

Talbot Hotel Wexford



GENDER PAY GAP REPORT 2024

Our Findings and Figures

What is the Gender Pay Gap?

The gender pay gap is the difference in the average hourly pay of men and women across an organisation. It compares the pay of all men and all women and not just those in same jobs, with the same working patterns or the same competencies, qualifications or experience. The gender pay gap is different to equal pay. Equal pay compares the pay of people doing the same work. The gender pay gap demonstrates whether females and males are represented equally across the different levels of an organisation.

Why are we reporting?

The Gender Pay Gap Information Act 2021 requires all organisations with over 150 employees to report on their hourly gender pay gap across a range of metrics.

What is our snapshot date?

The snapshot date chosen was 30th June 2024 which means we reviewed the pay data from the previous 12 months, 1st July 2023 - 30th June 2024. Data was sourced from our payroll system and calculations were based on regulatory guidelines found [here](#).

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Our Findings and Figures

0%

Median Bonus Pay Gap

83.08%

% of males receiving bonus pay

80.73%

% of females receiving bonus pay

1.54%

% of males receiving BIK

1.83%

% of females receiving BIK

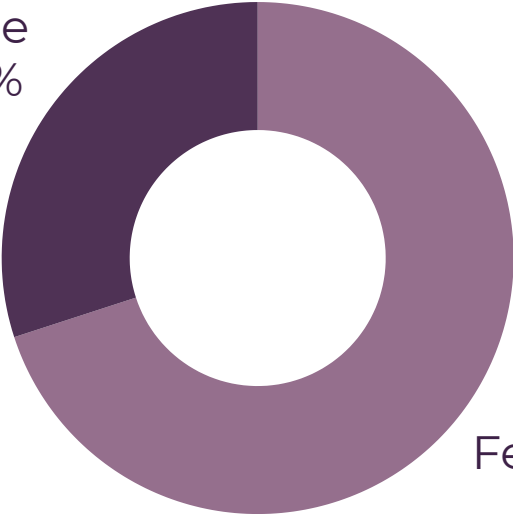
****We have no temporary employees**

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Our Findings and Figures

Lower Quartile

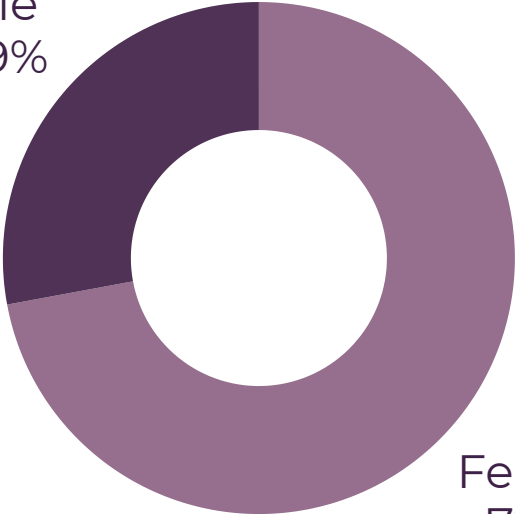
Male
30%



Female
70%

Lower Middle Quartile

Male
27.9%



Female
72.1%

Upper Middle Quartile

Male
44%



Male
47%

Female
56%

Upper Quartile



Female
53%

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7.7%

Mean Gender Pay Gap

0.35%

Median Hourly Pay Gap

-1.81%

Mean Hourly Pay Gap
(part-time employees)

0.68%

Median Hourly Pay Gap
(part-time employees)

34.07%

Mean Bonus Pay Gap

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Findings & Action Plan

Gender Pay Gap?

Our Mean Gender Pay Gap is 7.7%. Notwithstanding that there is room for improvement, it is below the national average 13.9%. Our Mean Gender Pay Gap is largely attributable to our organisation shape. 63% of our team are females and there is over representation of females in lower-level positions. It is also worth noting that there are significantly more male chefs than females. Nationally, almost 70% of chefs in Ireland are men.

Mean Bonus Pay Gap

Our mean bonus is 34.07%. This is largely attributable to females being overrepresented at lower-levels positions. In addition, there are more male managers in operational management positions that have KPI's attached. There are more female managers in administrative or operational positions that do not have KPI's attached.

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Findings & Action Plan

Action Plan

- We are committed to gender equality and in terms of recruitment, development and progression.
- We will provide training to the key recruitment personnel on 'Diversity, Inclusion and Unconscious Bias'.
- Encourage females to progress, take part in training programmes on offer by the company and pursue managerial positions, particularly operational management positions.
- Promote cheffing as a lucrative and viable career for females by working with schools, training centres and third level institutions to communicate opportunities.

