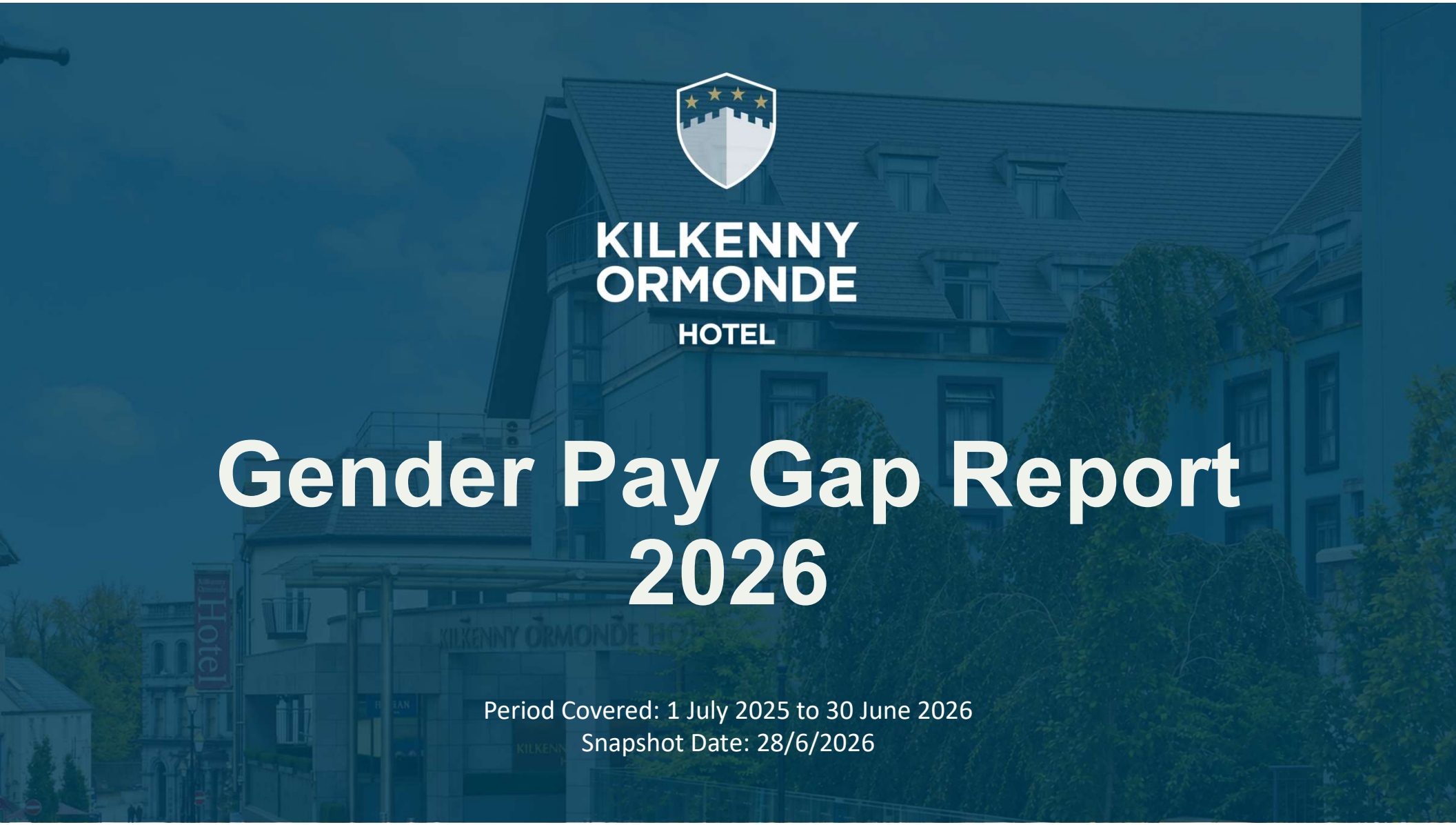


Gender Pay Gap Report 2026

Period Covered: 1 July 2025 to 30 June 2026
Snapshot Date: 28/6/2026

KILKENNY ORMONDE HOTEL

Kilkenny Ormonde Hotel is committed to fostering a diverse, equitable and inclusive workplace where all employees are valued and rewarded fairly for their contribution. We recognise the importance of monitoring and understanding our workforce demographics and are committed to promoting equal opportunities for all employees.

This report has been prepared in accordance with the Gender Pay Gap Information Act and outlines the gender pay gap within Kilkenny Ormonde Hotel as of the snapshot date of 28 June 2026.

It is important to note that a gender pay gap does not indicate unequal pay for equal work. Rather, it measures the difference in average earnings between male and female employees across the organisation and is influenced by workforce composition, role distribution and representation at different levels within the business.



Gender Pay Gap Results

Metric	Result
Total Employees	101
Total Females	59 (58.4%)
Total Males	42 (41.6%)
Average Male Hourly Rate	€17.48
Average Female Hourly Rate	€15.80
Mean Gender Pay Gap	9.61%
Median Male Hourly Rate	€14.42
Median Female Hourly Rate	€14.25
Median Gender Pay Gap	1.18%



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Executive Summary

As of the snapshot date of 28 June 2026, Kilkenny Ormonde Hotel employed 101 employees, comprising 59 female employees (58.4%) and 42 male employees (41.6%).

The mean gender pay gap for the reporting period was 9.61%, while the median gender pay gap was 1.18%.

The relatively low median pay gap indicates that employees at the midpoint of male and female earnings receive broadly comparable rates of pay. The difference between the mean and median figures reflects the distribution of employees across the organisation and the representation of male and female employees in different roles and grades.

Kilkenny Ormonde Hotel remains committed to ensuring equal pay for equal work and maintaining fair, transparent and equitable employment practices across all departments.

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Pay Quartiles

Quartile	Female Employees	Male Employees	Female %	Male %
Lower Quartile	16	9	64.0%	36.0%
Lower Middle Quartile	20	5	80.0%	20.0%
Upper Middle Quartile	12	13	48.0%	52.0%
Upper Quartile	11	15	42.3%	57.7%



Female employees are represented across all pay quartiles and account for 58.4% of the overall workforce.

Female representation is highest within the Lower Quartile (64.0%) and Lower Middle Quartile (80.0%). Male representation is higher within the Upper Middle Quartile (52.0%) and Upper Quartile (57.7%).

The quartile distribution demonstrates that the gender pay gap is influenced primarily by the distribution of employees across occupational groups and levels of responsibility rather than by differences in pay for equivalent work.

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Bonus Payments

No bonus payments were made during the reporting period.

As a result:

- Percentage of male employees receiving bonus payments: 0%
- Percentage of female employees receiving bonus payments: 0%
- Mean bonus gender pay gap: Not Applicable
- Median bonus gender pay gap: Not Applicable



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Benefits in Kind

No Benefits in Kind (BIK) were provided to employees during the reporting period.

As a result:

- Percentage of male employees receiving Benefits in Kind: 0%
- Percentage of female employees receiving Benefits in Kind: 0%

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Factors Contributing to the Gender Pay Gap

Kilkenny Ormonde Hotel operates a policy of equal pay for equal work and applies consistent remuneration practices across the organisation.

The gender pay gap reported is primarily influenced by workforce composition and the distribution of employees across operational, supervisory and management roles. Female employees are more highly represented within a number of operational departments, while male employees have greater representation in some higher-paid positions.

As a result, differences in average earnings are driven by the representation of employees across roles rather than by any pay disparity for employees performing the same work.

The Hotel remains committed to ensuring that all employment-related decisions are based on objective, transparent and equitable criteria.



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Actions & Commitment

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Kilkenny Ormonde Hotel remains committed to promoting equality, diversity and inclusion throughout the organisation.

To support this commitment, the Hotel will continue to:

- Apply fair and transparent recruitment and selection processes.
- Promote equality of opportunity across all departments and roles.
- Provide equal access to training, development and career progression opportunities.
- Monitor workforce representation and progression across all levels of the organisation.
- Review gender pay gap data annually and assess emerging trends.
- Support an inclusive working environment where all employees are encouraged to develop and progress.
- Ensure that remuneration policies remain fair, consistent and free from bias.

Conclusion

Kilkenny Ormonde Hotel is committed to maintaining a workplace culture founded on fairness, inclusion and equality of opportunity.

While the 2026 Gender Pay Gap Report identifies a mean gender pay gap of 9.61%, the results indicate that the gap is largely influenced by workforce composition and the distribution of employees across organisational roles.

The Hotel will continue to monitor and review its workforce data and employment practices to ensure equitable opportunities for all employees now and into the future.

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Kilkenny Ormonde Hotel, Ormonde Street, Kilkenny, R95 Y5CX

T: +353 (0) 56 775 0200 **E:** info@kilkennyormonde.com
W: www.kilkennyormonde.com