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# TULFARRIS

## HOTEL & GOLF RESORT

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# Gender Pay Gap Reporting 2025

## **Tulfarris Hotel & Golf Resort**

At Tulfarris Hotel & Golf Resort we recognise that all our people are the most important resource and the hotel are committed to being an organisation that recognises the importance of diversity amongst its staff.

This report details our Gender Pay Gap metrics for 2025 and the reasons for our Pay Gap with reflecting and comparison of last year's Pay Gap 2024. The results of this analysis are shown in conjunction with legislative requirements but more importantly we are committed to transparency in the workplace and to show our commitment to being an equal opportunities employer.

### **What is a Gender Pay Gap?**

The Gender pay gap is the difference in the average hourly wage of men and women across a workforce. It compares the pay of all working men and women, not just those in similar jobs, with similar working patterns or with similar competencies, qualifications or experience.

The gender pay gap reporting is one part of a much-needed wider strategy to address female participation rates and employment gaps between genders. It will not on its own identify or solve the myriad of structural, cultural and policy causes for these differences, but it is critical and welcome element. (Source: IBEC)

Under the 2021 Act, Irish organisation with 150+ employees are obligated to report the following:

- Mean Gender Pay Gap
- Median Gender Pay Gap
- Mean & Median Gender Pay Gap Part-time & Casual Employees
- Proportion of males & females employees receiving a bonus
- Proportion of males & females employees in each pay quartile

  

- In addition, where any pay gaps are identified, employers must set out the reasons for this and the measures (if any) being taken or proposed to be taken to eliminate or reduce any such pay gaps.

## **Key metrics explained**

### **The Mean pay gap**

The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage across the entire organisation.

### **The Median Pay Gap**

The median gender pay gap is the difference between women's median hourly wage (the middle-paid woman) and the men's median hourly wage (the middle-paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

### **The Quartiles**

Pay quartiles are calculated by splitting all employees in an organisation into four groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

(Source: KPMG Ireland)

## Gender Pay Gap Report

Snapshot date: 17 June - 2025

Number of Employees – 162

Full-Time – 46

Part-time/Casual – 116

Males – 76

Females – 82

Unknown - 4

Representation of Males and Female employees across four wage Quartiles

2025- Hourly Pay Quartiles	Males	Females	2024- Hourly Pay Quartiles	Males	Females
Upper	55.26%	50.00%	Upper	52.60%	47.40%
Upper middle	50.00%	52.63%	Upper middle	50.00%	50.00%
Lower middle	47.37%	63.16%	Lower middle	47.40%	52.60%
Lower	43.90%	46.34%	Lower	41.50%	58.50%

From viewing the table above, we can see that in Upper quartile that both males and females have increased slightly, however the males still hold the higher proportion of senior management roles. The gender pay gap does remain within the quartile however the increase for the percentage of females has grown from 2024 from 47.4% to 2025 50% is a positive shift towards balance.

Within the Upper middle quartile, we can see that the split was 50/50 for both males and females in 2024. In 2025 we can see that the females have out numbered the males with an increase to 52.6%. This is showing an improvement in the supervisory management roles within the company towards more females than males.

The lower-middle quartile, male representation remained largely unchanged from 2024 to 2025 at approximately 47%. In contrast, female representation increased significantly to 63.16%, highlighting a notable rise in the proportion of females within this pay band. This suggests that roles within this quartile, including part-time and casual positions, continue to be more popular among female employees.

The lower quartile shows a decline in female representation from 58.5% in 2024 to 46.34% in 2025, while male representation increased from 41.5% to 43.9%. This shift

indicates an increase in male recruitment into entry-level or casual roles within the organisation during the reporting period

### Mean & Median Pay Gaps

	2024	2025
Mean hourly pay gap (Full-time employees)	14%	7.9%
Mean hourly pay gap (Part-time/casual employees)	2%	0%
Median hourly remuneration pay gap (Full-time employees)	3%	-6%
Median hourly remuneration pay gap (Part-time/causal employees)	-3%	0%

For full-time employees, the mean hourly pay gap reduced significantly from 14% in 2024 to 7.9% in 2025. This substantial decrease indicates progress toward greater pay equality. While a gap remains, the reduction reflects positive movement in narrowing average pay differences between male and female full-time employees.

For the part-time and casual employees, the mean hourly pay gap decreased from 2% in 2024 to 0% in 2025, indicating full pay parity on an average hourly basis within this group.

The median hourly remuneration pay gap for full-time employees also shows a significant shift, moving from 3% in 2024 to -6% in 2025. This negative median figure indicates that, at the midpoint of the pay distribution, female full-time employees earned a higher hourly rate than their male counterparts in 2025.

For part-time and casual employees, the median hourly pay gap improved from -3% in 2024 to 0% in 2025, reflecting an equal median hourly rate for males and females within this category.

The improvements in both mean and median figures, particularly among full-time employees, suggest positive changes in pay distribution, role progression, and workforce balance. Continued focus on career development, progression opportunities, and pay transparency will be important to sustain and build on this progress.

## Bonuses and Benefits in Kind (BIK)

Percentage of each gender who received paid bonuses	2024	2025
Male	3%	1%
Female	0%	0%

The bonus payment remains to be very low overall for both males & females. Males who were in receipt of bonus has decreased from last year. Females did not receive any bonus on either year. The gap on bonuses has narrowed as they were not many bonuses being issued.

## Addressing the Gender Pay Gap – Looking forward

With completing the Gender Pay Gap for 2025, we want to continue with our progress made last year and ensuring to focus on the key areas that will help us improve. One of our main goals is to increase the awareness among the staff about the Gender pay gap. We want to help employees understand the figures and how our policy supports fairness and equality within our hotel.

We also plan to continue improving work life balance for our team. Like most hotels or industries, many of our female employees work part-time or casual roles. It is important to us at Tulfarris Hotel & Golf resort to support flexibility and personal needs where we can for the employee and the company. We want to investigate next year the flexibility with the roster and schedules and have an open communication for employees with their managers on this topic.

Finally, we will keep working on promoting internally within our hotel. This will include the opportunities of men and women being able to apply for supervisory and management roles. With this, we will be able to help them with their development and ensure that we retain our staff for many years to come. We will help support any employee in this process with training and development throughout. When employees do progress, we will ensure that any pay increases will be reflected in the level of each role.

The aim for our hotel is to continue with the above and build a workplace culture where opportunities are open to everyone and where both men and women can grow and be valued within a successful business.