



CASTLEMARTYR
RESORT

GENDER PAY GAP REPORT
2023

Castlemartyr Resort Gender Pay Report 2023

Forward



At Castlemartyr Resort we recognise that our people are our most important resource and we are committed to being an organisation that recognises the value of diversity amongst its staff.

This report details our Gender Pay Gap metrics for 2023 and the reasons for our Pay Gap. The results of this specific analysis are shown in conjunction with legislative requirements but more importantly because we are committed to transparency on this subject and to demonstrate our total commitment to being an equal opportunities employer.

We always endeavour to find the best person for each role, to support and develop our people to ensure that everyone has an equal chance to succeed and to equitably acknowledge and reward every individual's effort.

Sandra Morley

Human Resources Manager

The reporting date for this report was June 14th 2023.

Gender Pay Report 2023 – Our results

Mean & Median pay gaps



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Mean hourly pay gap (all employees)	8.06%
Mean hourly pay gap (part-time employees)	-3.27%
Mean hourly pay gap (temporary employees)	0.00%
Median hourly remuneration pay gap (all employees)	4.00%
Median hourly remuneration pay gap (part-time employees)	0.00%
Median hourly remuneration pay gap (temporary employees)	0.00%
Mean bonus remuneration pay gap	61.04%
Median bonus remuneration pay gap	33.33%

References

The gender pay gap percentage is the difference between the average earnings of men and women expressed as a percentage of men's pay.

A median gender pay gap is the difference between the median hourly rate of pay for males and females. It is calculated by pin pointing the exact middle point between the lowest paid and the highest paid man and the lowest paid and the highest paid woman and showing the difference between the two figures.

A mean gender pay gap is the difference between the mean hourly rate of pay for males and females. It is calculated by totaling the hourly pay of all female employees and dividing that amount by the number of female employees. The calculation is repeated for male employees and the difference between the two figures is shown.

Gender Pay Report 2023 – Our results

Pay Bands

Hourly Pay Quartiles	Male	Female
- Upper	60.00%	40.00%
- Upper Middle	70.00%	30.00%
- Lower Middle	53.33%	46.67%
- Lower	50.00%	50.00%

**Quartile pay bands are calculated by splitting all fulltime employees into four even groups according to their level of pay.*

Benefit in Kind & Bonuses

Percentage of each gender who received benefits in kind	
- Male	12.41%
- Female	6.67%
Percentage of each gender who received paid bonuses	
- Male	3.65%
- Female	0.67%



Gender Pay Report 2023 – Our results



- Our mean pay gap is 8.06%. This is impacted by a majority of females within our operational roles and by a majority of males within the senior leadership team.
- 59.88% of our team members who have opted to work part-time are female.
- The most recent pay gap reported for Ireland is 11.3% this is less than the EU average of 14.1%.