

## **Cabra castle hotel Gender pay Gap report 2024**

### **Introduction**

Gender Equality is a key focus of our Inclusion and Diversity strategy at Cabra castle, and I am pleased to present to you our 2024 Gender Pay Gap Report.

Over this past year in particular, we have placed a very significant focus on Inclusion and Diversity. Cabra castle is one of the four, family owned and run, Romantic Castles of Ireland Collection. We are a customer service business, with our employee's 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 for the 1st time in 2024 will enable us to reflect on our progress on gender equality at Cabra 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 2 years in particular is focussing on the progression of junior staff to senior management roles in the business. The introduction of our management training programme has been a key factor in our succession programme. 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.

Howard Corscadden – Managing Director

## **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

**Snap shot date:** 23<sup>rd</sup> June 2024

**Total employees on Snapshot date:** 198

**Total:** Female 66.67% Male – 33.3%

### 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 Cabra castle Hotel

#### *How is it calculated?*

- A snapshot date of June 23<sup>rd</sup> June 2024 was chosen
- The period of reporting is the previous 12 months 24<sup>th</sup> June 2023 – 23<sup>rd</sup> June 2024
- 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	12.18%
Median Gender Pay Gap	9.38%
Mean Gender Pay Gap - Temporary and Part Time Employees	-9.95%
Median Gender Pay Gap - Temporary and Part Time Employees	-10.69%
Proportion of Female Employees receiving a bonus	2.27%
Proportion of Male Employees receiving a bonus	1.52%
Mean Gender Bonus Gap	70.59%
Median Gender Bonus Gap	76.47%
Proportion of Female employees receiving BIK	0%
Proportion of Male employees receiving BIK	3.03%

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

<b>Proportion of male and female employees in each pay quartile</b>	<b>Male</b>	<b>Female</b>
Lower Quartile	36%	64%
Lower middle Quartile	26%	74%
Upper middle Quartile	22%	78%
Upper Quartile	49%	51%

### **How does the 12.18% figure compare to national and industry averages?**

•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 report one some of the lowest mean /median pay gap disparities with an average hourly mean pay gap of 7.4%

Cabra castle compares favourably for part time staff with - 9.95% mean GPG/ -10.69% median GPG, however overall mean gap disparity 12.18% and 9.38% 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 Cabra 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.
- Equality Impact Assessment of HR Policies – Build on work undertaken over the past 2 years to develop an Equality Impact Assessment template to assess our HR policies systematically from an EDI perspective across the nine grounds of discrimination.
- Menopause in the Workplace Policy – Develop and implement a new Menopause in the Workplace Policy by Q2 2025,
- 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.