KEADEEN HOTEL

Gender Pay Gap Report 2026

Snapshot: 14 June 2026 | Reference period: 15 June 2025 – 14 June 2026

At The Keadeen Hotel, our people are at the heart of the hospitality we deliver. Guided by our values of Care, Consistency and Community, we are committed to equal pay for equal work and work of equal value, fair reward and meaningful opportunities for every colleague to progress.

Snapshot employees	Mean hourly gap	Median hourly gap
122	**−3.55%**	**−1.12%**

62 men | 60 women | 122 employees in hourly analysis

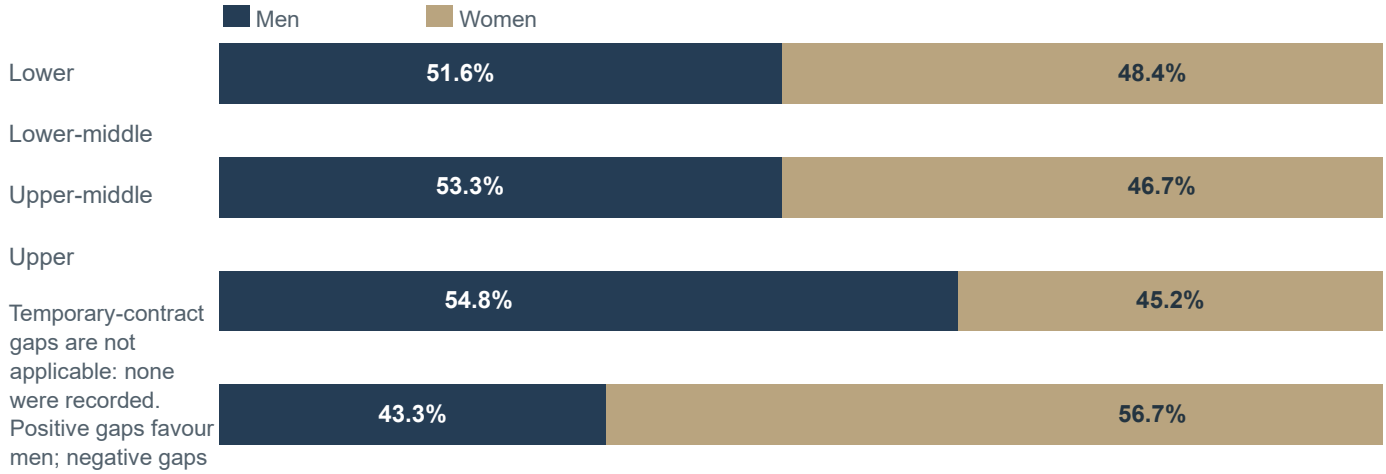
Statutory remuneration measures

Pay gap measure	Mean	Median
Hourly remuneration	−3.55%	−1.12%
Part-time hourly remuneration	−15.95%	−0.33%
Temporary-contract hourly remuneration	N/A	N/A
Bonus remuneration	91.71%	90.91%

Bonus and benefits participation

Employees receiving	Men	Women
Bonus remuneration	6.45%	5.00%
Benefits in kind	0.00%	0.00%

Representation within hourly pay quartiles



Temporary-contract gaps are not applicable: none were recorded. Positive gaps favour men; negative gaps favour women. N/A = not applicable; N/C = not calculable.

Understanding our results

A gender pay gap compares remuneration across a workforce. It does not, on its own, establish whether colleagues receive equal pay for equal work or work of equal value.

Hourly remuneration

The overall mean and median gaps favour women. Women account for 56.7% of the upper pay quartile, while the other three quartiles are more evenly balanced. This distribution may contribute to the overall result; a review by comparable role will help establish the underlying factors.

Part-time remuneration

The mean part-time gap favours women by 15.95%, while the median is close to parity. We will review the distribution of part-time remuneration and working arrangements to establish the reasons for the difference.

Bonus and benefits

The mean and median bonus gaps favour men and are our principal reward priority. Relatively few colleagues received bonuses, meaning individual awards can substantially influence the results. We will examine eligibility, award values and approval criteria. No benefits in kind were recorded.

Our commitments for 2027

Fair and transparent reward | **Q1 2027**

Review bonus eligibility, payment values and approval criteria, alongside remuneration across comparable roles.

Development and progression | **Q2 2027**

Strengthen career conversations, leadership development, structured recruitment and internal progression. Ensure full-time and part-time colleagues have equitable access to opportunities.

Leadership accountability | **Quarterly in 2027**

Review progress on pay, bonus outcomes, gender representation and development opportunities. The General Manager and Group People & Culture will track agreed actions and report progress.

Our aim is to make fairness, transparency and opportunity part of the everyday experience of working with us.