



Gender Pay Gap Report

December 2023

Gender Pay Gap Reporting

The Gender Pay Gap Information Act, 2021 requires organisations with over 250 employees to report on their Gender Pay Gap. 2023, is the second year that organisations are required to report on their Gender Pay Gap. Organisations are asked to select a 'snapshot' date in the month of June. The reporting (reference) period is the 12-month period immediately preceding and including the snapshot date. Rochestown Park Hotel have chosen 23rd June 2023 as the snapshot date.

Who is included?

All persons employed by the employer on the snapshot date, including employees not rostered to work on that date and employees on leave. The mean and median figures must also be given separately for part-time and temporary employees.

What do we mean by the gender pay gap?

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role.

The Gender Pay Gap is not the same as equal pay. Employment Equality legislation provides for equal pay for like work.

Mean and Median Gender Pay Gap

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role, using the following measures:

MEAN GENDER PAY GAP

The mean is the average. It is calculated by getting the difference between the average hourly rate of pay for males and the average hourly rate of pay for females (male hourly rate minus female hourly rate), expressed as a percentage of the male hourly rate. If this figure is negative, the average hourly rate of females is higher than the average hourly rate of males on the snapshot date. If this figure is positive, the average hourly rate of males is higher than the average hourly rate of females on the snapshot date.

MEDIAN GENDER PAY GAP

The median is the figure that falls in the middle of a range where the salary of all relevant employees is listed, from the lowest to the highest. This can provide a more accurate representation of the 'typical' differences in pay.

It is useful to look at both the mean and median figures, as each one can tell us something different about the underlying factors affecting the pay gap.

For example, a small number of higher paid employees can impact the mean figure and if this is the case, the median figure may be more representative of difference between what a male and a female is paid.

If there is a significant difference between an organisation's mean and median pay gap, this may indicate that the data is impacted either by the presence of low earners (making the mean lower than the median) or by a group of higher earners (making the mean higher than the median).

It is also important to remember that this report uses data on a snapshot date in June. Gender pay gaps can fluctuate from month to month and across quartile pay bands, depending on changes to headcount. However, headline figures will give a good indication of the differences between average earning between males and females.

Quartile Pay Bands

Dividing employees into four more-or-less equal groups (or quartiles) with pay graded from lowest to highest helps us to examine pay across different levels of the organisation.

Organisations must report on the percentage of employees who fall within the lower, lower Middle, upper middle and upper quartile hourly pay bands.

In order to group employees into these Quartile Pay Bands, the organisation lists all employees from lowest to highest, based on their hourly rates. The employees are then divided into four equal groups or Quartiles based on this - lower, lower middle, upper middle and upper. The employer then shows the proportion of male and female employees in each quartile as a percentage e.g. percentage of male employees in the lower quartile and percentage of female employees in the lower quartile (and so on).

Bonus and Benefit-in-Kind

Figures must also be provided for bonus payments or benefit-in-kind payments if these apply.

Factors that can have an impact on the gender pay gap

As mentioned, this report does not look at equal pay. However, differences between what employees are paid can be impacted by a number of complex factors including:

- Occupational segregation – some job categories or occupations may have traditionally attracted more females than males or vice versa.
- Working patterns – full-time and part-time work. It may be that more females than males seek part-time work or career breaks and although this does not impact on their hourly rate of pay, it may impact on choices around career progression.
- Length of service – incremental pay increases may mean that new joiners are paid less than more experienced employees.
- Time of year – temporary or seasonal workers may be recruited for different roles which may attract a different rate of pay.
- Gender breakdown of senior roles at higher salaries – a small number of higher paid employees can affect the average figures.
- Gender breakdown of lower paid roles – a large number of lower paid employees can affect the average figures.

If an organisation reports a positive gender pay gap, it does not mean that females are paid less than males for doing the same job, but it does show that, on average, males occupy higher paid roles than females.

If an organisation reports a negative gender pay gap, it does not mean that males are paid less than females for doing the same job, but it does indicate that, on average, females occupy higher paid roles than males.

The larger the positive or negative pay gap is, the more marked the differences in hourly rates of pay will be and the more males or females proportionally working in either higher or lower paid roles within the organisation.

Our Position As at 23rd June 2023

Gender Pay Gap by

	Mean	Median
Hourly Rate	10.88%	1.24%
Bonus	19.33%	-255.00%
Hourly Rate Part Time	-0.45%	-0.10%
Hourly Rate Temp Contractor	0.00%	0.00%

Bonus Paid Proportions

	Male	Female
	10.00%	3.92%

BIK Paid Proportions

	Male	Female
	0.00%	0.00%

Population by pay quartiles

		Male	Female
Lower	Q1	48.65%	51.35%
Lower Middle	Q2	41.10%	58.90%
Upper Middle	Q3	43.84%	56.16%
Upper	Q4	57.53%	42.47%

The Mean Gender Pay Gap by Hourly Rate shows that on average, males are paid 10.88% more than the females for full time employees.

The Median Gender Pay Gap by Hourly Rate shows that the median rate of pay for females is 1.24% lower than the median rate of pay for males in full time employment.

The Mean Gender Pay Gap based on Bonus Paid shows that of those paid a bonus, the bonus paid to men, on average is 19.33% more than the bonus paid to female.

The Median Gender Pay Gap based on Bonus paid shows that the median bonus paid to females is 255% higher than the median Bonus Paid to males.

The Mean Gender Pay Gap by Hourly Rate Part Time shows that on average, females in part time employment are paid 13.10% more than males in part time employment.

The Median Gender Pay Gap by Hourly Rate Part Time shows that the median rate of pay for females in part time employment is .1% higher than the median rate of pay for males in part time employment.

No Temporary Contractors were employed during the reference period.

Bonus payments were paid to 10% of the male workforce and 3.92% of the female workforce.

Benefit In Kind : No benefit in kind payment was made to any employee during the reference period.

Looking at the distribution of employees across the four **Quartile Pay Bands** helps us examine pay at different levels of the organisation.

These Quartile Pay Bands show the distribution of male and female employees by Pay Band across the organisation (the organisation lists all employees from lowest to highest, based on their hourly rates, then divides this into four equal Pay Bands or Quartiles - lower, lower middle, upper middle and upper. The employer then shows the proportion of male and female employees in each quartile).

There is a marginally higher proportion of females than males in Band 1. There is a higher proportion of females in Band 2 and Band 3 than males. There is a significantly higher proportion of males than females in Band 4. However a 48.65% / 51.3% gender breakdown in the higher band is to be welcomed and reflects our efforts in achieving gender balance in more senior roles.

Looking Ahead

On review of this report management at Rochestown Park Hotel undertake to review the drivers of the Gender Pay Gap within our organisation. This will be achieved by continuing with a number of policies introduced following the Gender Pay Gap review of 2022 which include:

- Continuous review of our recruitment processes to ensure they promote equality and inclusion.
- Continuous review of our learning and development processes to ensure all HOD's receive the appropriate help and support to empower them to make informed decisions in achieving a gender balanced workforce.
- Continuous review of work practices to examine the feasibility of more hybrid work models to assist team members in achieving a work life balance enabling team members to balance their work commitments with other family commitments hopefully thereby increasing the retention rate of female team members.

Rochestown Park Hotel remains committed to understanding and improving our gender balance at all levels across the organisation. However, given the recruitment challenges that can exist within the hospitality sector in general closing the Gender Pay Gap is a long-term plan. Looking ahead, we will commit to improving our efforts around gender balance and make this a priority in so far as it is possible, however other external factors such as availability of candidates may impact on this commitment and progress may not be as expeditious as we would like.