



THE *K* CLUB
1832

GENDER PAY REPORT 2024



INTRODUCTION

We want to continue to make The K Club a great place to work for everyone, and a place where all members of our team have the opportunity to develop and grow both now and in the future.

We want to ensure all our team feel supported in their development at all stages of their journey with us.

If we are to achieve success in this regard, it is essential that we continue to nurture an inclusive culture, that attracts and retains a diverse workforce.

Teams with diversity of backgrounds and where everyone's contribution is valued; are more innovative, more effective and more reflective of the guests we serve. An inclusive environment also fosters an engaged workforce, in which all our colleagues can thrive at work and create a positive impact on their wellbeing.

Gender equality in the workplace creates significant value for both the business and for society and The K Club is committed to achieving this.

Our gender pay gap here at The K Club in 2024 is 10.01% which compares to the 2023 figure of 9.25%.

The mean national average in 2022 was 9.6% according to the latest Eurostat figures* a European average of 13.5% (according to Eurostat forecasts). According to the data available on the Irish Gender Pay Gap Portal for 2023, the average Mean Hourly Gap for 2023 was 10.76%**.

It is important to note that the basic hourly rate of pay for our hourly paid colleagues is the same for the same role, regardless which helps reduce the gender pay gap.

*[Statistics | Eurostat \(europa.eu\)](https://ec.europa.eu/eurostat)

** [2023 Irish Gender Pay Gap Reports](#)

WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce, expressed as a percentage of the average male earnings. It compares the pay of all working men and all working women; not just those in same jobs, with the same working patterns or the same competencies.

This is different to equal pay which compares the pay of men and women who perform the same role or roles of equal value.

The Gender Pay Gap Report is based on information collected between 9th June 2023 to 9th June 2024.

PAY QUARTILE FIGURES

The figures below show the gender balance within each of our pay quartiles for 2024.

Gender	Quartile 1	Quartile 2	Quartile 3	Quartile 4	Grand Total
Female	50.00%	42.17%	40.48%	34.52%	41.74%
Male	50.00%	57.83%	59.52%	65.48%	58.26%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%

Within each of the quartiles, there is an equal number of team members ranging from quartile 1 which includes the lowest paid team members to quartile 4 which includes the highest paid team members.

Through our analysis of the pay quartiles, we know that there are more men than women through all quartiles however the percentage is significantly higher in Quartile 4.

Quartile 1 and 2 are the majority of hourly paid roles where rates of pay are structured by role.

We have a legacy of more males in the most senior roles which is often typical in a resort setting and it takes time to adjust to a more balanced split. This will then assist in addressing the gender pay gap.

STATUTORY REPORTING

GENDER PAY GAP REPORTING	Percentage
Mean Gender Pay Gap	10.01%
Median Gender Pay Gap	7.39%
Mean Gender Pay Gap - Part Time Employees	1.49%
Median Gender Pay Gap - Part Time Employees	0.79%
Mean Gender Pay Gap - Temporary Employees	-0.39%
Median Gender Pay Gap - Temporary Employees	-1.09%
Mean Bonus Gender Pay Gap	89.21%
Median Bonus Gender Pay Gap	70.85%
Percentage of Female Employees receiving a bonus	5.76%
Percentage of Male Employees receiving a bonus	3.61%
Percentage of Male Employees receiving Benefit in Kind	0.52%
Percentage of Female Employees receiving Benefit in Kind	0.00%

ACTION PLAN 2024 – 2025

Our mean gender pay gap in 2024 is 10.01%. To better understand the 10.01% gender pay gap, it is important to examine the gender distribution and pay differences within each quartile.

This gap has increased from 9.25% in 2023, with the most notable difference seen in Quartile 3. This notable difference in Quartile 3 is a reflection of roles that are more often filled by males in hospitality, specifically in golf resorts. By continuing our efforts to improve gender diversity at management level into 2025, we can work towards closing this gap.

Closing the overall gender pay gap is a top priority, and over the next year, we will focus our efforts on the following areas that we believe will contribute significantly to this goal:

- A further review of job adverts and job descriptions will take place for 2025 to ensure they are inclusive and gender neutral
- Basing pay on the position itself rather than previous pay of the employee as the latter perpetuates the gender pay gap
- Improve on our career development and mentoring programmes, specifically focusing on supporting women in advancing their careers at The K Club and in hospitality, which is typically a male-dominated industry
- A scheduled review of our policies to ensure they are gendered balanced
- Regular diversity and inclusion training for all in leadership positions to raise awareness and to reduce the risk of unconscious biases
- Continue to celebrate key events such as International Women's Day, Diwali, Pride Month etc to ensure an inclusive work environment and acknowledge and recognise all team members.
- We will set timelines to continually review & track our progress on the above actions over the coming year
- We will continue to work together to learn more, challenge what we do and drive positive change, and make The K Club a truly inclusive workplace where everyone's welcome and is given the opportunity to develop to their full potential.