

CLAREGALWAY HOTEL

GENDER PAY GAP REPORT 2025

Reporting Date: 27th November 2025

Snapshot Date: 30th June 2025

Reporting Period: July 2024 – June 2025

At Claregalway Hotel, we are proud to be an equal opportunities employer, committed to creating a positive, inclusive, and diverse workplace for all employees.

In line with the Gender Pay Gap Information Act 2021, we are publishing our Gender Pay Gap Report for 2025. This report reflects our ongoing commitment to transparency, fairness, and equality across our team.

The Gender Pay Gap measures the difference between the average hourly earnings of men and women across an organisation, regardless of role or seniority. It is calculated by comparing both the mean (average) and median (midpoint) hourly pay rates for male and female employees.

- Males 54% • Females 46% in employment at Claregalway Hotel
- Mean Gender Pay Gap for Full-Time employees is 4%
- Median Gender Pay Gap for Full-Time employees is 10%
- Mean Gender Pay Gap for Casual and Part-time employees is -4%
- Median Gender Pay Gap for Casual and Part-time employees is 0%
- Mean Gender Bonus Gap is 0%
- Median Gender Bonus Gap is 0%
- Proportion of Female employees receiving BIK is 0%
- Proportion of Male employees receiving BIK is 0%

Workforce Distribution by Pay Quartile

The distribution of male and female employees across the four pay quartiles is as follows:

	Male	Female
Lower Quartile	47%	53%
Lower Middle Quartile	47%	53%
Upper Middle Quartile	53%	47%
Upper Quartile	71%	29%

Reasons for Gender Pay Gaps

Our data indicates that:

- A higher percentage of men currently hold senior positions within the hotel.
- Roles such as chefs, which are primarily positioned within the upper quartile, tend to have lower female representation — reflecting a broader industry challenge in attracting women to these positions.

Our Commitment and Next Steps

Claregalway Hotel remains dedicated to closing the gender pay gap and ensuring equal opportunities at every level. Our ongoing initiatives include:

- Regular monitoring of pay data to identify and address any disparities.
- Promoting female leadership by celebrating our female leaders and creating pathways for career progression.
- Supporting talent development through training, mentorship, and equitable advancement opportunities.

At Claregalway Hotel, we value every member of our team. We will continue to nurture an environment where everyone can grow, contribute, and succeed, regardless of gender **monitoring our gender pay gap data regularly** to identify trends and areas where further action may be required.

- **Supporting female leadership and progression** by recognising and promoting female leaders and creating opportunities for employees to develop the skills and experience required for career progression.
- **Developing our internal talent pipeline** to support progression into senior and higher-paid positions.
- **Continuing to promote equal opportunities in recruitment, development and promotion**, with a focus on attracting a diverse range of candidates across all areas of the hotel.
- **Monitoring representation across our pay quartiles** to assess progress over time.

We are pleased that, compared with our 2025 Gender Pay Gap Report, the proportion of female employees in the **upper pay quartile has increased by 4 percent**. We see this as a positive indication of progress and will continue to focus on increasing female representation at senior and higher-paid levels.

At Claregalway Hotel, we value the contribution of every member of our team. We will continue to nurture an inclusive workplace where everyone has the opportunity to develop, contribute and succeed, regardless of gender.