



The Brehon Hotel & Spa

Gender Pay Gap Report 2025



The Brehon Hotel Spa is reporting on its gender pay gap in line with Gender Pay Gap Information Act 2021

We are proud of our diverse workforce in all respects, including the level of gender diversity within our organisation. We are satisfied that our gender pay gap for full-time employees remains significantly below the national average.

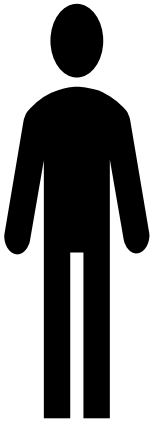
We continue to have a higher percentage of females in part-time roles. We regularly review these figures to identify what steps we can take to further reduce the gap.



We remain committed to supporting internal promotions and ensuring all employees have fair and equal access to development and progression opportunities.

We recruit based on merit, selecting the best candidate for each role regardless of gender. We also provide a range of flexible working options to help employees achieve a healthy balance between their work and home life.

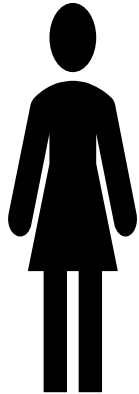
Our Gender Pay Gap Results



45.7%
Total Employees

66%
Senior
Management

57.1%
Departmental
Management



50.78%
Total Employees

33%
Senior
Management

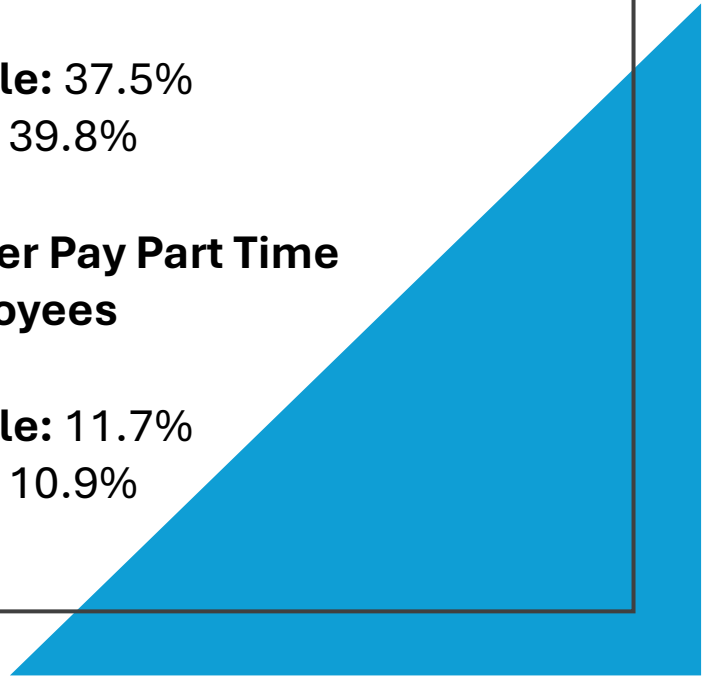
42.9%
Departmental
Management

**Gender Pay Full Time
Employees**

Female: 37.5%
Male: 39.8%

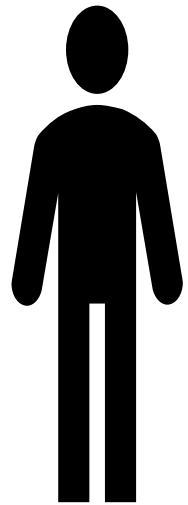
**Gender Pay Part Time
Employees**

Female: 11.7%
Male: 10.9%



Our Gender Pay Gap Results

Pay Quartiles



80%

Upper Band

50%

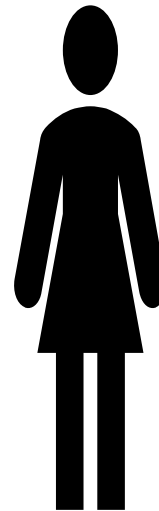
Upper Middle Band

45.7%

Lower Middle Band

52.3%

Lower Band



20%

Upper Band

50%

Upper Middle Band

54.3%

Lower Middle Band

47.7%

Lower Band

The result in the upper band is reflective of the number of males in senior management roles within the organisation

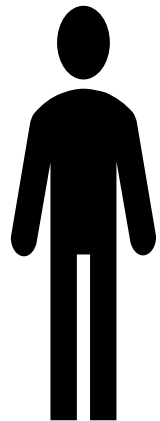
Our Gender Pay Gap Results

Gender Bonus Gap

8.6% of employees are eligible for bonus

Benefit in Kind

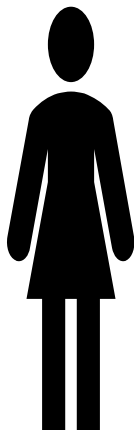
0.8% of employees are subject to BIK



Bonus

10.77%

Male



Bonus

6.35%

Female

