

Ballymaloe House Hotel

Gender Pay Gap Report 2025

Snapshot date: 25 June 2025

1. Introduction

This report has been prepared in accordance with the Gender Pay Gap Information Act 2021. It sets out the differences in average hourly and bonus pay between women and men employed by Yeats Room Ltd, trading as Ballymaloe House Hotel, as of the snapshot date 25 June 2025.

2. Workforce overview

Total employees: 107

Women: 60 (56.1%)

Men: 47 (43.9%)

3. Gender pay gap results

Hourly pay

Mean gender pay gap: **-3.3%**

Median gender pay gap: **-0.6%**

A negative figure indicates that women are paid slightly more than men on average.

Bonus pay

Mean bonus pay gap: **-11.2%**

Median bonus pay gap: **-11.2%**

Proportion of women receiving a bonus: 3.3%

Proportion of men receiving a bonus: 2.1%

Because only a small number of employees received bonuses in the period, these figures should be read with caution.

Pay quartiles

Lower quartile: 66.7% women / 33.3% men

Lower middle quartile: 44.4% women / 55.6% men

Upper middle quartile: 50.0% women / 50.0% men

Upper quartile: 63.0% women / 37.0% men

4. Explanation of results

The 2025 results show no material gender pay gap. Women are well represented across the pay distribution, including in the upper quartile, which contributes to the small negative pay gap (in favour of women). Variations in hours and role mix, which are typical of the hospitality sector, also influence the figures.

5. Actions

- Continue to monitor pay and representation annually.
- Maintain clear pay ranges for roles to support consistency.
- Ensure progression and training opportunities remain accessible to all genders.
- Maintain high-quality HR and payroll data to support future reporting.

6. Publication