



TULFARRIS

HOTEL & GOLF RESORT

Gender Pay Gap Reporting 2024

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 2024 and the reasons for our Pay Gap. 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
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- 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 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- 2024

Number of Employees – 155

Full-Time – 53

Part-time/Casual – 102

Representation of Males and Female employees across four wage Quartiles

Hourly Pay Quartiles	Males	Females
Upper	52.6%	47.4%
Upper middle	50.0%	50.0%
Lower middle	47.4%	52.6%
Lower	41.5%	58.5%

We see that representation of women in the 2nd Quartile is fully equal to men. This quartile is mainly where we can find supervisory and lower management positions. We can also see in the lower middle and lower quartile that there are more females than males in the part time/casual positions. The upper quartile represents that there are more males in senior / managerial roles rather than females.

Mean & Median Pay Gaps

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

14% on average for Full-time employees represents that Females are paid 14% less than Males.

2% on average for Part-time/Casual employees represents that Females are paid 2% less than Males.

From the above, we can see that women who work part-time/casual are paid more than the males that also work part-time/casual roles. This could be explained that females who work in Tulfarris Hotel & Golf Resort are paid more for the part-time/casual

positions but require that contract type to suit their family needs at this time. Males, on the other hand, are paid more in full-time positions.

Bonuses and Benefits in Kind (BIK)

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

Addressing the Gender Pay Gap – Looking forward

As part of the business strategy, we will look forward to focus the below:

- 1.Awareness amongst Staff
2. Work-Life Balance
- 3.Promotions within

Awareness amongst staff is going to be a focus for us to ensure that all staff members are aware of the Gender Pay Gap with looking into diversity & inclusion. We want to ensure that staff members are aware of our diversity and inclusion policy within our handbook.

Work-Life Balance going forward, we are going to look into creating a work-life balance for the employees to ensure that there are visible positive changes within the organisation.

Promotions within the business. We will again focus on the career development within the hotel and the promotion of females to the senior level of management and also lower levels with the relevant pay increases that will be required for each role.