



# WESTPORT ESTATE

AWAKEN YOUR WILD

## GENDER PAY GAP REPORT 2025

*Developed by Lucy Griffin, Head of People & Culture, Westport Estate*

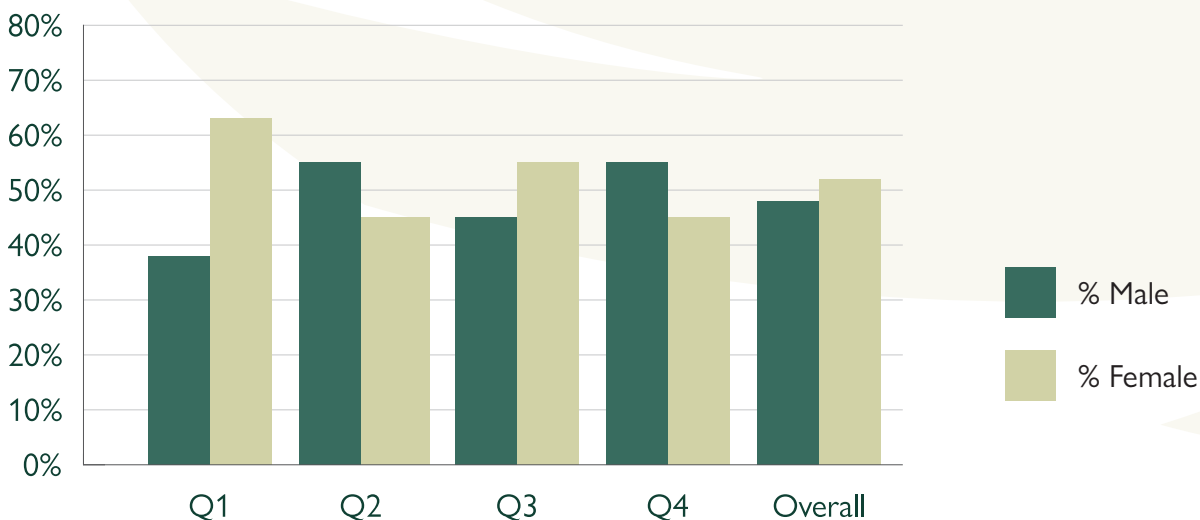
### ABOUT WESTPORT ESTATE

Westport Estate is a blended heritage, leisure and tourism asset: a historic country house, large scenic grounds and modern visitor experiences. It is of regional importance in County Mayo and is actively being developed to become a premier destination.

### KEY METRICS AND FINDINGS

- Representation in roles:

Quartile	% Male	% Female
Q1	38%	63%
Q2	55%	45%
Q3	45%	55%
Q4	55%	45%
Overall	48%	52%



The role representation data forms the basis of GPG metrics outlined in this report and will give context to the explanatory notes for each area.



# WESTPORT ESTATE

## AWAKEN YOUR WILD

- Mean Gender Pay Gap

The mean average hourly earnings of female employees are –4.74% in favour of females.

	Average All	Average PT	Average Temp
Gap	–4.74%	1.70%	7.90%

### CONTRACT STATUS: PART-TIME & TEMPORARY

The F:M ratio across part-time roles is 4:1. Our 1 male employee has long tenure and holds a skilled worker position, where our female part-timers are newer in less skilled positions.

The temporary workers (fixed-term and casual contracts) generally include junior level staff. The majority of the temporary workers under 20 years old are female meaning the average pay is lower based on minimum wage rates being lower.

- Mean Gender Pay Gap

The mean average hourly earnings of female employees are –4.74% in favour of females.

	Median All	Median PT	Median Temp
Gap	0.00%	6.65%	14.96%

- Mean Bonus Pay Gap

The mean bonus pay for women is -111.03% in favour of women.

	Mean Bonus per Hour
Gap	-111.03%

### CONTRIBUTING FACTORS:

In this category there are female Senior Managers with annual bonuses widening the gap in this category in favour of women.

- % Bonus Breakdown

	% Receiving Bonus
Male	29.49%
Female	26.83%



# WESTPORT ESTATE

## AWAKEN YOUR WILD

- Mean Bonus Pay Gap

The median bonus pay gap is –20.49% in favour of women.

	Mean Bonus per Hour
Gap	-20.49%

- % BIK Breakdown

	% BIK
Male	1.28%
Female	7.3%

### OVERVIEW – WESTPORT ESTATE GENDER-NEUTRAL POLICIES & PRACTICES

At Westport Estate we pride ourselves in being an equal opportunity employer, ensuring equitable hiring practices, internal mobility and career progression based on a skills and cultural fit, without regard to gender.

Regular pay audits, benchmarking and competitive pay reviews are an integral part of our reward process, ensuring best practice processes are embedded within our pay philosophy.

Men and women are equally represented at senior level, which demonstrates that female employees are afforded equal opportunity for advancement.

Our Learning & Development (L&D) policies, leadership development programs and grade progression structures encourage planned career progression for those who want to grow within the organisation. Leadership training and mentorship programs are conducted on a yearly basis providing annual opportunities for our future leaders, male and female, to enrol.

Policies are regularly reviewed to ensure adherence by all involved in either hiring or team development and are designed to avoid unconscious bias. HR guides heads of department in managing promotions and career advancement, ensuring that every staff member has a place within our 'grades pyramid', has access to quarterly performance reviews, and regular opportunities for discussions relating to personal growth goals.

Promotion opportunities are formally reviewed, and ad hoc where opportunities arise through company expansion or the need to fill a vacated post at a more senior level. All posts are advertised internally.

The HR team (comprising of Talent Acquisition, Learning & Development and People Operations Management functions) monitors adherence to all policies driving equity in recruitment, performance reviews, career progression, coaching, learning & development and ensures that all roles are advertised internally encouraging internal mobility and progression.