The Rose Hotel Gender Pay Gap Report 2026

Overview and Quartiles

For the purposes of this report, The Rose Hotel used June 11th 2026 as the snapshot date to measure data against. At this point in time, the Company had 162 active employees. The split at this date was as follows;

Male %	Rose Hotel	Female
42%	Total Employees	58%
50%	Senior Management	50%
25%	Departmental Management	75%

Split into pay quartiles, the splits are as shown in the table below;

Male	Pay Quartiles	Female
46%	Upper Band	54%
20%	Upper Middle Band	80%
50%	Lower Middle Band	50%
51%	Lower Band	49%

Each quartile is the measured as follows, 41 in Lower Band, 40 in Lower Middle Band, 40 in Upper Middle Band and 41 in Upper Band.

For the most part, the quartiles measure similarly against the total gender split. We can see that male and female representation in quartile 1 are in line with those holding supervisory or management positions.

The business has a fairly flat pay structure due to the nature of the industry, and as such many employees earn broadly similar wages. The top quartile therefore holds data mainly for employees at supervisory level and above, whilst the other 3 quartiles contain only minor differences in pay levels.

Pay Gaps

The mean and median pay differences are as follows;

Total	
Mean	7.56%
Median	0.00%

FT employees:	
Mean	14.66%
Median	0.00%

PT employees:	
Mean	-4.58%
Median	0.00%

Our mean pay gap is 7.56%. This is impacted by a majority of males within the senior leadership team and a majority of females within our operational roles. This has reduced from 11.06% last year.

We are now below the average pay gap % for Ireland in 2025 which is at 10.85% according to paygap.ie.

% Receiving Bonus	
Male	1.47%
Female	4.26%
Mean	74.66%
Median	95.37%

Less than 4% of employees are subject to Bonus

% Receiving BIK:	
Male	2.94%
Female	0.00%
Mean	100.00%
Median	100.00%

Less than 2% of employees are subject to BIK

Summary

We are proud of our diverse workforce and pleased with the gender balance in our team. We continually review our salaries for employees in similar roles to ensure that there is fairness in how we pay our employees. Salaries are also measured against external benchmarks to ensure we are competitive.

We are committed to ensuring that opportunities for promotion and growth are available to all employees across the business, regardless of gender. We will continue with best practice recruitment procedures whereby gender is not a factor.