



# *Gender Pay Gap Report 2025*

Snap shot date: 30<sup>th</sup> June 2025

Reporting period: 1<sup>st</sup> July 2024-30<sup>th</sup> June 2025

Reporting date: 30<sup>th</sup> November 2025



**BALLYMASCANLON**  
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# *Gender Pay Gap Information Act 2021*

In line with Government legislation, including the Gender Pay Gap Information Act 2021 and the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022, the Ballymascanlon Hotel Gender Pay Gap Report is scheduled to be published for the first time on 30<sup>th</sup> November 2025.

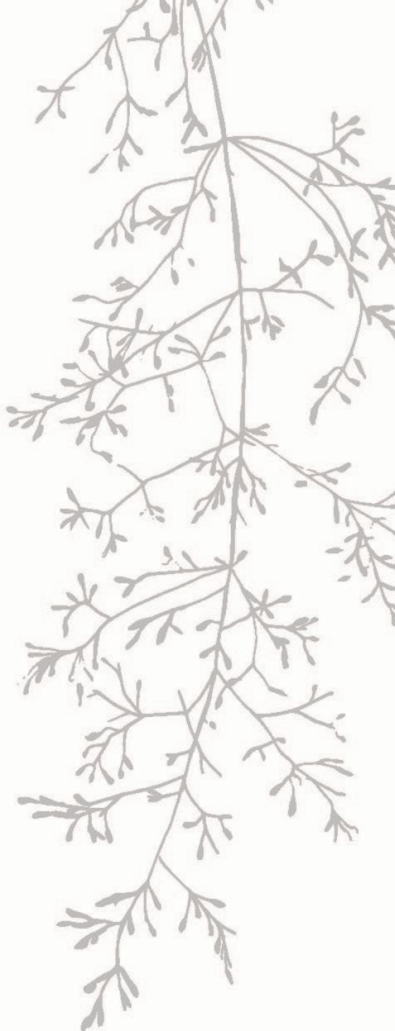
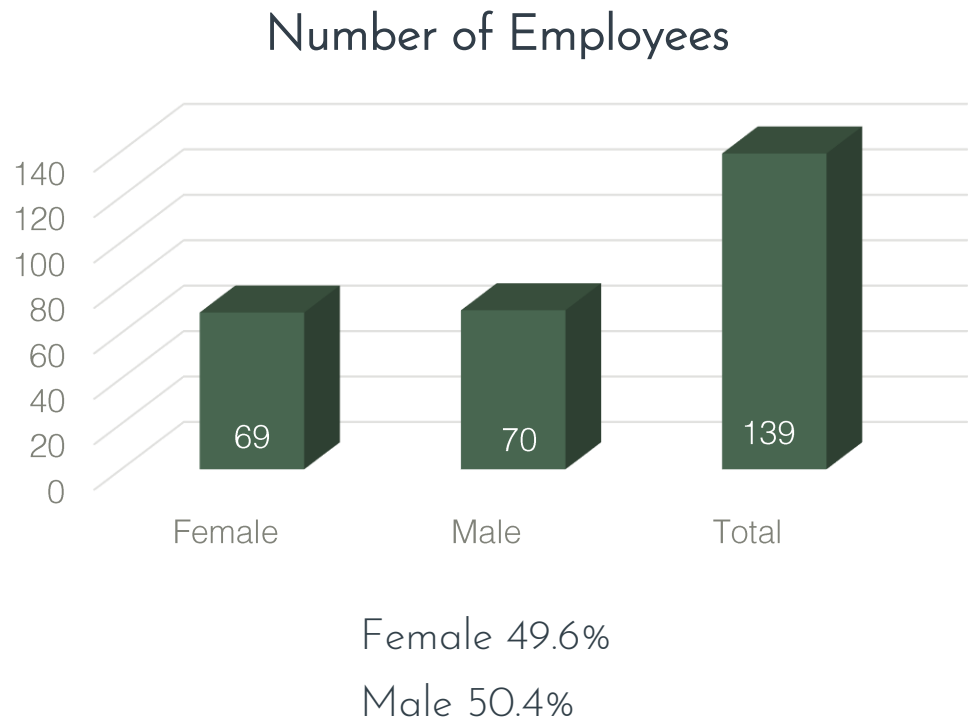
This report includes all staff employed during the reporting period from 1<sup>st</sup> July 2024 to 30<sup>th</sup> June 2025 and presents the gender pay gap statistics for Ballymascanlon Hotel. The information has been prepared in accordance with the requirements outlined in the Gender Pay Gap Information Act



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# Gender Breakdown

As of 30<sup>th</sup> June 2025, Ballymascannon Hotel employed 139 individuals: 69 females and 70 males. Of these, 96 employees were part-time, comprising 50 females and 46 males. There were no temporary staff employed on this date in the reporting period.



# *Proportion of Men and Women in Each Pay Quartile*

Quartile	% Women	% Men
Lower	63%	37%
Lower Middle	49%	51%
Upper Middle	35%	65%
Upper	51%	49%

Quartile pay bands are determined by dividing all employees into four equal groups based on their pay levels.



# Mean & Median Pay Gaps

## References

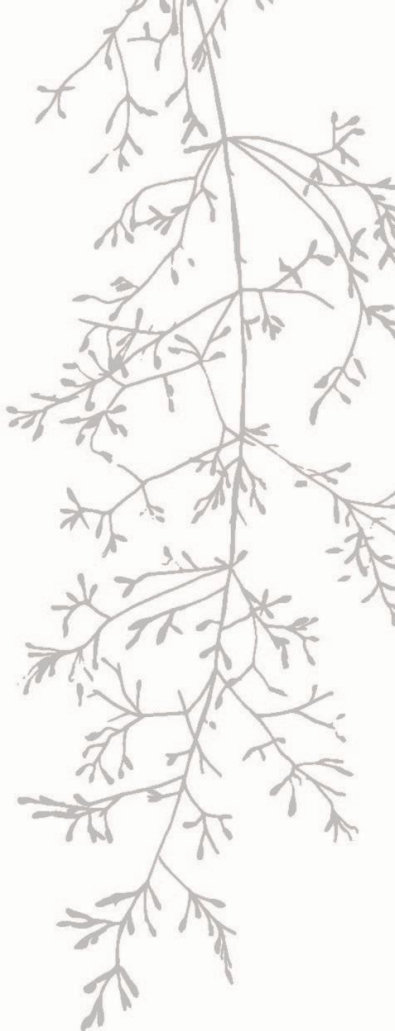
The **gender pay gap** represents the percentage difference in average earnings between men and women. expressed as a proportion of men's pay.

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.

Median	Part Time	All employees
Median Pay Gap	1.86%	2.73%

Mean	Part Time	All employees
Mean Pay Gap	-1.30%	-0.70%



# Bonus & Benefit In Kind

% Of Male & Female Employees who Received Bonuses & Benefit in Kind

Percentage Receiving Bonus Pay

Men	35.57%
Women	39.13%

Percentage Receiving Benefit in Kind

Men	0.00%
Women	0.00%

