



# Gender Pay Gap Report 2025





## **MARKREE CASTLE HOTEL GENDER PAY GAP REPORT 2025**

Introduction Gender Equality is a key focus of our Inclusion and Diversity strategy at Markree Castle, and I am pleased to present to you our 2025 Gender Pay Gap Report.

Markree Castle is one of the four, family owned and run, Romantic Castles of Ireland Collection. We are a customer service business, with our employees' delivering excellence in service which contributes to our success. Our mission is to grow and evolve as an innovative and sustainable castle brand, delivering excellence in customer service, driven by ambitious people flourishing in a culture of integrity, fairness and inclusion. If we are to achieve success in this regard, it is essential that we continue to nurture an inclusive culture that attracts and retains a diverse workforce.

Reporting on our Gender Pay Gap 2025 will enable us to reflect upon our progress on gender equality at Markree Castle. We will continue to monitor our gender mix at all levels in the organisation which will allow us to identify areas of the business we need to focus on.

We are aware that we have work to do. A truly inclusive culture is one where people feel that they belong, can contribute and grow their career with equal access to opportunity. One of the key actions we have taken over the past 3 years in particular is focusing on the progression of junior staff to supervisory & management roles in the business. Co-operation with key stakeholders such as Failte Ireland and IHF skillnet, local ETB's that provide tailored training programmes such as Learnifi in hospitality fundamentals is a key. We have done this through consultation with staff, having an open-door policy for employees to discuss their career progression ambitions. We aim to use the Data generated from this report to put in place actions which we will implement over the coming months.



## **What is Gender Pay Gap?**

The Gender pay gap is the difference in the average hourly wage of men and women across a workforce, expressed as a percentage of the average male earnings. It compares the pay of all working men and all working women. Not just those in same jobs, with the same working patterns or the same competencies, qualifications or experience.

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](#)
- [The Employment Equality Act 1998 \(section 20A\) \(Gender Pay Gap Information\) \(Amendment\) Regulations 2024](#)

## **Mean Gender Pay Gap**

The mean gender pay gap is the difference between the mean hourly pay of male employees and that of female employees expressed as a percentage of the mean hourly pay of male employees. The mean hourly pay is the average hourly pay across the entire workforce.

**Median Gender Pay Gap** The median gender pay gap is the difference between the median hourly pay of male employees and that of female employees expressed as a percentage of the median hourly pay of male employees. The median hourly pay is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly pay of the person in the middle.

## **Pay Quartiles**

Pay quartiles are calculated by dividing employees in the organisation into four even groups ordered from highest to lowest hourly pay. The proportion of males and females in each quartile expressed as a percentage gives an indication of the gender representation at different levels of the organisation.

## **Statutory reporting**

**Snapshot date:** 22nd June 2025

**Total employees on Snapshot date:** 235



**Total:** Female 72.3% Male – 27.7%

## **1. Mean Gender Pay Gap**

### **Which regulations is this calculated against?**

The Irish Government Gender Pay Gap Information Act 2021

### **Which employee base does this include?**

Every employee of Markree Castle Hotel

### **How is it calculated?**

- A snapshot date of 22nd June 2025 was chosen
- The period of reporting is the previous 12 months 23rd June 2024 – 22nd June 2025
- Employees ordinary pay, plus any bonus, LTIP or Benefit in Kind paid in that period, is divided by the total number of hours worked to calculate the average hourly wage
- Subtract the average hourly wage of all the females from the average hourly wage of all the males
- Divide the result by the average hourly wage for men
- Multiply the result by 100



**Our Results**

Mean Gender Pay Gap	14.67%
Median Gender Pay Gap	14.98%
Mean Gender Pay Gap - Temporary and Part Time Employees	8.94%
Median Gender Pay Gap - Temporary and Part Time Employees	3.27%
Proportion of Female Employees receiving a bonus	0.59%
Proportion of Male Employees receiving a bonus	1.54%
Mean Gender Bonus Gap	63.54%
Median Gender Bonus Gap	63.54%
Proportion of Female employees receiving BIK	0.59%
Proportion of Male employees receiving BIK	15.38%

**PAY QUANTILES for Cabra Castle from 24/06/2023 -23/06/2024**

Proportion of male and female employees in each pay quartile	Male	Female
Lower Quartile	15%	85%
Lower Middle Quartile	19%	81%
Upper Middle Quartile	25%	75%
Upper Quartile	52%	48%

**How does the 14.67% figure compare to national and industry averages?**

48% PwC’s analysis reveals the mean Hourly gender pay gap reported across all 550 companies who took part in their survey, to be 11.2%, and an EU average gender pay gap of 12.7% based on Eurostat data (2021) <https://www.pwc.ie/reports/2023-gender-pay-gap-report.html>

Cirus rewards consulting further analysed breaking industry to sub sectors. The hospitality industry reports some of the lowest mean /median pay gap disparities with an average hourly mean pay gap of 7.4%

Markree Castle remuneration is more favorable comparatively for part time employees, with 8.94% mean GPG, 3.27% median GPG, however, overall mean gap disparity 14.67% and 14.98% median GPG are reflective of a predominantly female led workforce, with a higher % of males at skilled,



supervisory or senior management levels comparative to the overall percentages of both genders employed.

<https://static1.squarespace.com/static/63caa17a0aebef74de6b33f2/t/65b03f0afa7fcc0aa1af2db9/1706049291374/REPORT+Ireland+GPG+Analysis+23.01.2024.pdf>

### **Action Plan**

At Markree Castle we are committed to continuation of our EDI strategy. We aim to implement further measure to ensure male & female employees have equal opportunity for progression. We aim to do this by focusing on the following:

- Learning & Development Strategy –development L&D Strategy, to ensure that the delivery of female leadership development programmes is a key objective in the strategy. Also, continue to monitor female participation rates in various learning interventions to identify any barriers to participation.
- Enhanced succession planning through performance monitoring and consultation with staff to ensure that their interest in progressing are equipped with supervisory and management skills to avail of opportunities as they arise.
- Develop Menopause in the Workplace Policy – Develop, implement and raise awareness with the re-introduction of a Menopause in the Workplace Policy by Q2 2026.
- Continue to provide the right supports to help our employees through this natural transition and foster a positive working environment where women and their managers feel comfortable and confident talking about menopause.
- Dignity & Respect in the Workplace – Develop an action plan to promote a greater awareness of the importance of promoting dignity and respect in the workplace, including highlighting supports for managers and staff.
- Recruitment & Selection – Examine the use of software tools to gender neutralise the language used in recruitment and selection documentation.



- Recruitment & Selection Diversity Data –collection of more diversity data from our Recruitment & Selection activities to help identify any unconscious biases or barriers.