Gender Pay Report 2025

Gender Pay Reporting Overview

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

- As part of the FBD Hotels & Resorts group, The Grand 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. Through a culture of Commitment, Consistency, Loyalty, People, Innovation, Teamwork and Ambition we encourage continuous growth for each and every member of our team.

- 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 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?
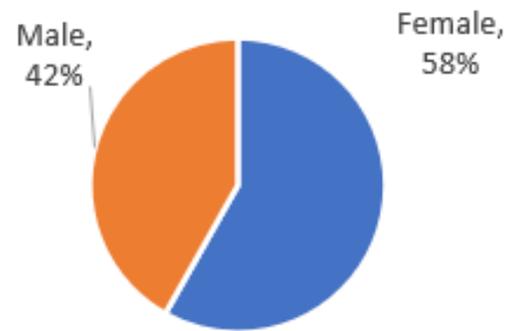
All employees in The Grand Hotel

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- **How is it calculated?**

  - A snap shot date of 30th June 2025 was used
  - The report period was 1st July 2024 – 30th June 2025
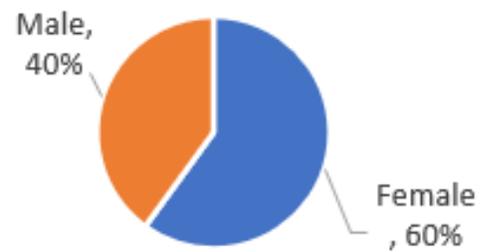   -

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Employee Gender Split

Male, 43.2%

Female, 56.8%
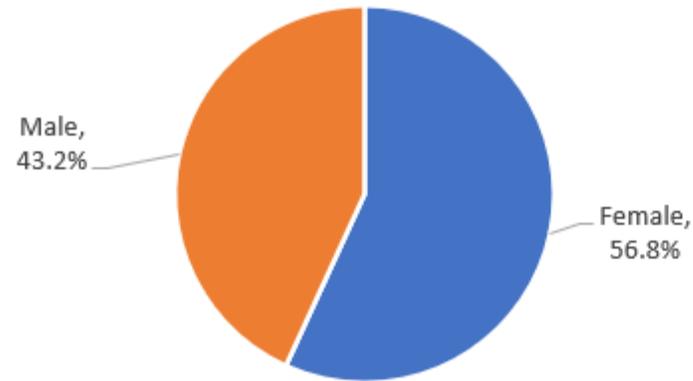
Mean Gender Pay Gap	6%
Median Gender Pay Gap	1%
Mean Gender Pay Gap – Temporary / Part Time	-8%
Median Gender Pay Gap – Temporary / Part Time	0%
Proportion of female employees receiving bonus	3.2%
Proportion of male employees receiving bonus	3.2%
Mean Gender Bonus Gap	34%
Proportion of Female Employees receiving BIK	3%
Proportion of Male Employees receiving BIK	1%

Lower Quartile
Male, 42%
Female, 58%

Lower Middle Quartile
Male, 40%
Female, 60%

Upper Middle Quartile
Male, 45%
Female, 55%

Upper Quartile
Male, 45%
Female, 55%