

Gender Pay Gap Report

Reporting Date: 30th July 2025

Snapshot Date: 13th June 2025

Reporting Period: July 2024 – June 2025

1. Introduction

In line with the Gender Pay Gap Information Act 2021 and associated regulations, we are pleased to publish our Gender Pay Gap Report for the reference date of 13th June 2025.

This report outlines pay gap metrics for the 12-month period ending on this date and includes employees across all departments and contract types. The gender pay gap refers to the difference in the average hourly earnings of men and women across a workforce, expressed as a percentage of average male earnings. It compares the overall pay of all male and all female employees – not just those performing the same roles or with equivalent experience, qualifications, or working patterns.

2. Workforce Overview

Total number of employees (as of 13th June 2025): 181

Breakdown by Pay Quartiles:

Pay Quartile	Male	% Male	Female	% Female
Lower	22	48.89%	23	51.11%
Lower Middle	20	44.44%	25	55.56%
Upper Middle	19	41.30%	27	58.70%
Upper	20	44.44%	25	55.56%

3. Bonus and Benefits in Kind

- **Bonus Payments:**
No employees received a bonus during the reporting period.
- **Benefits in Kind:**
No employees received benefits in kind during the reporting pay role period.

4. Gender Pay Gap Metrics

Metric	Percentage
Mean Gender Pay Gap all employees	2.15%
Median Gender Pay Gap all employees	0.57%
Mean Gender Pay Gap – Part-time employee	0.80%
Median Gender Pay Gap – Part-time employee	0.00%

Note: A positive percentage indicates that male pay is higher. A negative percentage indicates that female pay is higher.

5. Explanatory Narrative

Sligo Park Hotel is committed to fostering a diverse, inclusive, and equitable workplace for all employees. While the gender pay gap is not the same as equal pay for equal work — which is a legal requirement — we understand the importance of identifying and addressing any imbalances that may exist.

Our reported gender pay gap compares favourably to the national average in Ireland, which stood at **9.6%** in 2022 (Eurostat), and the EU average of **12.7%**.

The current gap is influenced by the structure and role distribution within our workforce. We continue to monitor and enhance our recruitment, progression, training, and flexible working practices to ensure a fair and supportive environment for everyone.

6. Actions to Address the Gender Pay Gap

While the figures reported reflect the current composition of our workforce, we are actively working to improve gender representation and pay equity through the following measures:

- Regular reviews of pay and progression practices
- Ongoing support for flexible working arrangements
- Equitable access to training and career development
- Promotion of female participation in leadership and higher-paid roles

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