

# Kinsale Hotel & Spa

Gender Pay Gap Report 2025

Report date 01.07.24-30.06.25



# The Kinsale Hotel & Spa is reporting on its gender pay gap in line with Gender Pay Gap Information Act 2021

We are proud of our very diverse workforce in all aspects of our organisation. We strive to identify and appoint the best candidate for every role, support and develop our team and ensure that everyone is given fair and equal opportunity to succeed. We are committed to rewarding and recognising the contributions of every member of our team.

This report outlines the Gender Pay Gap metrics for 2025. We share these figures not just for compliance but because we are committed to transparency and to demonstrate our commitment to being an equal opportunity employer.



# Gender Pay Report 2025 – Our Results Mean & Median Pay Gaps

## References

**The gender pay gap** represents the percentage difference in average earnings between men and women, expressed as a proportion of men's pay.

**The median gender pay gap** compares the median hourly pay of men and women. This is calculated by identifying the midpoint in the pay range for each gender, essentially, the pay of the person who falls exactly in the middle when all employees are ranked from lowest to highest earners. The gap is the difference between these two midpoints

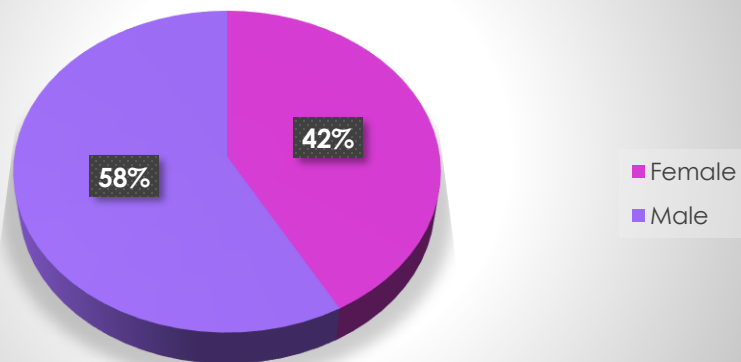
**The mean gender pay gap** reflects the difference in the average hourly earnings of men and women. To calculate it, the total hourly pay for all female employees is divided by the number of female employees, and the same is done for male employees. The gap is the difference between these two averages.

Mean hourly pay gap (all employees)	11.29%
Median hourly pay gap (all employees)	0.20%
Mean bonus remuneration pay gap	11.73%
Median bonus remuneration pay gap	0%

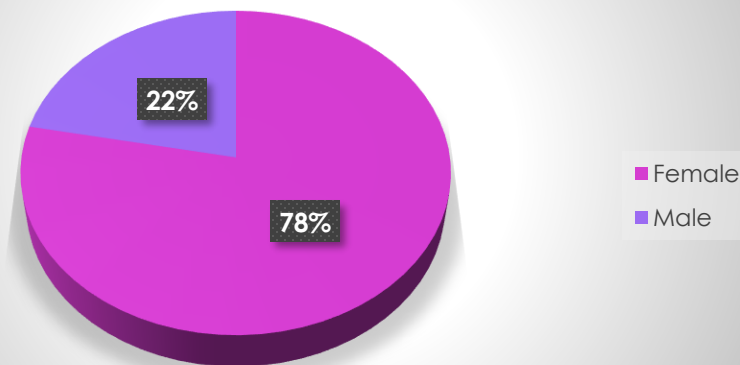
# Our Gender Pay Gap Results

## Pay Quartiles

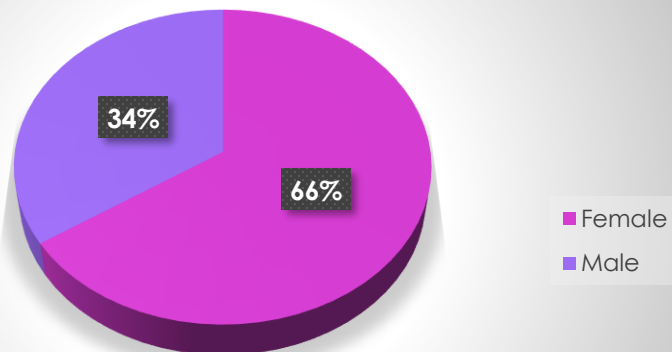
Upper Band



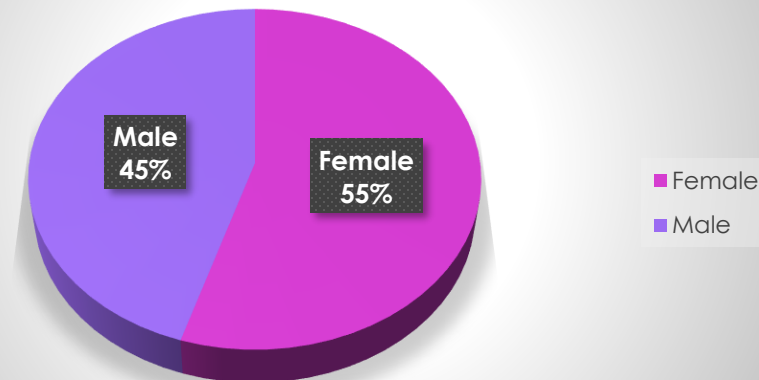
Upper Middle Band



Middle Band



Lower Band





## Gender Pay Report 2025 - Our Results

The mean gender pay gap is 11.29%, primarily due to a higher representation of females in frontline roles and a larger presence of males in senior management positions.

We strive to identify and appoint the best candidate for every role, support and develop our team members, and ensure that everyone is given a fair and equal opportunity to succeed. We are equally committed to recognising and rewarding the contributions of every individual across our team.

The mean gender pay gap of 11.29% remains below the European Union average of 12.7%