Gender Pay Gap Report

Reporting Date: 21st November 2026
Snapshot Date: 15th June 2026
Reporting Period: July 2025 – June 2026

1. Introduction

In line with the Gender Pay Gap Information Act 2021 and associated regulations, we are pleased to publish our Gender Pay Gap Report for the reference date of 15th June 2025.

This report outlines pay gap metrics for the 12-month period ending on this date and includes employees across all departments and contract types. The gender pay gap refers to the difference in the average hourly earnings of men and women across a workforce, expressed as a percentage of average male earnings. It compares the overall pay of all male and all female employees — not just those performing the same roles or with equivalent experience, qualifications, or working patterns.

2. Workforce Overview

Total number of employees (as of 15th June 2026): 116

Breakdown by Pay Quartiles:

Pay Quartile	Male	% Male	Female	% Female
Lower	11	37.93%	18	62.07%
Lower Middle	26	48.15%	28	51.85%
Upper Middle	14	56.00%	11	44.00%
Upper	2	25.00%	6	75.00%

This suggests that women are well represented in lower, middle and upper pay bands, although the upper middle quartile shows a male majority.

3. Bonus and Benefits in Kind

- **Bonus Payments:**
  No employees received a bonus during the reporting period.
- **Benefits in Kind:**
  No employees received benefits in kind during the reporting pay role period.

4. Gender Pay Gap Metrics

Metric	***Percentage***
Mean Gender Pay Gap - Full-time employees	*-6.15%. Average females are paid higher*
Median Gender Pay Gap - Full-time employees	*5.27%. Median males are paid higher*
Mean Gender Pay Gap – Part-time employee	*-7.14%. Average females are paid higher*
Median Gender Pay Gap – Part-time employee	*-3.00%. Median females are paid higher*

5. Explanatory Narrative

Mespil Hotel is committed to fostering a diverse, inclusive, and equitable workplace for all employees. While the gender pay gap is not the same as equal pay for equal work — which is a legal requirement — we understand the importance of identifying and addressing any imbalances that may exist.

The mean pay gap of -2.86% is well below the national average (10.83%) and below the Hospitality average (6.42%), which is a positive indicator.

Our current gender pay gap is primarily influenced by the structure and role distribution within our workforce. Roles within our Nights and Kitchen teams, which are traditionally male-dominated and require specialist skills, are more heavily represented in the upper middle pay category. These roles contribute to the overall pay gap profile.

We remain committed to monitoring and enhancing our recruitment, progression, training, and flexible working practices to ensure that all colleagues have fair and equal opportunities to develop and succeed within our organisation.

6. Actions to Address the Gender Pay Gap

While the figures reported reflect the current composition of our workforce, we are actively working to improve gender representation and pay equity through the following measures:

- Regular reviews of pay and progression practices
- Ongoing support for flexible working arrangements
- Unbiased access to training and career development

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