

Vienna Woods Hotel Gender Pay Gap 2025

Introduction:

In line with the gender pay gap legislation, we are happy to report on our gender pay gap for our employees who were in scope on the snapshot date of 24th June 2025.

Vienna Woods Hotel is a 4* family run hotel in Cork and on the snapshot date, employed 138 people. We are committed to being an equal opportunity employer and recognise the importance and value a diverse workforce brings.

Explanation of Gender Pay Gap:

It is important to distinguish between the **gender pay gap** and **equal pay**, as they refer to different issues:

- **Equal Pay** means that **men and women are paid the same for doing the same or equivalent work**. Employers must ensure that pay differences are not based on gender when roles involve comparable responsibilities and skills.
- The **Gender Pay Gap**, on the other hand, is the **difference in average hourly earnings between men and women across an organisation**, regardless of their roles or levels. It reflects broader workforce trends such as the distribution of men and women across different job levels, departments, or working patterns (e.g. part-time vs full-time).

Explanation of calculations:

Mean Gender Pay Gap: The mean gender pay gap is the difference between the mean hourly pay of male employees and that of female employees expressed as a percentage of the mean hourly pay of male employees. The mean hourly pay is the average hourly pay across the entire workforce.

Median Gender Pay Gap: The median gender pay gap is the difference between the median hourly pay of male employees and that of female employees expressed as a percentage of the median hourly pay of male employees. 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.

Pay Quartiles: Pay quartiles are calculated by dividing employees in the organisation into four even groups ordered from highest to lowest hourly pay. The proportion of males and females in each quartile expressed as a percentage gives an indication of the gender representation at different levels of the organisation

Our Data:

For all our employees in scope on the snapshot date, our mean and median pay gap is:

	Pay Gap (all staff)	Pay Gap (part time staff)	Pay Gap (temporary staff)
Mean	9.79%	-7.33%	-1.65%
Median	0.68%	-0.91%	0.00%

The average gender pay gap for Ireland is 9.6% (according to the latest available figure from the CSO in 2022) and so whilst our mean pay gap is in line with this, we are pleased that our median gap is significantly lower. 40% of our staff are part time and here we have a minus pay gap. This is because we have a range of part-time roles across the hotel – including in our Accounts, Accommodation and HR departments and whilst our flexible working opportunities are available to everyone, as reflective of our current society, the majority of our part-time staff are women. 31% of our staff are temporary and here we have an insignificant gap.

In terms of our gender bonus pay gap, it is as follows:

	Bonus Gap
Bonus Mean	0.54%
Bonus Median	48.43%

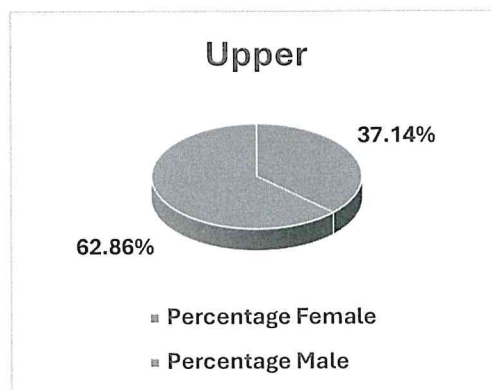
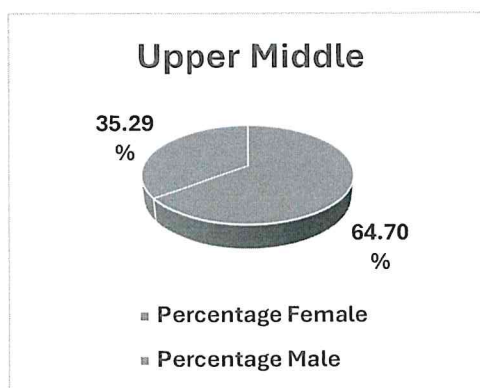
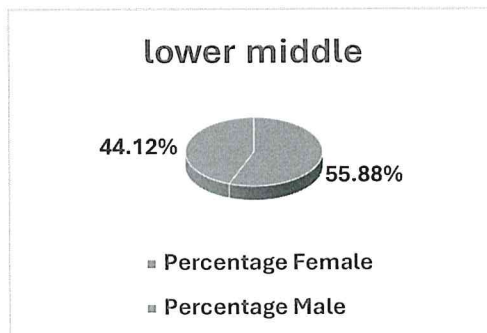
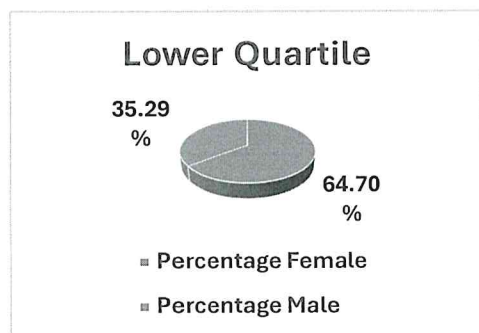
	Male	Female
Percentage receiving a bonus	3.13%	17.30%

Our bonus data includes performance related senior management bonuses and payments for extra duties in relation to Housekeeping. We have conducted a full review of our bonus schemes to ensure that eligibility criteria and performance measures are objective and applied consistently.

We conduct regular pay reviews and are confident that men and women are paid fairly and equally where they are doing equivalent jobs.

We do not have any employees receiving BIK and so there is no data available for this.

Pay Quartiles



The data shows that we have a larger proportion of woman working in the lower quartile and upper middle quartile compared to the upper quartile. Is this reflective of a higher proportion of men being employed in the kitchen in the upper quartile but when looking at the detail of the data, we have a significant number of women in supervisory and management positions and so we are satisfied that there are career development opportunities and progression available regardless of gender.

Strategies for the future:

We are committed to continuing to promote equal opportunities and sustaining the diversity we already have in our workforce. We will continue to conduct pay and bonus reviews to ensure fairness. In addition, we will continue to work with our staff to ensure that leadership/supervisory training and opportunities are accessible to all.

Declaration:

I confirm that the information and data contained in this report are accurate and prepared in line with the Gender Pay Gap Information Act 2021.

Signed:

Alison Dwyer Manager Director