



LEINSTER RUGBY

GENDER PAY GAP
REPORT 2025

EXECUTIVE SUMMARY

As Chief Executive of Leinster Rugby, I am very pleased to present our 2025 Gender Pay Gap Report (GPGR), which covers the period from July 2024 to June 2025. I would like to take this opportunity to thank our HR and our finance team, for their considerable help in compiling this report, which will be of huge benefit to the organisation moving forward as it will provide the benchmark for all future reports and improvement efforts.

We, in Leinster Rugby, are fully committed to treating all employees and potential employees equally regardless of their background or gender. As an equal opportunity employer, we are committed to fostering an inclusive and equitable culture while ensuring that this is embedded into our day-to-day working practices at our head office in UCD, at the Ken Wall Centre of Excellence in Energia Park, and across the 12 counties where our coaches and officers work on a daily basis in our clubs and schools.

I am proud to say that Leinster Rugby provides equal pay to all of our staff; our salaries, policies and procedures are regularly monitored and benchmarked externally to ensure this parity is maintained. And while we continue to uphold equal pay for all staff, we do have a gender pay gap as outlined in this report, owing to the distribution of male and female employees working in different roles across the organisation. The gender pay gap is the difference in the average pay between men and women in an organisation regardless of the type of roles that they undertake, and our GPGR is a reflection of gender representation across Leinster Rugby.

This gender pay gap is a key area of focus for us; we are committed not only to tracking this data but to taking meaningful steps to close the gap. Increasing female representation at every level, from grassroots to leadership, coaching and decision-making roles, is central to this effort and fundamental to our long-term success. We plan to continue to work tirelessly to enhance recruitment and retention strategies to bring diverse talent into all our roles. Within that, flexibility and a focus on our hybrid working policy, will continue to be a cornerstone of our workplace policies, to ensure they support diverse needs, empowering all employees to balance professional and personal commitments.

Publishing this GPGR is an important aspect of transparency and awareness, and is part of our ongoing efforts to identify and address any pay inequities – or any other inequities – present in our workforce. Our people are at the centre of our efforts and our successes, in all our communities in our 12 counties, and indeed are the number one pillar in our organisation-wide strategic plan.

This GPGR provides valuable insight into the current equity, diversity and inclusion landscape within Leinster Rugby, and by sharing this report, we hope to highlight all the efforts we are making in our broader equity, diversity and inclusion initiatives, while also opening up a dialogue about how we can work even better to close the gender pay gap in Leinster Rugby.

Shane Nolan
Chief Executive Officer



GENDER PAY GAP TERMS EXPLAINED



GENDER PAY GAP

The gender pay gap is the difference in the average hourly pay of women compared with men. It reflects whether women are represented evenly across all levels of an organisation. For example, if there are more men than women in senior positions, the gender pay gap is typically greater. Where a percentage difference is shown, a positive value indicates a percentage difference in favour of men, while a negative value indicates a percentage difference in favour of women.

- **Mean** refers to the average.
- **Median** is the value in the middle of a data set.



EQUAL PAY

Equal pay, by contrast, refers to the difference in pay between men and women who carry out the same job or perform work of equal value.

It is important to note that the gender pay gap is not the same as equal pay; an organisation can have a gender pay gap without any instances of unequal pay.

- **Benefit in Kind** refers to any non-cash benefit of monetary value.
- **Bonus** is a sum of money added to a person's wages as a reward for good performance.

GENDER PAY GAP BY EMPLOYMENT TYPE

Mean Gender Pay Gap



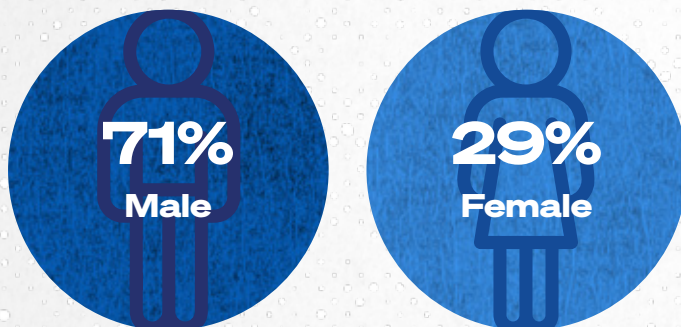
Descriptor:
% difference between male and female mean and median hourly remuneration rate based on employment type.

Median Gender Pay Gap



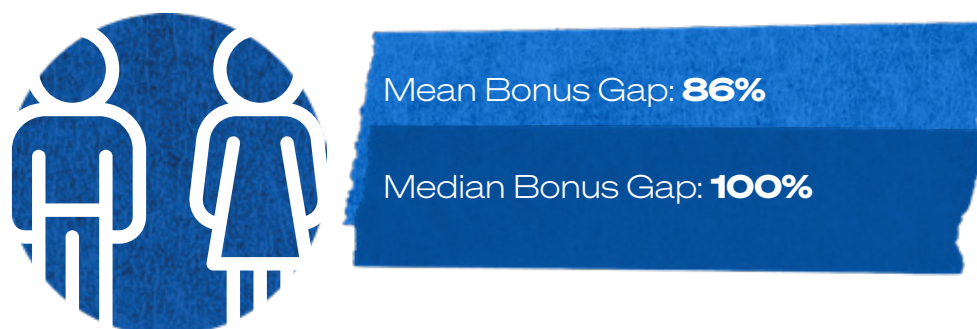
WORKFORCE COMPOSITION & BENEFITS

Organisational Headcount



Descriptor:
The organisational headcount equates to a total of 114 employees (81 male and 33 female) and covers the mandatory reporting period of July 2024 to June 2025.

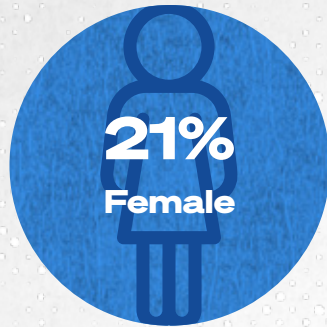
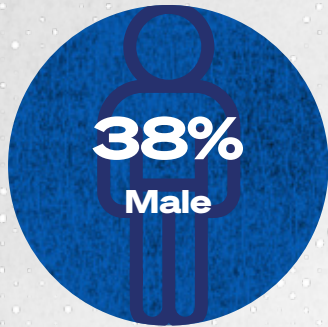
Performance Related Bonus Gap



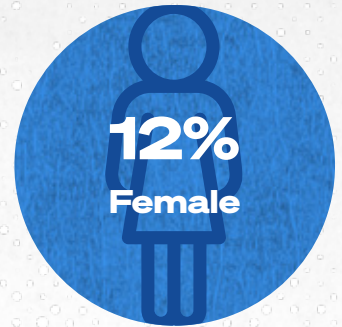
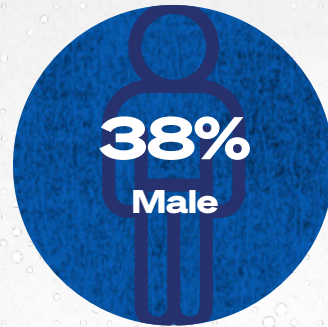
Descriptor:
% difference between male and female mean and median bonus

BONUSES & BENEFITS

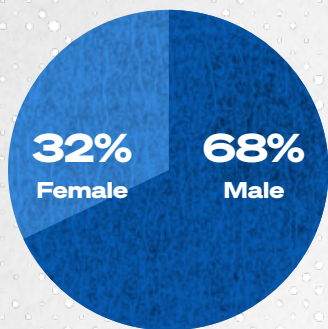
Performance-related bonus



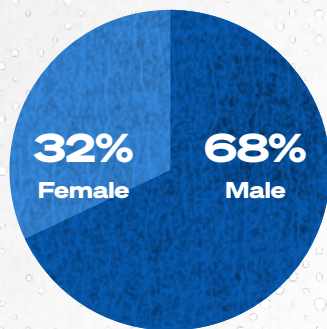
Benefit-in-kind (BIK)



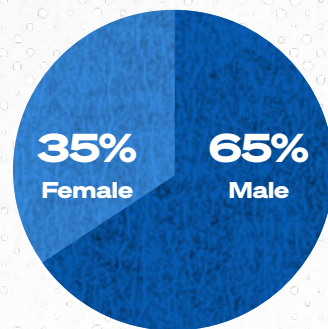
DISTRIBUTION ACROSS PAY QUARTILES



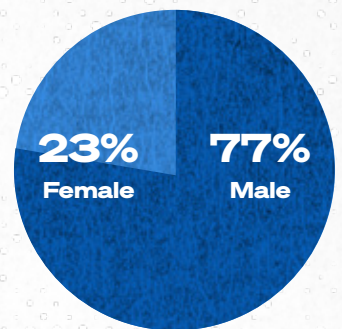
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

