has highlighted.

Whilst this report has identified key findings, it is a snapshot taken on a particular date in time.

There is a high percentage of females in the lower quartile contributing to a mean gender pay gap of 4.81% in part-time employees and while females also make up a large percentage of management roles in the upper quartile there is a 11.32% median pay gap.

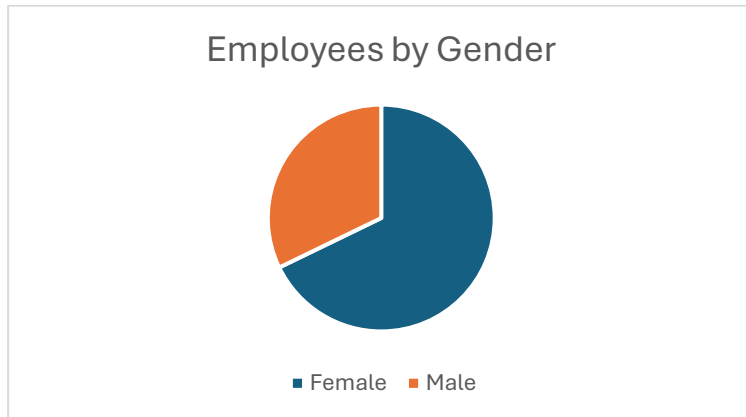
We will continue to monitor, improve and close this gap through training and developing female employees, in traditional male dominated roles and departments, which attract higher rates of pay.

BIK, bonus and incentive payments were not made in this period and are not included in this report. We as an employer are committed to gender balance and ensuring there is no gender pay gap



## Gender Equality Metrics

Full-Time Staff Mean Gender Pay Gap	0.18%
Full-Time Staff Median Gender Pay Gap	11.32%
Part-Time Staff Mean Gender Pay Gap	4.81%
Part-Time Staff Median Gender Pay Gap	0%
All Employees Mean Gender Pay Gap	2.42%
All Employees Median Gender Pay Gap	0%



## Gender Employee Split by Hourly Pay Quartile

