



**KILKENNY
ORMONDE**
HOTEL

Gender Pay Gap Data

Period Covered: 1/7/2024-30/6/2025.

Snapshot Date: 30/6/2025.



Kilkenny Ormonde Hotel is committed to fostering a fair, equitable and inclusive workplace, where employees are valued and rewarded based on their roles, skills and contribution. We are pleased to report our 2025 gender pay gap results in line with the Gender Pay Gap Information Act 2021.



Gender Pay Gap Data

Overall mean gender pay gap for all employees based on hourly pay	6.19%
Mean gender pay gap for part-time employees based on hourly pay	1.51%
Mean gender pay gap for temporary contractors based on hourly pay	N/A
Mean gender pay gap bonus pay	84.30%
Overall median gender pay gap for all employees based on hourly pay	1.79%
Median gender pay gap for part-time employees based on hourly pay	00.00%
Median gender pay gap for temporary contractors based on hourly pay	N/A
Median gender pay gap bonus pay	90.00%
Percentage of Male employees who received a bonus	4.35%
Percentage of Female employees who received a bonus	9.10%
Percentage of Male employees in receipt of BIK	88.31%
Percentage of Female employees in receipt of BIK	86.96%



These figures show a modest gender pay gap in favour of male employees overall, largely driven by the distribution of roles within the business. Median results — which are often more reflective of typical earnings — show a very small gap of 1.79%, demonstrating strong pay equity across most of the team. Among part-time employees, the median pay gap is 0%, indicating equal earnings at this level.

Pay Quartiles

Quartiles	% Female	%Male
Lower	61.29%	39.71%
Lower Middle	74.19%	26.09%
Upper Middle	58.06%	41.94%
Upper	53.33%	46.67%

Women are represented across all quartiles, with a higher proportion of women in all of the four quartiles.

This reflects the overall gender balance within the hotel, where women make up the majority of employees.



Bonus & BIK

More women than men received a bonus during the reporting period, while benefits-in-kind were received at similar rates across both genders. Bonus and recognition programmes are applied equitably and linked to role requirements and performance.



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What Drives Our Pay Gap

Our gender pay gap is influenced primarily by:

- The distribution of roles across the hotel industry, where operational and part-time roles are more commonly filled by women
- A slightly higher proportion of men in senior and specialist roles

Importantly, the hotel operates equal pay for equal work and reviews compensation practices to ensure fairness.



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Actions & Commitment



Kilkenny Ormonde Hotel remains committed to supporting gender equality and opportunity through:

- Fair and transparent recruitment and promotion practices
- Structured pay review processes
- Ongoing training and development opportunities for all employees
- Support for internal mobility and progression into senior roles
- Continued monitoring of gender representation and pay outcomes

We are proud of our inclusive workplace culture and will continue to take steps that ensure equal opportunities for all employees to grow and succeed at Kilkenny Ormonde Hotel.





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