



# GENDER PAY REPORT 2024

The Heritage Hotel

# Gender Pay Reporting Overview

Foreword from Natalie Smith, FBD Hotels & Resorts Head of People

As part of the FBD Hotels & Resorts group, The Heritage Hotel operates as an equal opportunity employer, we have a diversity and inclusion policy in place, and we are committed to equality for all. We will use this report to ensure we lower the pay gap between male and female employees across our business.

At The Heritage Hotel we place a great deal of importance on assembling the best team possible. We hire motivated people, train them to perform their jobs superbly and create a working environment where they can flourish.

Our HR strategy will work towards improving our gender pay gap each year.

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

The following data has been calculated based on the Regulations. The Regulations can be accessed at the following link:

<https://www.irishstatutebook.ie/eli/2022/si/264/made/en/pdf>

### **What is definition of gender pay gap?**

The gender pay gap refers to the difference between what is earned on average by women and men based on average gross hourly earnings of all paid employees – not just men and women doing the same job, or with the same experience or working pattern.

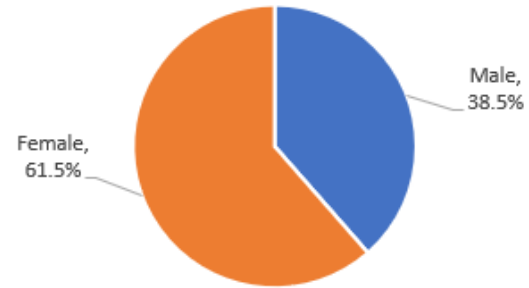
### **Which employee base does this include?**

All employees in The Heritage Hotel

### **How is it calculated?**

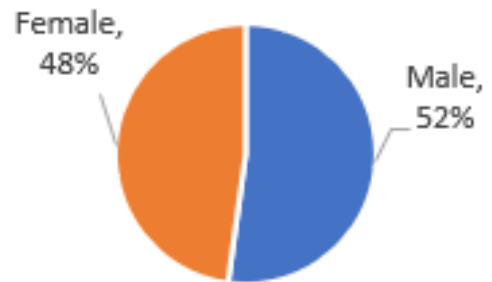
- A snap shot date of 30<sup>th</sup> June 2024 was used
- The report period was 1<sup>st</sup> July 2023 – 30<sup>th</sup> June 2024

### Employee Gender Split

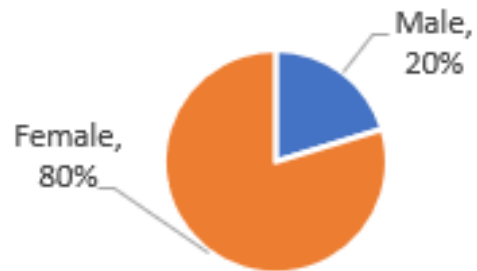


Mean Gender Pay Gap	14%
Median Gender Pay Gap	1%
Mean Gender Pay Gap – Temporary / Part Time	-4%
Median Gender Pay Gap – Temporary / Part Time	-6%
Proportion of female employees receiving bonus	11%
Proportion of male employees receiving bonus	7%
Mean Gender Bonus Gap	7%
Median Gender Bonus Gap	3%
Proportion of Female Employees receiving BIK	0%
Proportion of Male Employees receiving BIK	0%

Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

