



# Gender Pay Gap Report 2025

**Clanard Court Hotel**

Presented by: Clanard Court HR Department





# Overview and Purpose of the Gender Pay Gap Report 2025

We want to continue to make the Clanard Court Hotel a great place to work for everyone and a place where all members of our team have the opportunity to develop and grow both now and in the future. Gender equality in the workplace creates significant value for both the business and for society and the Clanard Court is committed to achieving this. This report analyzes gender distribution and hourly wages across various job positions. It highlights disparity in pay between males and female employees and identifies areas where gender equity is achieved or needs improvement.

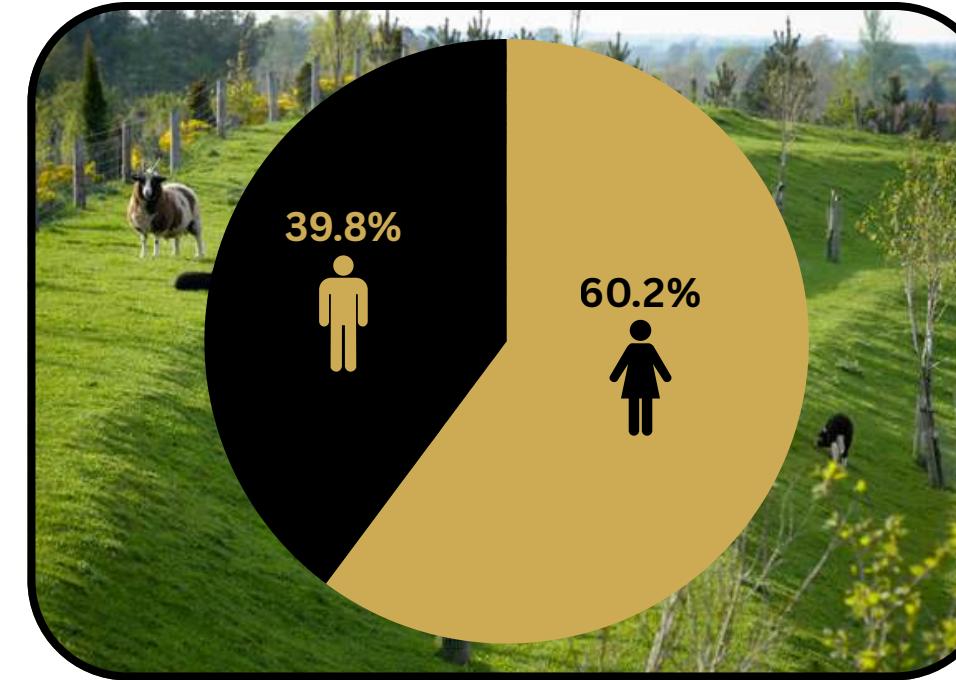


# Gender Breakdown of Staff



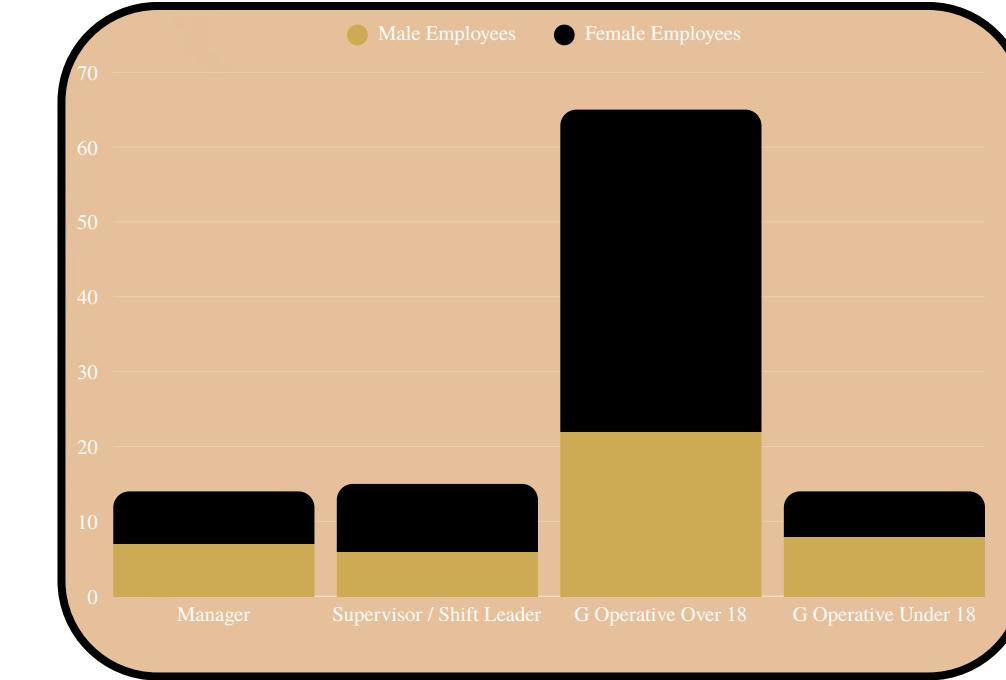
## Total Employees

108 staff members contribute to our success



## Gender Representation

60.2% female staff members are employed here and 39.8% male



## Workplace Composition

between Male & Female employees in above Positions



# Average Hourly Wage Comparison

Position	Male €/hr	Female €/hr	Pay Gap (€/hr)	Pay Gap (%)
Manager	€21.42	€21.31	€0.11	0.51%
Supervisor / Shift Leader	€18.08	€16.00	€2.08	11.51%
G Operative Over 18	€13.72	€14.19	-€0.47	-3.42%
G Operative Under 18	€10.25	€10.42	-€0.17	-1.66%
<b>Overall</b>	<b>€14.94</b>	<b>€14.86</b>	<b>€0.08</b>	<b>0.54%</b>

## Overall Pay Gap

The overall pay gap shows a slight favor towards males, with male employees earning an average of €14.94 compared to females at €14.86, marking a **0.54% gap**, but females earn more in certain roles, reflecting competitive compensation for comparable positions within the workforce.

## Role-Specific Differences

Significant disparities arise in supervisory roles, where male supervisors earn €18.08, while female supervisors earn €16.00, resulting in an **11.51% gap** against women. Supervisors represent the largest gap at 11.51% favoring males, while General Operatives >18 show a 3.42% female advantage, highlighting varying dynamics across different job roles within the hotel.



**MEDIAN PAY**  
is the middle value when you line up all employees' hourly wages from lowest to highest.

#### Group Median Hourly Wage

Male €13.70

Female €14.50

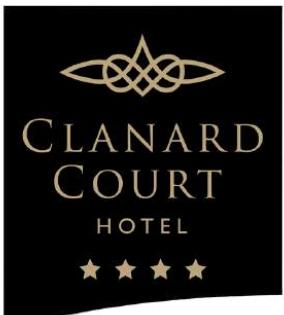
- **Median Pay Gap:** €0.80
- **Percentage Gap:** 5.84%

# Median Pay Gap Insights and Analysis

Females in our business currently earn a median pay that is **5.84%** higher than that of males.

This difference is primarily driven by the fact that women, on average, have longer tenure within their roles, resulting in greater progression and experience-based pay. In addition, a higher proportion of our female employees work in full-time positions compared with their male counterparts.

Our overall pay distribution is also influenced by the structure of our workforce, with 36% of employees under the age of 20 and working in part-time roles, which naturally affects median earnings. Together, these factors explain the observed pay gap and reflect workforce demographics rather than unequal pay for comparable roles.



## MEAN PAY GAP ANALYSIS

### Group Mean Hourly Wage

Male €14.93

Female €15.02

# Analysis of Mean Pay Gap Insights

Based on the hourly pay data for 108 employees (43 male and 65 female), **the total male hourly pay amounts to €642.34**, resulting in a **mean male hourly wage of €14.93**.

For female employees, the **total hourly pay amounts to €975.97**, giving a mean female hourly wage of €15.02. This means that, on average, **female employees earn €0.09 more per hour than male employees**, reflecting a **positive mean pay gap of approximately 0.6% in favour of women**. The difference is influenced by the composition of the workforce rather than unequal pay for equal work.



# Quartile Pay Gap Analysis

Position			Male		Female
<b>Manager</b>		7	€21.42	7	€21.31
<b>Supervisor / Shift Leader</b>		6	€18.08	9	€16.00
<b>Service Staff over 20</b>		16	€13.72	38	€14.19
<b>Service Staff under 20</b>		14	€10.25	11	€10.42
<b>OVERALL COMPARISON</b>		43	€14.45	65	€14.57

To understand how male and female employees are distributed across the pay structure, the workforce was divided into four quartiles based on job level: **Managers**, **Supervisors/Shift Leaders**, **Service Staff over 20**, and **Service Staff under 20**. Each quartile reflects a different pay band within the organisation.



# Gender and Pay Analysis

## Quartile 1 Managers

Both male and female managers are paid almost identically, with males averaging **€21.42** and females averaging **€21.31**. Representation is also balanced, **with seven men and seven women in managerial roles**. This indicates equal access to the highest-paid positions and no meaningful gender-based difference in managerial pay

## Quartile 2 Supervisors / Shift Leaders

In supervisory roles, males earn **€18.08** on average compared with **€16.00** for females. Although female employees are more represented in this quartile (**nine females vs six males**), the average pay difference reflects the fact that the males in this quartile include more skilled positions that by their nature are higher paid .



# Gender and Pay Analysis

## Quartile 3 Service Staff Over 20

This is the largest group, and female employees earn slightly more on average (**€14.19**) than males (**€13.72**). Females are more heavily represented in this quartile (**38 females vs 16 males**), supporting the overall trend that women hold a greater proportion of longer-service, higher-earning operational roles.

## Quartile 4 Service Staff Under 20

In the lowest pay quartile, employees earn early-career age-related rates. Pay remains closely aligned, with males earning **€11.00** and females **€11.05** on average. Males are more represented in this quartile (**14 males vs 11 females**), consistent with the wider workforce pattern in which younger part-time workers are more commonly male. The reason why females are marginally higher paid is due to the fact that there are more 19 year old Females than their male counterpart, salaries increase with age in line with national minimum wage PayScale.



# Key Findings on Gender Pay Equity

Across the four quartiles, women are more represented in the middle and upper pay ranges, while men are more represented in the lowest-paid age-related roles. Pay within each role band remains closely aligned between genders, and the quartile distribution supports the overall finding that the small positive pay gap in favour of women is driven by workforce composition and tenure patterns rather than unequal pay for equal work.

The report reveals balanced gender representation and a **small positive pay gap** favoring women, highlighting successful equity efforts.



## Commitment to Equality and Continuous Improvement

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