CLIFF
HOUSE HOTEL

Gender Pay Gap Report 2026

Cliff House Hotel
Ardmore, Co. Waterford



Cliff House Hotel Gender Pay Gap Report 2026

At Cliff House Hotel, we are committed to fostering a **fair, inclusive and supportive workplace** where every team member has equal access to opportunities.

This report sets out our **gender pay gap metrics for 2026** under the Gender Pay Gap Information Act 2021. We share these figures not only to meet our legal obligations, but because we believe in **transparency**.

We hire the best candidate for every role and ensure pay is fair, consistent and based on position, responsibility and experience. We offer flexible working where possible and development opportunities that support progression for everyone.

Kresimir Krezo
General Manager, Cliff House Hotel

Snapshot date: 20 June 2026. Pay is reported for the period 21 June 2025 to 20 June 2026.

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Our Results: Mean and Median Pay Gaps

References

The gender pay gap is the difference in average hourly pay between men and women, as a percentage of men's pay.

The mean gap compares the average hourly pay of women and of men.

The median gap compares the midpoint hourly pay of women and of men when each group is ranked from lowest to highest.

Measure	Pay gap
Mean – all employees	10.91%
Median – all employees	0.65%
Mean – part-time	1.32%
Median – part-time	0.22%
Mean – temporary	0.00%
Median – temporary	0.00%
Mean bonus pay gap	n/a
Median bonus pay gap	n/a

A positive figure means men's average hourly pay was higher than women's. No bonuses were paid, so there is no bonus pay gap. The temporary-contract group is small (5 employees).

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Pay Quartiles, Bonuses and Benefits in Kind

Hourly pay quartiles

Quartile	Female	Male
Upper	47%	53%
Upper middle	59%	41%
Lower middle	70%	30%
Lower	59%	41%

Bonuses and benefits in kind

Received	Female	Male
Paid bonus	0%	0%
Benefits in kind	0%	0%

Quartiles are set by ranking all employees from lowest to highest hourly pay and dividing them into four equal groups. Figures show the share of each gender in each group.

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Why Our Mean Gap Is Higher

Our mean gap is **10.91%** (10.29% in 2025) and our median gap is **0.65%** (1.03% in 2025). Most of our team are paid close to our standard hourly rate, so the typical gap is small. The mean is higher because it is pulled up by a small number of highly paid senior and culinary roles, which are held mostly by men.

11 of 13

of our chefs are men. Culinary roles are in high demand across hospitality and are paid above our standard rate.

7 of 10

of our highest-paid roles are held by men, across our senior management and culinary teams.

8 of 16

manager-level roles, including assistant managers, are held by women (5 of 12 at full manager level).

Without our senior management and senior culinary roles, our mean gap would be **1.75%**, compared with **10.91%** overall.

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Our Actions

We are committed to the following actions to address our gender pay gap.

Review pay

We will review pay for comparable roles across all departments, including chef and senior roles, to check that pay is set consistently and fairly regardless of gender, and act on any differences we find.

Build promotion pathways

We will set out clear progression routes and criteria in each department, for example from commis chef to chef de partie to sous chef, and from supervisor to manager, so every team member can see how to progress.

Support women into senior and culinary roles

We will advertise vacancies internally so everyone can apply, offer mentoring and development opportunities, and work with colleges to encourage more women into culinary careers.

Monitor and report

We will track pay, recruitment and promotions by gender, review our results every year and report on our progress in next year's report.