



NEWTOWN PARK
HOTEL WEXFORD



GENDER PAY GAP REPORT 2025



Foreword

At Newtown Park Hotel, we are committed to creating a workplace where fairness, opportunity, and inclusion are central to everything we do.

Following Neville Park Hotels' acquisition and rebranding of the former Maldron Hotel, we are proud to publish our first Gender Pay Gap report.

Our findings show areas of strength, including equitable female representation in management and minimal median pay gaps. However, we also see opportunities to reduce the mean pay gap, ensure bonus distribution is fair, and provide clear career progression pathways for all employees.

Guided by our values of Care, Doing the Right Thing, Always Getting Better, and Energy & Drive, this plan sets out actionable steps to build a transparent, inclusive, and equitable workplace for every team member.

Dara Cruise
Group General Manager

2024 DATA AT A GLANCE

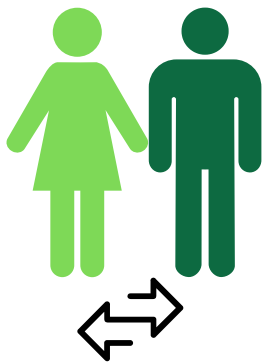
Gender Pay Gap Terms Explained “Mean” refers to the average.

“Median” is the value in the middle of the data. “Benefit in Kind” refers to any non cash benefit of monetary value. “Bonus” is a sum of money added to a person’s wages as a reward for good performance.

The difference between an organisation’s mean and median pay gap can provide valuable insight.

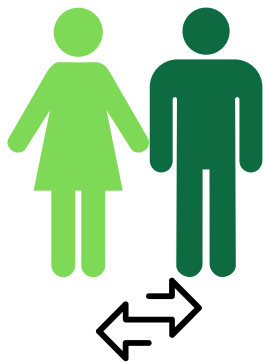
The presence of very low earners can make the mean smaller than the median. A group of very high earners can make the mean larger than the median

The organisational headcount equates to a total of 84 employees (57% female & 43% male) and covers the mandatory reporting period of June 2024 to June 2025. For the purpose of this report we note the gap between female to male.



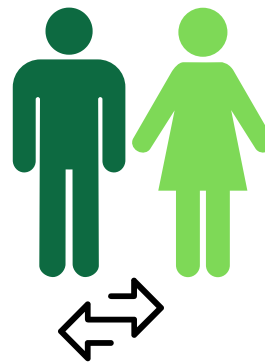
9.2%

Mean Gender Pay Gap



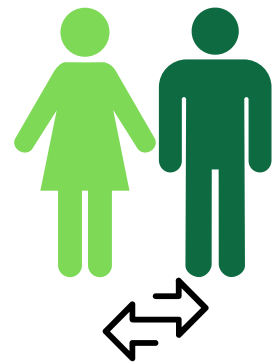
1%

Median Gender Pay Gap



20%

Mean Bonus Gap

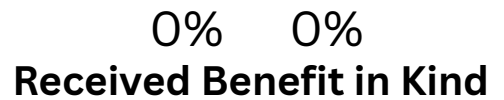
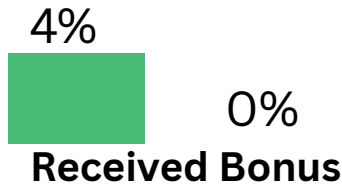


0%

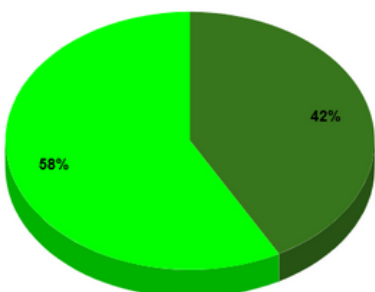
Median Bonus Gap

Bonus Payments

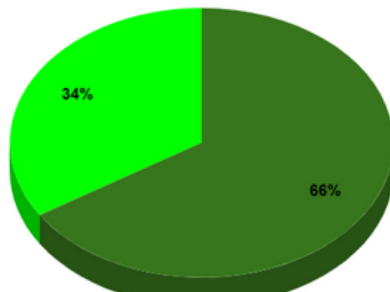
Female
Male



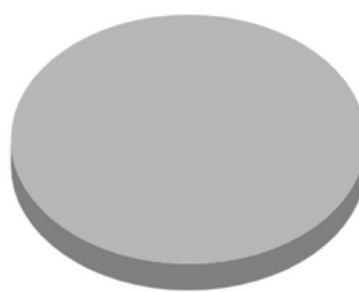
Lower Quartile



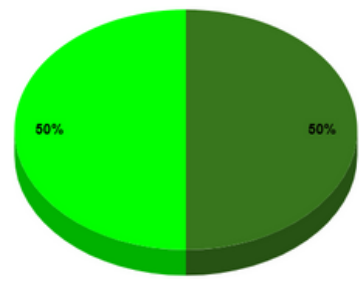
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile





About Newtown Park Hotel & Report Scope

Newtown Park Hotel is a contemporary lifestyle hotel in Wexford, combining modern accommodation with vibrant dining and exceptional guest experiences. Our team of 84 employees is at the heart of delivering memorable experiences, and their growth, development, and inclusion are critical to our success.

This report covers the period June 2024–June 2025, marking our first Gender Pay Gap disclosure. Its purpose is to identify gaps and outline clear actions that promote fairness, transparency, and opportunity across all roles.

Observations

- Mean pay gap of 9.2% indicates an opportunity to bring male and female pay closer together; median pay gap is minimal (1% in favour of women).
- Bonus distribution is limited and slightly favours female employees; fairer access to performance-related rewards is needed.
- Management is well-balanced, providing a strong foundation for leadership equity.
- The upper middle quartile is unpopulated, highlighting a structural gap that can be addressed through career progression and development initiatives.



Key Priorities for 2025

- 1. Reduce Mean Gender Pay Gap**
- 2. Achieve Equitable Management Representation**
- 3. Ensure Fair Bonus Distribution**
- 4. Build Career Pathways and Progression Opportunities**
- 5. Promote an Inclusive Workplace Culture**

1. Reduce Mean Gender Pay Gap

Aim: Bring the mean gender pay gap below 5% by 2026, ensuring fair and consistent pay practices across all roles.

Actions:

- Review all pay bands and role grades to ensure fairness and transparency.
- Conduct quarterly pay audits to monitor gaps and identify areas for adjustment.
- Ensure all new hires and promotions are assessed against a consistent pay framework.
- Communicate openly with the team regarding pay structures and progression opportunities.

2. Achieve Equitable Management Representation

Aim: Maintain and strengthen balanced representation of women and men in management roles.

Actions:

- Monitor gender composition in management quarterly and address imbalances proactively.
- Introduce mentoring and coaching programmes to support emerging female and male leaders.
- Encourage internal mobility to ensure all team members have access to leadership experience.
- Include gender balance considerations in succession planning decisions.

3. Ensure Fair Bonus Distribution

Aim: Make performance-related rewards accessible and transparent to all eligible team members.

Actions:

- Review bonus eligibility and criteria to remove potential barriers to participation.
- Clearly communicate bonus policies and reward frameworks to all team members.
- Track bonus distribution by gender and role to identify inequities.
- Provide training to managers on unbiased performance assessment and reward allocation.
- Aim to have at least 50% of eligible team members across genders receiving performance-related incentives by 2026.

4. Build Career Pathways and Progression Opportunities

Aim: Provide clear routes for all team members to progress into more senior roles and populate upper quartiles.

Actions:

- Develop a Career Development Framework with competency-based progression criteria.
- Implement structured training programmes in leadership, supervision, and skill development.
- Offer cross-departmental job-shadowing and rotation to increase exposure and experience.
- Set clear internal promotion criteria and communicate them to all team members.
- Target filling the currently unpopulated upper middle quartile by promoting high-potential team members.

5. Promote an Inclusive Workplace Culture

Aim: Create a work environment where every team member feels valued, supported, and able to succeed.

Actions:

- Launch a Diversity & Inclusion Working Group to champion initiatives and awareness.
- Provide workshops on inclusivity, unconscious bias, and respect in the workplace.
- Celebrate inclusion-focused events and highlight role models across the team.
- Incorporate inclusivity and belonging measures into engagement surveys and feedback mechanisms.

6. Strengthen Transparency and Accountability

Aim: Ensure openness in pay, progression, and organisational practices.

Actions:

- Publish Gender Pay Gap reports annually with clear commentary on progress and next steps.
- Review pay, bonus, and progression policies regularly to maintain fairness.
- Train managers in inclusive decision-making and bias awareness.
- Report progress on key priorities to senior leadership bi-annually.
- Encourage employees to provide feedback and engage in conversations about equity and opportunity.

Commitment to Continuous Improvement

Newtown Park Hotel is committed to embedding fairness, transparency, and opportunity into every aspect of our workplace. Guided by our values of Care, Doing the Right Thing, Always Getting Better, and Energy & Drive, we will continue to monitor, act, and evolve to ensure all our team can reach their full potential.

