



Gender Pay Gap Reporting June 2022

The Gender pay gap is calculated by taking the calculated hourly rate of all female employees and the calculated hourly rate of all men in our organisation, finding the mean and median, and then determining the gap between these numbers across genders.

	<u>Mean</u>	<u>Median</u>
Female	13.76	12.00
Male	14.91	12.55
Variance	8.33%	4.58%

Dromoland Castle Hotel's mean gender pay gap is 8.33% in favour of males. This is influenced by a majority male representation in our senior leadership team. We are aiming to increase the number of women in senior leadership roles, reviewing barriers to progression and providing learning and development opportunities for female employees to prepare them to take on leadership roles within the business when they arise.

Gender Pay Gap Statutory Reporting 2022

	<u>Mean</u>	<u>Median</u>
Dromoland Castle	8.33%	4.58%

<u>Dromoland Castle</u>		
	<u>Female</u>	<u>Male</u>
Top Quartile	37%	63%
Upper Middle Quartile	44%	56%
Lower Middle Quartile	53%	47%
Lower Middle Quartile	48%	52%