



BALLYLIFFIN LODGE



Gender Pay Gap Report 2024

Glashedy Investments Ltd & Nightlight Accommodations Ltd
T/A: Ballyliffin Lodge & Spa Hotel

1. Introduction

The Ballyliffin Lodge Hotel & Spa is a family run business located in Inishowen, Co Donegal. We are a luxury 4 hotel consisting of 40 rooms with breathtaking views and scenery. We cater for weddings, golf breaks, family breaks, conferences and so much more.*

This is the first year that we will be publishing a Gender Pay Gap Report, however we welcome and recognise the importance of pay transparency and fairness in pay. During the period of 2024, we employed 138 employees which consisted of 33 males and 105 females.

We are an equal-opportunity employer and are committed to creating a workplace that values equality and diversity at every level. This report outlines our gender pay gap figures as of 30th June 2024 and provides insights into the actions we are taking to promote fairness in pay and opportunity across our organisation.

Signed:
Ron Kerrigan
General Manager
17th December 2025

2. What is the Gender Pay Gap?

Gender Pay vs. Equal Pay

Gender Pay Gap refers to the difference in average earnings between men and women across an organisation. Equal Pay means men and women are paid the same for doing work of equal value. The gender pay gap does not imply unequal pay for equal work.

The Meaning of the Gender Pay Gap

The gender pay gap compares the average hourly pay of men and women across the organisation. It highlights the overall distribution of men and women at different pay levels rather than differences in pay for the same roles.

Mean and Median Explained

Mean: The average hourly rate when all pay rates are added together and divided by the number of employees.

Median: The midpoint hourly rate when all employees are lined up from lowest to highest paid.

Quartile Bands

Employees are ranked from lowest to highest paid and divided into four equal groups (quartiles). This helps show the proportion of men and women in each pay band.

3. Our Figures

[Snapshot Date: 30th June 2024]

Ordinary Pay – Hourly Rates

Measure	Male	Female	Difference (%)
Mean hourly rate (all employees)	€14.13	€11.94	16.8%
Median hourly rate (all employees)	€13.16	€12.16	7.89%
Mean Hourly Pay (temporary contracts)	€0.00	€0.00	0%
Median Hourly Pay (temporary contracts)	€0.00	€0.00	0%
Mean Hourly Pay (part-time employees)	€12.68	€11.55	9.33%

Median Hourly Pay (part-time employees)	€12.80	€12.04	6.12%
---	--------	--------	-------

Pay Quartiles

Quartile	% Male	% Female
Lower Quartile	14.29%	85.71%
Lower Middle Quartile	8.82%	91.18%
Upper Middle Quartile	25.71%	74.29%
Upper Quartile	47.06%	52.94%

Bonuses and Benefits in Kind (BIK)

Measure	% Male Employees	% Female Employees
Proportion Receiving a Bonus	0%	0%
Proportion Receiving Benefits in Kind	75.76%	80%

4. Explanation of Our Pay Gap

Our gender pay gap largely reflects the distribution of men and women across roles with different pay levels, with a higher proportion of men occupying higher paid positions.

5. Implementation Plan

Over the next year, we will strengthen our recruitment and promotion processes, support leadership development opportunities for both men and women, and review our pay structures to ensure continued fairness and equity.

Action	Objective / Intended Outcome	Responsible Person / Department	Timeline	Progress / Status
1. Conduct annual gender pay audit	Monitor changes in the gender pay gap and identify any new areas of concern.	Finance	Annually (each reporting year)	17/12/2026
3. Increase representation of women in leadership roles	While female representation is strong in the upper-middle and upper quartiles, we will continue to review our development and progression pathways to support balanced representation across all pay quartiles.	Senior Leadership	Q2 – Q4 2026	17/12/2026
6. Ensure pay and promotion transparency	Communicate clearly about pay structures, criteria for progression, and performance evaluation.	Line Managers	Q2 - Q4 2026	17/12/2026

Contact Information

For further information about this report, please contact:

The Payroll Operator
Info@ballyliffinlodge.com
 0749378200

Date: 17th December 2025