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## **GENDER GAP REPORT 2025**

### **SW RESTAURANT LTD**

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**The Gender Pay Gap is the difference in the average hourly wage of men and women across a workforce, expressed as a percentage of the average male earnings. It compares the pay of all working men and all working women; not just those in the same jobs, with the same working patterns or the same competencies, qualifications or experience. To be clear, it does not measure the difference between “similar work”. No gender receives higher pay for doing the same job. The Gender Pay Gap reflects the broad picture of pay between genders across the organisation as a whole, rather than direct comparisons between men and women in their roles with similar qualifications, responsibilities and experience. This report ensures compliance with the requirements of the Gender Pay Gap Information Act 2021 and it also shows our dedication to providing a work environment characterised by fairness and inclusivity.**

# GENDER BREAKDOWN AT 30/06/2025

A snapshot date of June 30th 2025 was chosen. The period of reporting is the previous 12 months: 1st July 2024 – 30th June 2025 for every active employee of SW. Employees' basic pay, plus any bonus paid in that period is taken into account. Service Charge is excluded from the report. Mean and Median Gender Pay Gaps are calculated by comparing the average hourly pay rates of men and women in the company.

**51**

SW EMPLOYEES

**44**

FULL TIME EMPLOYEES

**7**

PART TIME EMPLOYEES

**1**

LONG TERM SICK LEAVE

**36**

MALE

**71%**

**15**

FEMALE

**29%**

OF ALL 51  
EMPLOYEES



# FINDINGS / GENDER PAY GAP 2025

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A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse - that, on average, men are in a less favourable position than women.

## MEAN

The mean is the statistical average of a set of data. It is the difference between women's mean (average) hourly pay and men's mean (average) hourly pay.

## MEDIAN

The median is the middle score for a set of data that has been arranged in order of magnitude. It is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay (the middle-paid man).

## COMPARING MEAN & MEDIAN

Mean and median GPG offer different perspectives to understand a company's pay practices. The median figure is often considered the more useful considering it is less swayed by extreme figures at either end of the pay spectrum.



## FINDINGS / GENDER PAY GAP 2025

A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. This shows that, on average, across SW, men are in slightly more favourable position than women. However, the median which is a better measure of central tendency than the mean when the data is skewed (eliminating v high and low values) shows that earnings on average are pretty equal.

MEAN GENDER  
PAY GAP  
(HOURLY)

9%

MEDIAN GENDER  
PAY GAP  
(HOURLY)

- 2%

# FINDINGS / GENDER PAY GAP 2025

This only shows that 2 staff members who happen to be male received bonuses. It indicates that that no KPIs are set for restaurant staff and only 2 members of the senior management staff achieved KPIs and received their bonus.

NO BIK PAID IN SW

BONUS PAID TO  
MEN

2

BONUS PAID TO  
WOMEN

0

# FINDINGS / GENDER PAY GAP 2025

## QUARTILE BANDS

Quartile refers to the division of employees into four even segments based on the value of their hourly wage and looking at the proportion of male and female employees in each segment. This methodology gives an indication of the gender representation at different levels of the organisation.

PROPORTION OF MALE AND FEMALE EMPLOYEES IN THE LOWER, LOWER MIDDLE, UPPER MIDDLE AND UPPER QUARTILE PAY BAND	71%	TOTAL	29%
	MALE		FEMALE
	83%	Q1 LOWER	17%
	73%	Q2 LOWER MID	27%
	38%	Q3 UPPER MID	66%
	67%	Q4 UPPER	33%

The pay quartiles show the proportion of male and female colleagues within each pay quartile by reference to their hourly pay. There are four pay quartiles: lower, lower middle, upper middle and upper. The quartiles are calculated by ranking hourly pay for each employee from lowest to highest. The ranking is then divided into four equal quartiles and the proportion of male and female employees in each quartile is determined. This metric provides an indication of the proportion of male and female staff in junior, middle and senior roles across the business.



# CONCLUSION AND KEY TAKEAWAYS

Overall, the figures reported reflect the gender balance within the organisation.

When we compare this data to the Irish CSO statistics, where the average male earns 9.6% more than the average female, in SW Restaurant Ltd men are in a slightly more favourable position than women as outlined previously in this report.

It is important to emphasize that this Gender Gap Report represents a snapshot of data captured at a specific point in time. In our industry, even a single day can result in notable shifts in gender distribution, and this should be taken into account when interpreting the data.

While there may be some minor gender distribution imbalances at certain organisational levels, we recognise the opportunity to further enhance equity and inclusivity. To support this, the organisation can introduce initiatives to promote a more balanced workforce, with ongoing focus on gender diversity and pay equality.

Such initiatives may include targeted training and development, along with fostering an inclusive culture that supports career advancement for all employees.