



Great National
South Court Hotel

Gender Pay Gap Report 2025

The Great National South Court Hotel is an equal opportunities employer with a strong commitment to fostering a positive, inclusive, and diverse workplace for everyone as an employer of choice. The Gender Pay Gap Report compares the average hourly pay of all women and all men across our organisation. We report the mean and median differences in line with Irish gender pay gap reporting requirements.

We are proud to present our 2025 Gender Pay Gap (GPG) Report, outlining our ongoing efforts and commitment to gender equality within our company. As a hotel company operating in the Republic of Ireland, we recognise the importance of ensuring fair compensation for all employees. This report provides transparency based on the required mean and median statistics of our employee compensation.

Our Senior Leadership Team is dedicated to narrowing any gap that exists by continuously seeking ways to improve. We focus on hiring the best person for each role, supporting development, and ensuring fair recognition and reward for everyone's contributions.



Nichola Deere

Chief People Officer, Great National Hotels & Resorts Group

References: For the purposes of this report, Great National South Court Hotel used the 1st June 2024 to 31st May 2025 as the snapshot period to measure data against.

Gender Pay vs Equal Pay

Gender Pay measures the difference in average earnings between men and women across the organization regardless of role or seniority. It does not necessarily indicate unlawful pay practices; it often reflects differences in representation across roles and levels. It is a statistical measure of overall pay differences. Equal Pay is a legal requirement that men and women must receive the same pay for the same job, similar work or work of equal value under equality legislation. Unequal pay for equal work is unlawful and constitutes discrimination.

The Gender Pay Gap Percentage

The gender pay gap percentage is the difference between the average earnings of men and women expressed as a percentage of men's pay. It is calculated by taking the calculated hourly rate of all female and male employees in our organisation, finding the mean and median, and then determining the gap between these numbers across genders.

Median Gender Pay Gap

A median gender pay gap is the difference between the median hourly rate of pay for males and females. It is calculated by pinpointing the exact middle point between the lowest paid and the highest paid man and the lowest paid and the highest paid woman and showing the difference between the two figures.

Mean Gender Pay Gap

A mean gender pay gap is the difference between the mean hourly rate of pay for males and females. It is calculated by totalling the hourly pay of all female employees and dividing that amount by the number of female employees. The calculation is repeated for male employees and the difference between the two figures is shown.

Quartile Pay Bands

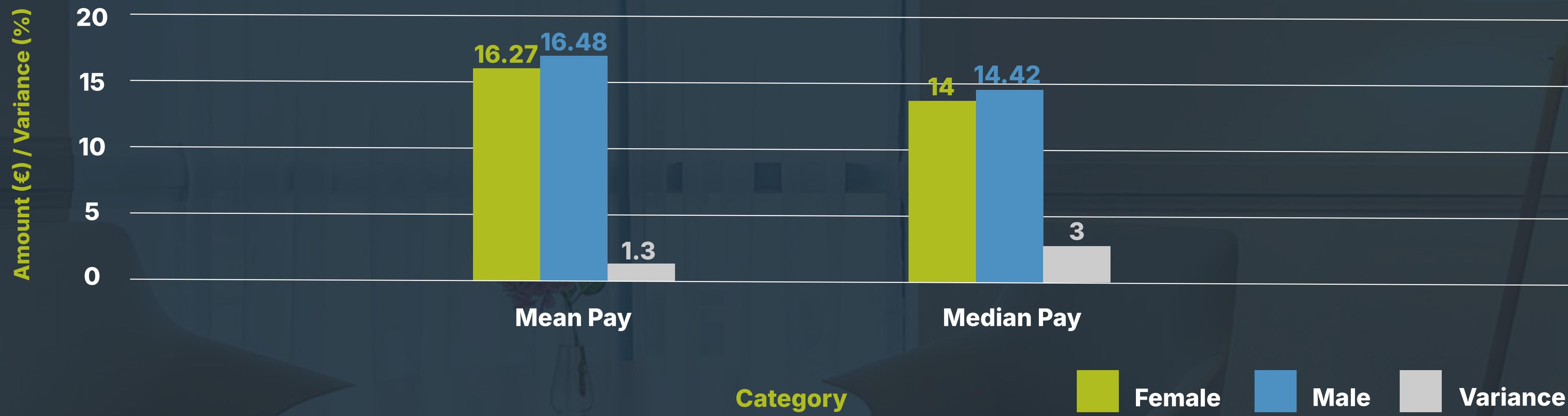
Quartile pay bands are calculated by splitting all employees into four even groups according to their level of pay.

As of the reporting period, Great National South Court Hotel employed a total of 109 staff members, comprising 50 females and 59 males. This gender distribution reflects a relatively balanced workforce, with women representing approximately 46% and men 54% of the total headcount indicating that our workforce profile is broadly even, which is a strong foundation for sustained equity.

The low mean gap (1.3%) suggests that higher-paid roles are not heavily skewed towards one gender, indicating broadly comparable averages and near parity in average earnings. The minimal difference suggests there are no large concentrations of higher paid roles exclusively held by one gender that would otherwise widen the average.

The median gap (3.0%) is slightly higher, pointing to subtle distribution effects around the middle of the pay range.

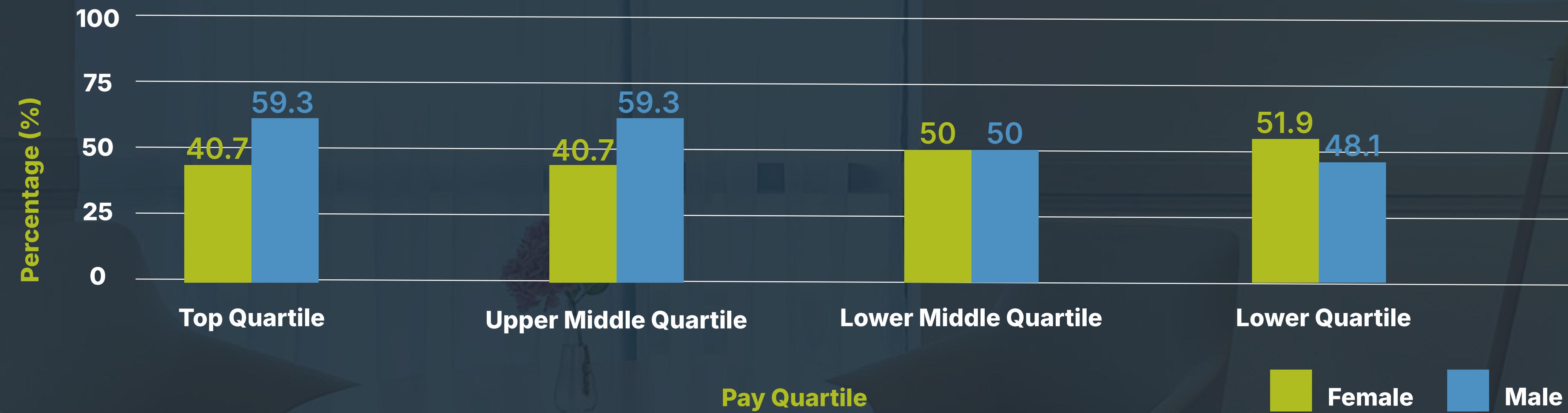
Overall, the figures reflect progress toward gender pay equality, though a small gap remains.



While there is a slight under-representation of women in the two upper quartiles and a slight over-representation in the lower half, there is no sign of a large skew at the very top, which helps keep the mean gap low. Despite these structural differences, the mean gap is very small (1.3%), suggesting that while men slightly dominate higher bands, women's representation in lower bands is not extreme enough to create a large overall gap.

The near – even gender split provides a strong foundation for an overall balanced workforce with a perfect gender parity in mid level roles.

We are focusing on progression pathways, starting-pay calibration, transparent recruitment, and targeted development to increase women's representation in higher-paid roles to close the gap further.



Overall Impact of Workforce Composition

The data reflects a workforce with minimal structural imbalance and equitable pay practices. Great National South Court Hotel will continue to monitor to ensure that small differences at the median level do not widen over time.



Great National South Court Hotel

Great National Hotels & Resorts Group is actively working to reduce gender-based pay gaps through a range of inclusive policies and programmes. We offer comprehensive training opportunities at all levels—from foundational skills development to graduate and management programmes—ensuring equal access to career progression. These initiatives are promoted both internally and externally and are open to employees from all backgrounds.

Flexible working arrangements are available beyond statutory requirements and we conduct regular salary reviews to ensure pay equity across similar roles, regardless of gender, benchmarking our compensation against external market standards to remain competitive and eliminate gender-based disparities.

Reviews are based on clear criteria through standardized pay frameworks based on objective measures (skills, experience, job responsibilities) to ensure clarity and fairness is applied.

In accordance with our commitment to equal opportunities, all positions are open to both male and female applicants. Subject to the availability of suitably qualified candidates, we remain dedicated to increasing the representation of women in senior leadership roles.