

Mount Herbert Limited Trading As The Sandymount Hotel

Gender Pay Gap Report 2025
November 2025

1. Introduction

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland and requires organisations to report on their hourly gender pay gap. Under recent amendments to legislation, organisations with more than 50 employees are now required to report by selecting a “snapshot” date in the month of June to base their reporting. The snapshot date chosen by The Sandymount Hotel was the 29th of June 2025. A headcount of all employees on this date was carried out and the gender pay information was calculated based on those employees' remuneration between 30th of June 2024 and 29th of June 2025.

This report presents the Employment profile and the Gender Pay Gap profile for the reporting period. The Sandymount Hotel has a mean gender pay gap of 5.9% in favour of men and a median pay gap of 1.9% in favour of men. For part-time employees, the mean gender pay gap is 0.6% in favour of men and the median gender pay gap is 0% in favour of men. The report includes an analysis of the reported pay gap.

2. Definitions

Gender Pay Gap (GPG): The gender pay gap is the difference on average across a population between men's and women's pay. The gender pay gap is usually represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings. A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse – that, on average, men are in a less favourable position than women.

Employee Hourly Rate: The hourly remuneration of an employee is calculated by dividing the employee's total ordinary pay in respect of the reporting period by the hours worked for that period. Ordinary pay includes: the normal salary paid to the employee; allowances; overtime; shift premium pay; pay for sick leave; any salary top-ups for statutory leaves like maternity / paternity / parent's leave.

Mean Hourly GPG: The mean gender pay gap is the difference in the arithmetic average hourly pay for women compared to men, within our organisation.

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

Quartiles: Employees were organised into quartiles based on hourly remuneration of all male and female full-time employees: lower, lower middle, upper middle and upper. The proportion of male and female employees in each quartile was expressed as a percentage.

Snapshot Date: Employers to whom the reporting obligations apply are required to calculate and publish the gender pay gap information in respect of relevant persons employed by them on the chosen snapshot date, with the calculations to be based on those employees' remuneration for the 12-month period that precedes the snapshot date. Employers are required to choose a snapshot date. The snapshot date must be in June but may be any date in June.

3. Data

3.1 Source of Data

The Sage Micropay payroll software used by The Sandymount Hotel provided pay information relevant to the reporting period, including data on ordinary pay including basic pay, allowances, and overtime.

3.2 Adjustments and approximations

A headcount of The Sandymount Hotel's employees on the snapshot date confirmed the organisation had over 50 employees as of that date. The metrics in this report are calculated by reference to the employee breakdown and reflect the number of employees on the snapshot date who identify as male or as female.

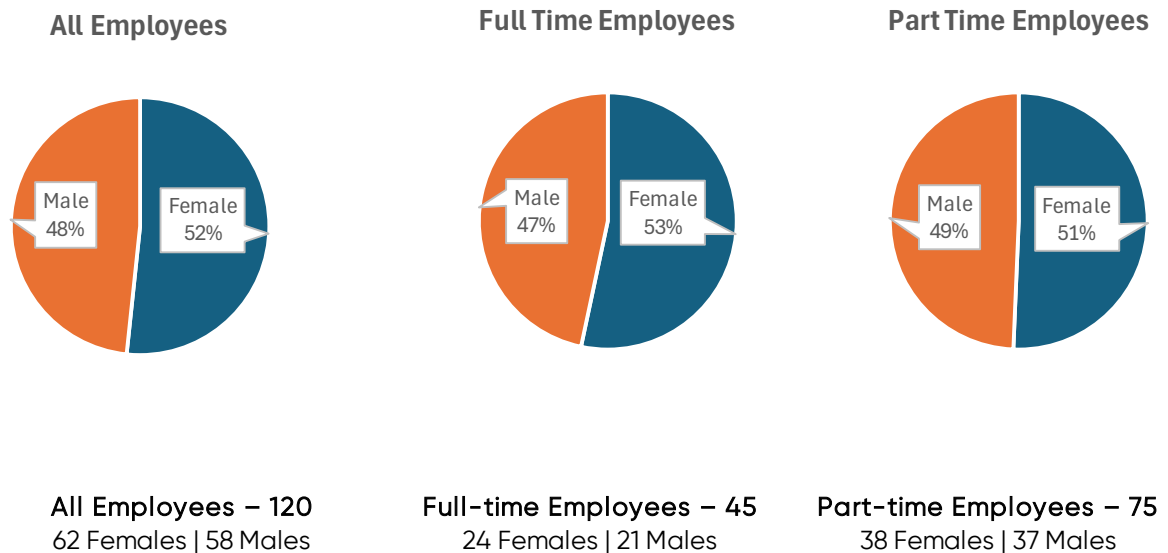
Employees on unpaid leave, such as career breaks, who have received no pay during the reporting period are included in the headcount but not included in the report.

3.3 Data Protection

All data used for producing this report was processed by employees who would have access to the data as part of their daily duties within the Finance Department of The Sandymount Hotel. All statistics provided in this report are combined and do not identify individuals.

4. Employment Profile

On 29th of June 2025, there were 120 employees in The Sandymount Hotel:



5. Gender Pay Gap Profile

The Gender Pay Gap Information Act 2021 requires organisations to provide the Mean Gender Pay Gap % and the Median Gender Pay Gap % across three different categories:

- All Employees
- Part-Time Employees
- Temporary Employees

Gender Pay Gap Headcount, June 2025

	Full-time employees	Part-time employees	Total employees	Of whom are temporary
Male	21	37	58	0
Female	24	38	62	0
Other	0	0	0	0
Total	45	75	120	0

Gender Pay Gap Mean & Median Hourly Remuneration Differences

	Gender Gap in Hourly Remuneration			
		Mean Hourly Gap %		Median Hourly Gap%
All Employees		5.86%		1.88%
Part-Time Employees		0.57%		0.00%
Temporary Employees		NIL		NIL

Gender Pay Gap Benefit in Kind & Bonus Remuneration Differences

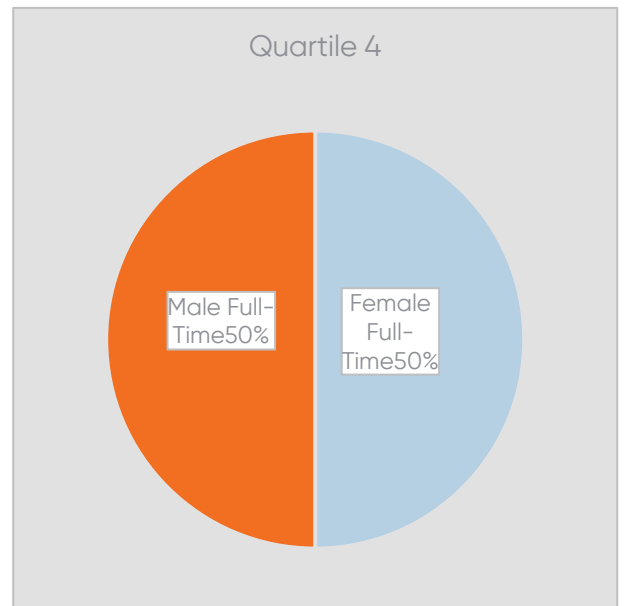
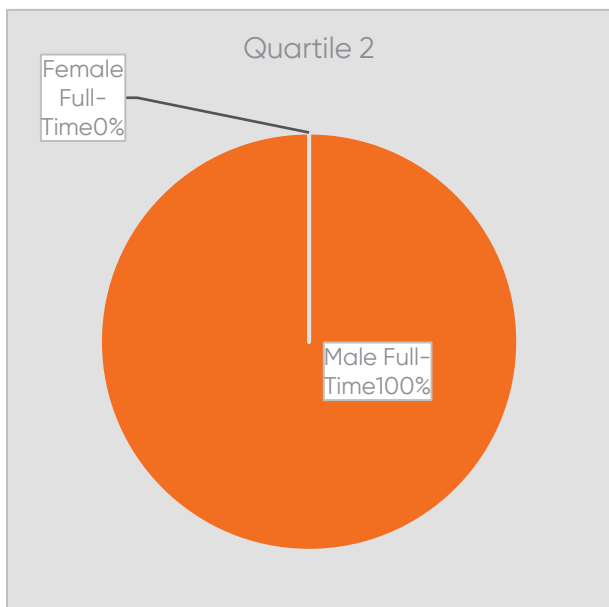
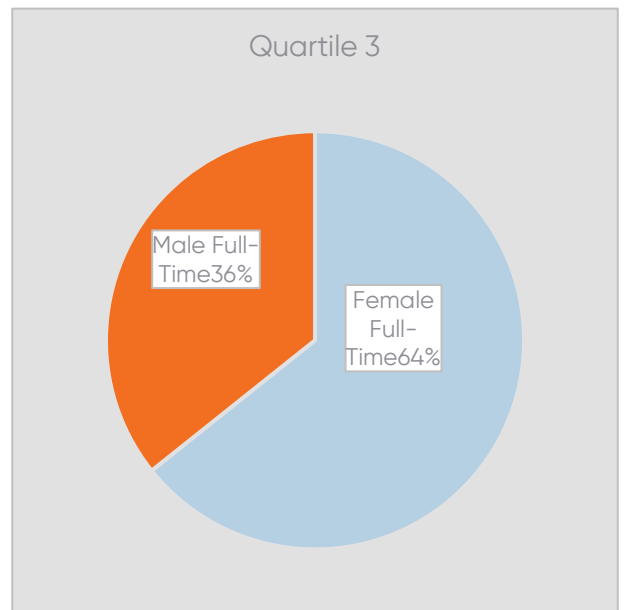
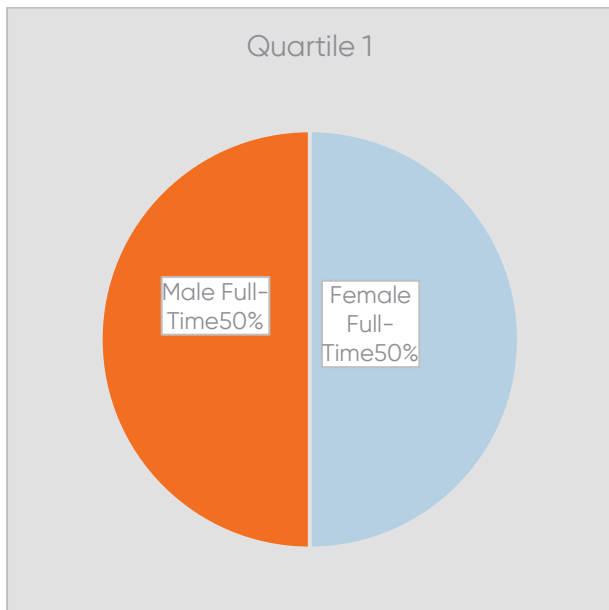
	Gender Gap in Bonus Remuneration			
		Male		Female
Difference in Bonus Remuneration		19.17%		-10.54%
% in receipt Bonus		3.33%		7.50%
% in receipt of Benefit in Kind		0.83%		0%

Gender Pay Gap Quartile differences based on Gender

Full-Time Employees

Pay Quartiles	% Male		% Female	
Quartile 1		50%		50%
Quartile 2		100%		0%
Quartile 3		36%		64%
Quartile 4		50%		50%
Total gender breakdown %		47%		53%

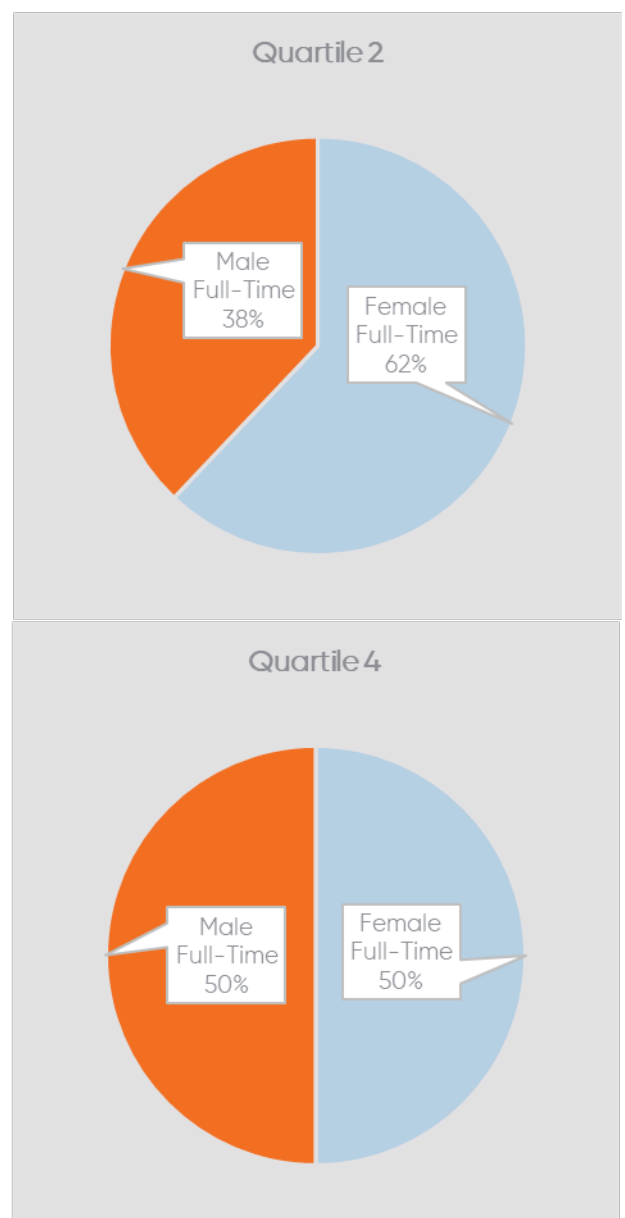
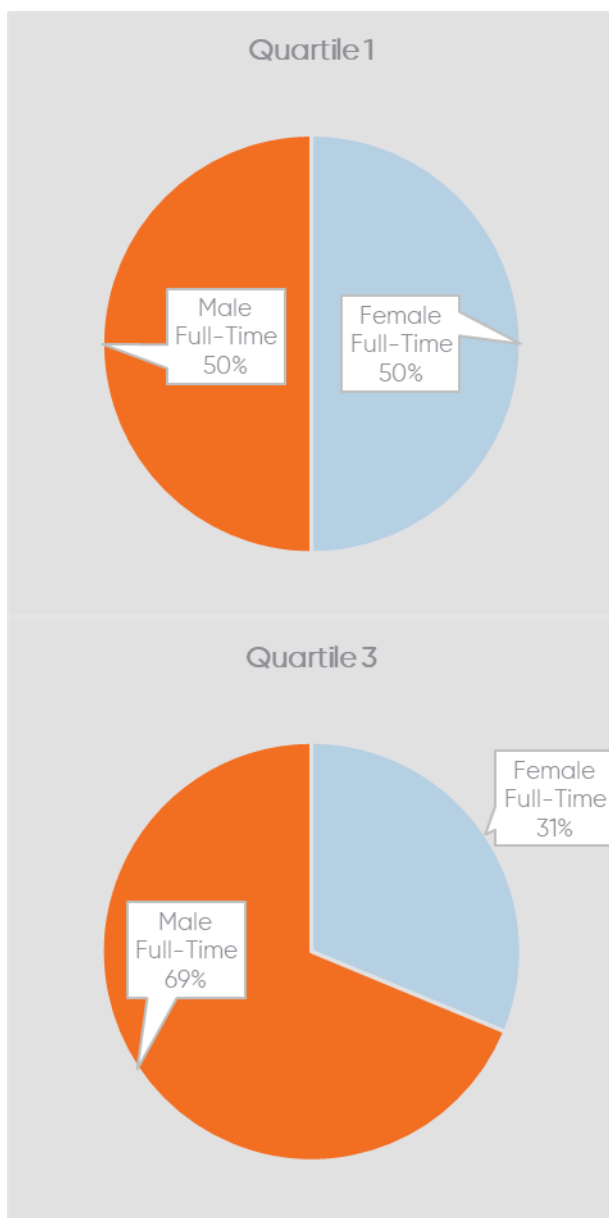
Employees were organised into quartiles based on hourly remuneration of all male and female full-time employees (n=45): lower, lower middle, upper middle and upper. The proportion of male and female full-time employees in each quartile was expressed as a percentage.



Part Time Employees

Pay Quartiles (Part-Time)	% Male		% Female	
Quartile 1		50%		50%
Quartile 2		38%		62%
Quartile 3		69%		31%
Quartile 4		50%		50%
Total gender breakdown %		49%		51%

Similarly, employees were organised into quartiles based on hourly remuneration of all male and female part-time employees (n=75): lower, lower middle, upper middle and upper. The proportion of male and female full-time employees in each quartile was expressed as a percentage.



6. Analysis

The Gender Pay Gap is the difference in the average hourly wage of men and women across a workforce. This includes basic pay, allowances and overtime.

While The Sandymount Hotel has equal pay for men and women in the same roles, we have a mean gender pay gap of 5.86% in favour of men and a median gender pay gap of 1.88% in favour of men in 2025.

For part-time employees, the mean gender pay gap is 0.6% in favour of men and the median gender pay gap is 0% in favour of men.

7. Rationale for Gender Pay Gap Variance

The current Gender Pay Gap variance at The Sandymount Hotel is primarily influenced by the composition of our workforce. A significant proportion of our female employees work in the housekeeping department, where the mean hourly pay rate is lower compared to the overall mean average hourly rate across the hotel. This difference in departmental pay structures, rather than unequal pay for the same roles, accounts for the majority of the observed mean gender pay gap. It is important to note that within the same roles, men and women are paid equally.

8. Actions and Plans to Address Gender Pay Gap

The Sandymount Hotel acknowledges the findings of this year's Gender Pay Gap report and remains committed to promoting gender pay equality. The hotel already applies strong equal opportunity and merit-based recruitment practices, ensuring all candidates are assessed fairly based on skills and experience. Our policies guarantee equal access to training, development, and promotion opportunities for all employees, and equality and diversity principles are reinforced during HR induction and manager training. Building on these existing practices, the hotel will continue to monitor recruitment, departmental structures, and career progression pathways to ensure balanced gender representation. The insights from this report will guide future initiatives aimed at reducing the Gender Pay Gap and strengthening gender equality across the organisation.

Appendix 1: Gender Pay Gap Reporting Checklist

Organisation:	Department of Health
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SNAPSHOT DATE

Snapshot date:	29 th June 2025
Reporting period - from:	30 th June 2024
Reporting period - to:	29 th June 2025

HEADCOUNT on snapshot date

	Full-time employees	Part-time employees	Total employees	Of whom are temporary
Male	21	37	58	0
Female	24	38	62	0
Other	0	0	0	0
TOTAL	45	75	120	0

Gender Pay Gap Metrics

	Gender gap in Hourly Remuneration			
	Mean	%	Median	%
All Employees		5.86%		1.88%
Part Time Employees		0.57%		0.00%
Temporary Workers		NIL		NIL

	Gender gap in Bonus			
	Statutory reporting reference	Male	Statutory reporting reference	Female
Difference in Bonus Remuneration		0.00%		0.00%
% in receipt Bonus		3.33%		7.50%
% in receipt of Benefit in Kind		0.83%		0%

Pay Quartiles (Full-Time)	% Male		% Female	
Quartile 1		50%		50%
Quartile 2		100%		0%
Quartile 3		36%		64%
Quartile 4		50%		50%

Pay Quartiles (Part-Time)	% Male		% Female	
Quartile 1		50%		50%
Quartile 2		38%		62%
Quartile 3		69%		31%
Quartile 4		50%		50%

Gender Pay Gap Information Report

Does the information specified in the metrics above show differences relating to remuneration that are referable to gender? <i>[Y/N]</i>	Y
Is a statement included setting out, in the employer's opinion, the reasons for the differences relating to remuneration that are referable to gender in that relevant employer's case? <i>[Y/N]</i>	Y
Is a statement included setting out the measures (if any) being taken, or proposed to be taken to eliminate or reduce such differences? <i>[Y/N]</i>	Y