



THE  
JOHNSTOWN  
ESTATE   
HOTEL & SPA

# Gender Pay Gap Report

2022



# Foreword



This is our first gender pay gap report and we are focused on continuing to measure and publish our gender pay gap figures along with the new reporting legislation which we warmly welcome.

Our people are our passion and at the heart of everything we do. With our continuous growth we are committed in not only delivering excellent customer service but in also delivering opportunities for continuous development and a culture of inclusion.

## What is Gender Pay Gap?

The gender pay gap is the difference in the average hourly wage of men and women across a work force, expressed as a percentage of the average male earnings. It compares the pay of all men and women; not just those in the same jobs, with the same working patterns or the same competencies, qualifications or experiences.



# Our Company Statistics

Snap Shot Date 27/06/2022



313 Employees Total



134 Male



179 Female

## Our Results

### 1. Mean Gender Pay Gap for the Entire Company

9.2 %

#### How was this calculated?

This figure is the difference between the mean and median hourly remuneration of male and female employees, expressed as a percentage of the hourly remuneration of males.



## 2. Mean Gender Pay Gap for Part Time Employees

-2%

### How was this calculated?

This figure is the difference between the mean and median hourly remuneration of part-time male and part-time female employees

## 3. Mean Gender Pay Gap for Temporary Contracts

12.9%

### How was this calculated?

This figure is the difference between the mean and median hourly remuneration of male and female employees on Temporary Contracts

#### 4. Difference Between Mean Bonus Pay of Male and Female Employees

21%

#### 5. Percentage of Male and Females who receive Bonus Remuneration



1.3%



2.2%

#### 6. Percentage of Male and Percentage of Female Employees who received Benefit in Kind



0%



0%

#### 7. Percentage of Male and Female Employees in each pay quartile

	Female	Male
Lower	48.9%	30.8%
Lower Middle	4.8%	5.1%
Upper Middle	1.9%	4.8%
Upper	0.6%	1.3%

# Our Summary

Our Pay Gap of 9.2% compares favorably to the national gender pay gap in Ireland, which is 11.3% according to \*Eurostat figures (2019) and against the EU average of 13%.

# Our Action Plan

- Diversity and Inclusivity are extremely important to us. We will undertake Inclusive Leadership and Inclusive Recruitment Training amongst our leadership team.
- We will audit our policies to ensure they support inclusion and diversity.
- Create a culture calendar to celebrate a more diverse range of events so all of our team members feel included.
- Continuous training opportunities on Inclusion and Diversity.