The Lisdoo Bar & Restaurant
Newry Road, Dundalk, Co Louth.

Gender Pay Gap Report

Reporting Period: June 2025

Overview:

The Lisdoo is committed to fairness, equality, and transparency across our business. As required under the Gender Pay Gap Information Act 2021, this report outlines the differences in average and median hourly pay between male and female employees, as well as differences in bonus pay, benefits in kind, and the gender distribution across pay quartiles.

The gender pay gap is not a measure of equal pay for equal work; instead, it highlights broader trends in pay distribution across the workforce. This report provides our results for the year to June 2025, along with the context behind the figures and the actions we are taking to promote gender equity.

Results:

Required Information	
The difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender.	8.9%
The difference between the median hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median hourly remuneration of employees of the male gender.	3.0%
The difference between the mean bonus remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean bonus remuneration of employees of the male gender.	0.0%
The difference between the median bonus remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median bonus remuneration of employees of the male gender.	0.0%
The difference between the mean hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the mean hourly remuneration of part-time employees of the male gender.	4.7%
The difference between the median hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the median hourly remuneration of part-time employees of the male gender.	1.5%

Results (continued)

	Male	Female
The percentage of all employees of the male gender who were paid bonus remuneration and the percentage of all employees of the female gender who were paid such remuneration.	0%	0%
The percentage of all employees of the male gender who received benefits in kind and the percentage of all employees of the female gender who received such benefits.	0%	0%
The difference between the mean hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the mean hourly remuneration of employees of the male gender.	0%	0%
The difference between the median hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the median hourly remuneration of employees of the male gender.	0%	0%

The respective percentages of all employees who fall within each of:	Male	Female
(i) the lower remuneration quartile pay band,	23%	77%
(ii) the lower middle remuneration quartile pay band,	38%	62%
(iii) the upper middle remuneration quartile pay band, or	69%	31%
(iv) the upper remuneration quartile pay band, who are of the male gender	69%	31%

Interpretation of Results

At The Lisdoo, all employees receive a rate of pay that is appropriate to their role and reflective of their skills and experience, regardless of gender.

The organisation shows a male majority in two out of four pay quartiles, specifically the two highest paid bands. This pattern somewhat reflects broader trends across the hospitality sector, where senior skilled chef and bar positions in particular have historically been male-dominated.

There is a strong female presence (62%) in the lower-middle quartile, which is a positive indication of women progressing into and towards mid-level roles, and upskilling during their employment with The Clermont. This reflects the organisation's commitment to supporting progression based on capability and performance.

The lower female representation in the upper quartiles suggests that women remain under-represented in supervisory and senior management roles. This may highlight a smaller pipeline of women entering or advancing into the most senior skilled positions within the sector, such as senior chef roles. This presents an opportunity for the business to continue supporting development pathways and leadership progression for all employees.

Actions

Reducing the gender pay gap is one of the priorities of our people strategy, and we are focusing on several areas;

- We adapt roles to support employees returning from maternity leave;
- We have clear career pathway opportunities for all roles within our business
- In recent years we have promoted male and female team members to mid-level management positions, demonstrating our commitment to career progression and gender balance
- We provide mentorship to all employees