



KYLEMORE ABBHEY®

A story so timeless,
it's still being written.



Gender Pay Gap 2025 Report



Nov 2025

Kylemore Abbey & Gardens Limited Gender Pay Gap Report 2025

Introduction

Kylemore Abbey & Gardens Limited (“Kylemore Abbey”) is committed to providing a fair, inclusive and respectful workplace.

We are pleased to publish our Gender Pay Gap Report for 2025 in line with the Gender Pay Gap Information Act 2021 and associated Regulations.

This report is based on data for all employees employed on 27 June 2025.

In line with the Regulations, hourly remuneration is calculated as:

Hourly pay = Total pay in the reference period ÷ Total hours worked in that period

Kylemore Abbey is operated as a social enterprise. As such:

- No bonuses were paid to any employees in the relevant period
- One male employee received a benefit-in-kind.

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What is the gender pay gap?

The gender pay gap is the difference in the average hourly pay of men and women across the entire organisation.

The gender pay gap looks at the overall distribution of men and women across roles, pay levels and working patterns, and compares their average hourly earnings.

A positive percentage means that, on average, men earn more per hour than women.

A negative percentage means that, on average, women earn more per hour than men.

On the snapshot date, Kylemore Abbey employed 140 people in Ireland.

By gender

96 women	68.6% of the workforce
44 men	31.4% of the workforce

By employment type and gender

Full-time:	91 employees	60 women	31 men
Part-time:	22 employees	15 women	7 men
Temporary:	27 employees	21 women	6 men

Kylemore Abbey therefore remains a predominantly female workforce across all contract types

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Hourly gender pay gap

All figures use calculated hourly pay (Total Pay ÷ Total Hours Worked)

- The overall mean gender pay gap is 4.7% in favour of men.
- The overall median gender pay gap is 1.2% in favour of men, indicating that the “typical” male employee earns only slightly more per hour than the “typical” female employee.

The overall higher mean gap is influenced by two senior full-time male roles with comparatively high hourly rates, one of which also receives a company car benefit.

Metric	Women (€/hour)	Men (€/hour)	Gender pay gap*
Mean hourly pay	€16.92	€17.72	4.7%
Median hourly pay	€13.60	€13.76	1.2%

*Gap = (male – female) ÷ male × 100

Part-time employees	Women (€/hour)	Men (€/hour)	Gender pay gap
Mean hourly pay	€13.67	€14.06	2.8%
Median hourly pay	€13.57	€13.60	0.3%

Temporary employees	Women (€/hour)	Men (€/hour)	Gender pay gap
Mean hourly pay	€13.26	€13.39	0.9%
Median hourly pay	€13.60	€13.60	0.0%

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Bonus pay and benefits-in-kind (BIK)

Bonus pay

During the reporting period no employees received bonus payments, consistent with Kylemore Abbey operating as a social enterprise.

Metric - Bonus pay	Result
Mean gender bonus gap	0.0%
Median gender bonus gap	0.0%
% of women receiving bonus pay	0.0%
% of men receiving bonus pay	0.0%

Benefit-in-kind (BIK)

One male employee has a benefit-in-kind during the period. No other employees received BIK.

Number of women: 96

Number of men: 44

Metric - Benefit-in-kind (BIK)	Result
% of women receiving benefits-in-kind	0.0%
% of men receiving benefits-in-kind	2.3%

Pay quartiles

Employees are ranked by calculated hourly pay and divided into four equal-sized groups (quartiles). The table below shows how men and women are distributed across these quartiles.

Pay quartile	% women	% men
Lower quartile	68.6%	31.4%
Lower middle	74.3%	25.7%
Upper middle	60.0%	40.0%
Upper quartile	71.4%	28.6%

Women are in the majority in all four quartiles, including the upper quartile, consistent with the overall female-majority workforce.

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Understanding our gender pay gap

1. A female-majority workforce across all levels
 - i. Women make up 68.6% of the total workforce and are the majority in full-time, part-time and temporary roles.
 - ii. Women are also the majority in each pay quartile, including higher-paid roles.
2. A modest median gap but a higher mean gap
 - i. The median gender pay gap is 1.2%, suggesting relatively similar hourly earnings at the mid-point.
 - ii. The mean gap of 4.7% in favour of men is mainly influenced by a small number of higher-earning full-time male roles.
3. Part-time and temporary patterns
 - i. Among part-time employees, differences are small at median level (0.3%), with a modest mean gap (2.8%) in favour of men.
 - ii. Among temporary employees, median levels are on par, with a minimal mean gap (0.9%) in favour of men.
4. No bonus gap
 - i. With no bonuses paid to any employees, the bonus-related elements of the gender pay gap are all 0%.

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Actions and commitments

Kylemore Abbey is committed to further strengthening fairness and transparency in pay. We will:

- **Continue annual gender pay analysis**
 - ❑ Recalculate and review gender pay data each year, including by contract type and department, to identify trends or issues at an early stage.
- **Review senior pay and access to senior roles**
 - ❑ Monitor the gender profile of senior and higher-paid roles to understand how these influence the mean gender pay gap.
 - ❑ Aim, where practicable, for gender-balanced shortlists for senior and management appointments.
- **Assess low-rate temporary roles**
 - ❑ Review the nature of low-paid temporary positions, their duration, scheduling and progression pathways, and whether there are opportunities to broaden access or provide clearer development routes.
- **Maintain transparent, role-based pay structures**
 - ❑ Ensure that pay ranges and starting salaries are linked to the role, with clear, objective criteria for progression and no gender bias.
- **Support inclusive recruitment and development**
 - ❑ Continue to promote inclusive recruitment practices and provide opportunities for training and development across the workforce.
- **Communicate and engage with staff**
 - ❑ Share this report internally, invite feedback from employees, and use their input to inform future actions on equality, diversity and inclusion.

We will review progress on these actions as part of our annual gender pay gap reporting process and update our approach as needed.



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Get in touch

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