



# BALLYGARRY

ESTATE HOTEL SPA

2025

# Gender Pay Gap Report

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## Foreword

Since establishment in 1958, our People have been at the heart of everything that we do at Ballygarry Estate. We strive to be an employer of choice, a welcoming, inclusive workplace for all. This report details our Gender Pay Gap metrics for 2025 and the reasons for our Pay Gap. Our Senior Leadership Team are committed to reducing the gender pay gap by continually looking at ways we can improve. We aim to always find the best person for every job, to support and develop our people to ensure everyone has the best chance to succeed and to fairly and equitably acknowledge and reward everyone's efforts.

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

A gender pay gap is not indicative of discrimination or the absence of equal pay for equal work.

Equal pay compares the pay of men and women doing the same job or work of equal value.

It is illegal to pay a man or woman less for performing the same job purely because of their gender.

Where a gender pay gap exists, it is usually because men and women are not equally represented across all levels of an organization.

Lisa Coffey

Human Resources Manager

The reporting date for this report was the 15<sup>th</sup> June 2025.



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### References



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

A median gender pay gap is the difference between the median hourly rate of pay for males and females. It is calculated by pinpointing the exact middle point between the lowest paid and the highest paid man and the lowest paid and the highest paid woman and showing the difference between the two figures.

A mean gender pay gap is the difference between the mean hourly rate of pay for males and females. It is calculated by totaling the hourly pay of all female employees and dividing that amount by the number of female employees. The calculation is repeated for male employees and the difference between the two figures is shown.

Quartile pay bands are calculated by splitting all employees into four even groups according to their level of pay.



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### Hourly Pay Qualities



Upper	56.97%
Upper Middle	35.46%
Lower Middle	54.26%
Lower	16.26%



Upper	43.03%
Upper Middle	64.54%
Lower Middle	45.74%
Lower	83.74%

Mean hourly pay gap (all employees)	12.01%
Mean hourly pay gap (part-time)	3.27%
Mean hourly pay gap (temporary)	0%
Median hourly remuneration pay gap (all employees)	1.64%
Median hourly remuneration pay gap (part-time)	1.46%
Median hourly remuneration pay gap (temporary)	0%
Mean bonus remuneration pay gap	0%
Median bonus remuneration pay gap	0%



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### Our Results

- Our mean pay gap is 12.01%. This is impacted by a majority of females within our operational roles and by a majority of males in the senior management team.
- Our mean pay gap in 2024 was 13%, which indicates an improvement in our mean pay gap. This positive change results from the strong representation of both women and men at all levels within the hotel and across all pay quartiles. It serves as a testament to our ongoing commitment to gender equity.
- Our median pay gap has also improved from 4.49% in 2024 to 1.64% in 2025. This data point is focused on where the midpoint of men and women falls in an organisation. . During the period under review, we have seen changes in our populations of men and females in all departments which has effectively moved where the midpoint of men and women sit versus 2024.
- Whilst the part time mean and median pay gaps are in favour of men, this is due to a larger population of women who have opted for part time arrangements in operational roles.