

Trigon Hotels Case Study

At Trigon Hotels, inclusive strategies are at the heart of building a healthy and supportive workplace. The company has invested heavily in its Diversity, Equity, Inclusion and Belonging (DEI&B) practices, with initiatives such as diversity training, menopause awareness training, and fertility policies. These measures aim to break stigma related to female experiences, encourage open communication, and foster a culture where employees feel supported at every stage of life.



47%
OF THE
BOARD IS
FEMALE

57%
OF THE SENIOR
TEAM
ARE FEMALE

41%
MANAGEMENT
GRADE

"We have found that our investment in training such as the challenges related to menopause and fertility for our staff are crucial when attracting and retaining female talent in the workplace."



CREATING AN INCLUSIVE WORKPLACE

Gender diversity is evident at the board level within Trigon Hotels, with 47% representation of women and 57% female/43% male balance on the senior team. Furthermore, their overall management grade is 41% female, a strong representation in the pipeline for senior level roles.

Investment in training and awareness programmes has been a priority, ensuring that the workplace remains welcoming and inclusive. Younger employees, in particular, are drawn to Trigon's progressive stance on gender diversity and openness around menopause, which strengthens the company's reputation as an employer of choice in the hospitality sector. Importantly, by highlighting its gender-balanced policies and employee supports, Trigon has also been able to attract new talent at a time when candidate recruitment is critical to the success of the business.

ATTRACTING AND SUPPORTING FEMALE TALENT

Over the past year, Trigon Hotels has seen a notable increase in female talent attraction and the promotion of women across a wide range of roles. The company has actively worked to break the traditional brand image of the hospitality industry by introducing collaborative employee resource groups (ERGs) that contribute to decision-making processes.

Trigon Hotels also partners with organisations such as Good Shepherd Cork and Tusla, supporting women who have experienced domestic violence and abuse to re-enter the workforce. Many of these women have found



a new found independence and are proud to have taken the step back into the workforce, demonstrating the impact of inclusive hiring and tailored supports. Recruitment targets that target a percentage of roles to women and individuals from marginalised communities have further strengthened female representation across the organisation.

BALANCING INVESTMENT AND COST CHALLENGES

The company recognises that training programmes such as menopause awareness and fertility supports come at a significant cost — a challenge faced by many small to medium-sized businesses, especially in the context of rising wage and operational costs. Currently, there are no financial supports available for businesses that wish to pursue accreditation from organisations such as the Irish Centre for Diversity & Inclusion or The Menopause Hub. These external endorsements play a crucial role in attracting and retaining female talent, and the lack of funding options poses a barrier for businesses like Trigon Hotels.

PLANNING FOR THE FUTURE

Looking ahead, Trigon Hotels is committed to embedding gender balance within its succession planning. A percentage of senior roles are targeted for female candidates, helping to ensure a strong pipeline of future women leaders. Kathleen Linehan notes that while Trigon has the HR capacity to advance such plans, many smaller businesses with limited HR support would benefit from guidance and assistance to achieve similar progress.

CONCLUSION

Trigon Hotels demonstrates that creating a gender-balanced workplace requires both investment and commitment. Through training, policy development, community partnerships, and a clear focus on female progression, the company has made significant strides. While challenges remain — particularly around funding and accreditation — Trigon's proactive approach showcases how the hospitality industry can evolve into a more inclusive, supportive, and attractive sector for women at all stages of their careers.