

THE BREHON
HOTEL & SPA

Gender Pay Gap Report 2026

The Brehon Hotel & Spa

Introduction

The Brehon Hotel Spa is reporting on its gender pay gap in line with Gender Pay Gap Information Act 2021. Data for this report was collected based on employee earnings for the twelve-month period preceding the snapshot date of 28 June 2026.

We are proud of our diverse workforce in all respects, including the level of gender diversity within our organisation. Our gender-balanced workforce in 2026 was comprised of 48.75% females and 51.25% males.

Our 2026 report shows encouraging progress with a reduction in the overall mean hourly gender pay gap from 7.1% in 2025 to 3.3% in 2026.

Our overall median gender pay gap is just 1.6% in 2026 which is significantly lower than the 2025 median national average pay gap of 7.86% .

The representation of women in the upper pay quartile has improved to 33.3% in 2026 from 20% in 2025. In 2026 women represented 43.75% of departmental management compared to 42.9% in 2025.

These developments represent significant progress.

Gender Pay Gap Overview:

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Workforce Gender Breakdown:



51.25%
Total Employees

66.67%
Senior Management

56.25%
Departmental Management

50.35%
Operational Staff



48.75%
Total Employees

33.33%
Senior Management

43.75%
Departmental Management

49.65%
Operational Staff

Overall Gender Pay Gap

Median Pay Gap	1.6%
Mean Pay Gap	3.3%

The low overall median pay gap (1.6%) and overall mean pay gap (3.3%) reflect relative balance in overall pay outcomes for both genders.

Gender Breakdown & Pay Gap per Pay Quartile

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Pay Quartiles



66.7% Upper	33.3% Upper
50% Upper Middle	50% Upper Middle
51.6% Lower Middle	48.4% Lower Middle
50% Lower	50% Lower



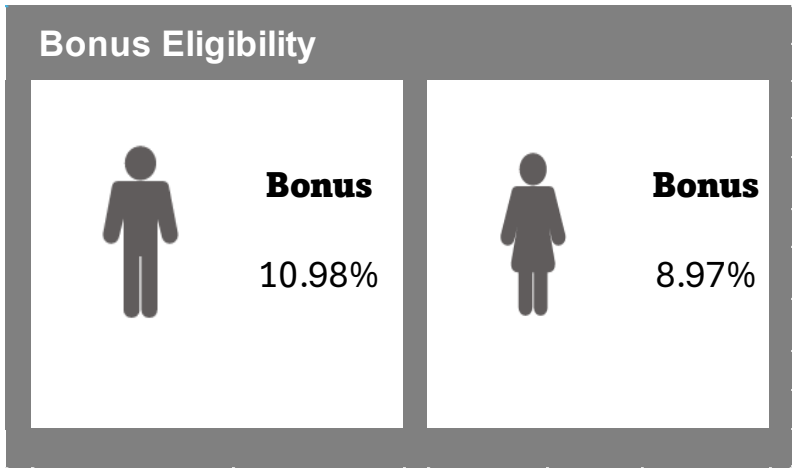
Gender Pay Gap by Pay Quartile

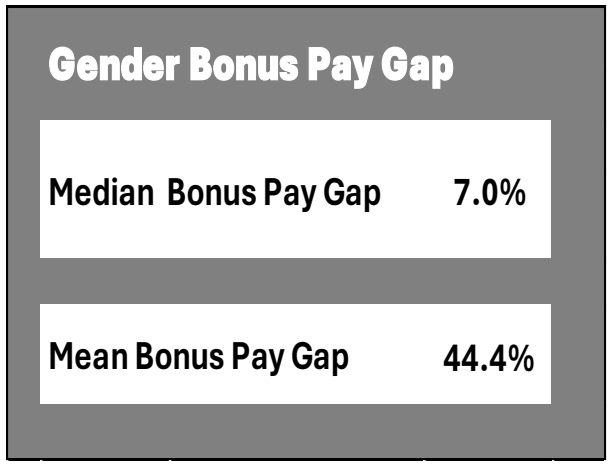
Mean Gap	Median Gap
5.6% Upper	0.0% Upper
-8.3% Upper Middle	-10.9% Upper Middle
4.1% Lower Middle	5.0% Lower Middle
-3.5% Lower	0% Lower

Men and women are represented equally in the lower and upper middle pay quartiles. Men make up 66.7% of the upper pay quartile reinforcing the link between seniority and pay. Encouragingly, the gap in representation is less pronounced in the lower middle quartile.

The mean gap in the upper pay quartile is 5.6% in favour of men, which is much lower than the national mean gap of 39.69% for the upper quartile. In the upper middle pay quartile, the median pay gap 10.9% in favour of women while the mean gap in the upper middle is 8.3% in favour of women.

Bonus & Benefit in Kind:







10.98% of male employees received a bonus while 8.97% of female employees received a bonus, indicating a relatively low bonus eligibility gap of just 2%.

The median bonus payment gap of 7% reflects a low gap in typical bonus payments for both genders.

1.2% of men are subject to BIK. Overall, just 0.6% of all employees were subject to BIK.

Full-Time & Part-Time Employees:

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Workforce Gender Breakdown:

50.40%
Full Time Employees

54.29%
Part Time Employees

49.60%
Full Time Employese

45.71%
Part Time Employees

Gender Pay Gap Full Time & Part Time Employees

Mean Gap

5.98%
Full Time Employees

-6.47%
Part Time Employees

Median Gap

4.0%
Full Time Employees

0.0%
Part Time Employees

Women comprise 45.71% of part-time employees. The mean pay gap for part-time employees is 6.47% in favour of women.
The median pay gap for part-time employees is nil.

Men comprise 50.4% of full-time employees.The mean pay gap for full-time employees is 5.98% in favour of men
The median pay gap for full-time employees is 4% in favour of men.

Conclusion:

The 2026 report highlights both the progress we have made, and the ongoing work required to achieve gender balance across all levels of the organisation.

We remain committed to supporting internal promotions and ensuring that all employees, regardless of gender, have fair and equal access to development and progression opportunities so as to support gender equality and inclusion.

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.

We make every effort to ensure that all employees receive a level of remuneration that is appropriate to their role and reflective of their responsibilities, skills and experience- regardless of gender. We are taking proactive steps to improve gender representation at all levels of our company.