

# GLENEAGLE

**Ireland 2025**

---

Gender Pay Gap Report



# Gleneagle Killarney is reporting on its gender pay gap in line with Gender Pay Gap Information Act 2021

We are proud of our very diverse workforce in all aspects and of the level of diversity in gender in our organisation. We are satisfied that our gender pay gap for full-time employees is significantly below the national average.

Our mean pay gap has narrowed since last year for part-time employees. We still have a higher percentage of females in part-time roles. Having looked into the higher figure from last year, we continue to monitor these figures on an ongoing basis to see what steps we can take to further reduce this gap.



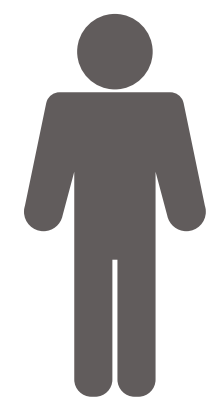
# We continue to champion internal promotions and provide all of our employees with equal and equitable access to opportunities for progression

We hire the best person for the job regardless of gender. We offer various flexible work options to our employees to enable them to achieve harmony between their working and home life.



# Our Gender Pay Gap Results

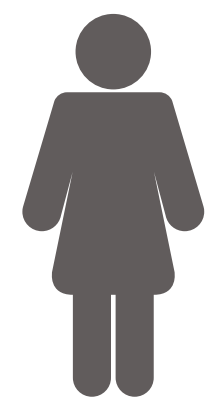
## Our Gender Breakdown in reporting period:



56%  
Total Employees

50%  
Senior Management

55%  
Departmental Management



44%  
Total Employees

50%  
Senior Management

45%  
Departmental Management

## Gender pay gap full time employees:

+1.02%  
Mean

0.99%  
Median

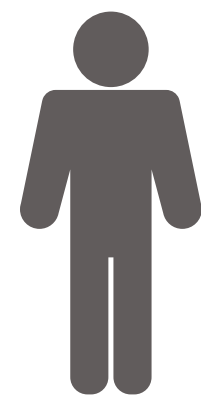
## Gender pay gap part time employees:

+1.01%  
Mean

1.02%  
Median

# Our Gender Pay Gap Results

## Pay Quartiles:

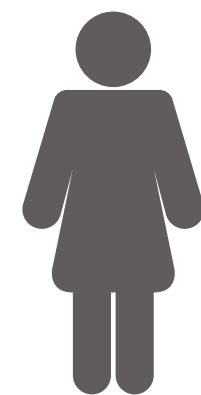


54%  
Upper Band

50%  
Upper Middle Band

50%  
Lower Middle Band

50%  
Lower Band



46%  
Upper Band

50%  
Upper Middle Band

50%  
Lower Middle Band

50%  
Lower Band

The results in the upper and upper-middle band are reflective of the number of males in senior management roles in the organisation.

## Gender Bonus Gap:

.97%  
Mean

0%  
Median

## Benefit in kind:

1.31%  
Mean

1.39%  
Median

Less than 1% of employees are subject to BIK