



**GATE THEATRE
GENDER PAY GAP
REPORT 2025**

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Colm O'Callaghan, Roisin McBrinn
Gate Theatre Executive
& Artistic Director

At the Gate Theatre, we continually assess our role as an employer, as a forward-thinking leader in the arts community, as a producing house and as a public space. We take the necessary steps to ensure that both our policies, and the ways in which we work, reflect our commitment to being an open, inclusive, fair and transparent organisation.

We believe that equality and diversity in the workplace not only benefits individual employees, but enables us to better reflect the world around us, enhances our connection with our audiences, deepens our links to the community within which we work and contributes immeasurably to the success of our organisation.

We are committed to treating people fairly, valuing diversity and ensuring equality of opportunity in all areas of our work. To achieve this, we seek to proactively recognise and remove barriers which people from all backgrounds may face in their efforts to engage with the Gate Theatre on any level. We have made a commitment to ensure gender equality and greater diversity across the theatre and hold ourselves accountable under the following categories:

- Ensuring gender equality among staff across all departments.
- Reflecting gender equality in our artistic programming.
- Equal pay for equal work.
- A balanced Board.
- Transparency in everything we do.
- Benchmarking and measuring progress.

The Gate Theatre

About Us

THE THEATRE

The Gate Theatre was founded in 1928 by Micheál MacLiammóir and Hilton Edwards, and very quickly built a unique reputation as a producing house for introducing international writers and artists to Ireland. The theatre is housed in a beautiful Georgian building and has a capacity of 371 seats, which makes it attractively intimate for both actors and audiences alike.

Throughout its history the Gate has garnered an enviable reputation both at home and abroad and has proven itself to be one of Ireland's most successful theatres. The organisation mounts on average seven major productions each year.

The Gate is currently led through the joint management of its Artistic Director, Róisín McBrinn, and Executive Director, Colm O'Callaghan.



Frances McNamee in FUN HOME.
Photography by Ros Kavanagh.



Una Kavanagh, Sarah Morris and Ghailah Conroy in THE PULL OF THE STARS.
Photography by Ros Kavanagh.

THE PEOPLE

Our staff and associates are the beating heart of all we do. We are fortunate to work with a talented and dedicated team whose individual strengths contribute to our collective success. We value equally the contribution of all staff — male, female, and non-binary — and are committed to ensuring fair pay and opportunity for all.

As a mid-sized producing theatre, and one of only two full-time producing houses in Ireland, equity and inclusion are essential to sustaining a healthy and creative workplace. This Gender Pay Gap Report allows us to reflect on our progress, recognise areas for improvement, and ensure that every team member feels valued, respected, and fairly rewarded for their contribution.



Lauren Farrell, Nicky Harley, and Éilish McLaughlin in DANCING AT LUGHNASA in the 30lympia Theatre.
Photography by Ros Kavanagh.

Gender Pay Gap Overview

As a small organisation, 2025 is the first year we are required to publish a Gender Pay Gap Report.

The gender pay gap is the difference in the average hourly pay of men and women across a workforce. It is expressed as a percentage of men's average gross hourly earnings.

A positive gap indicates that men are paid more, on average.

A negative gap indicates that women are paid more, on average.

Gender Pay Gap Overview

The data is based on a snapshot taken on 11 June 2025, covering the preceding 12 months.

HEADCOUNT

73

FEMALE

37

MALE

34

UNDEFINED

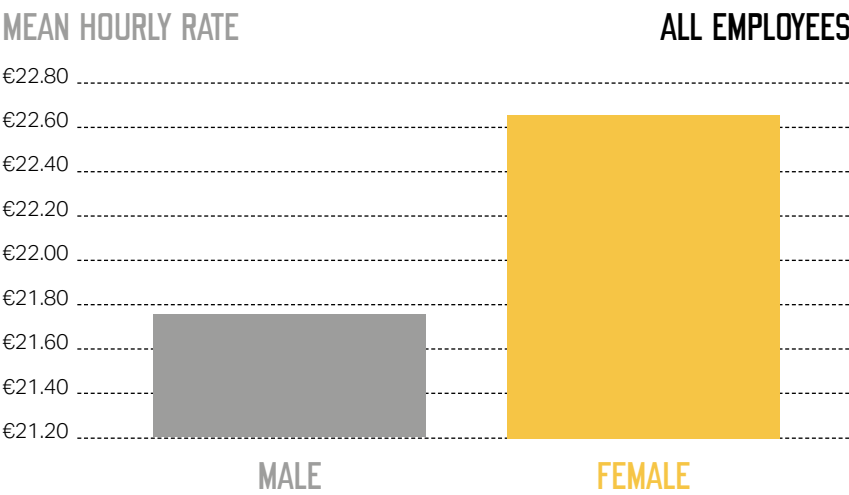
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Mean Gender Pay Gap General Explanation

The mean gender pay gap represents the average difference in pay between male and female employees. It is calculated by finding the difference between the average hourly rate paid to male employees and the average hourly rate paid to female employees. The difference is then expressed as a percentage of the average hourly rate received by male employees.

MEAN GENDER PAY GAPOVERALL

Looking at all employees, the mean hourly salary for males is €21.72 and for females is €22.62. The mean gender pay gap is -4.17% which indicates an advantage in average hourly earnings for female employees.



Mean Gender Pay Gap Results

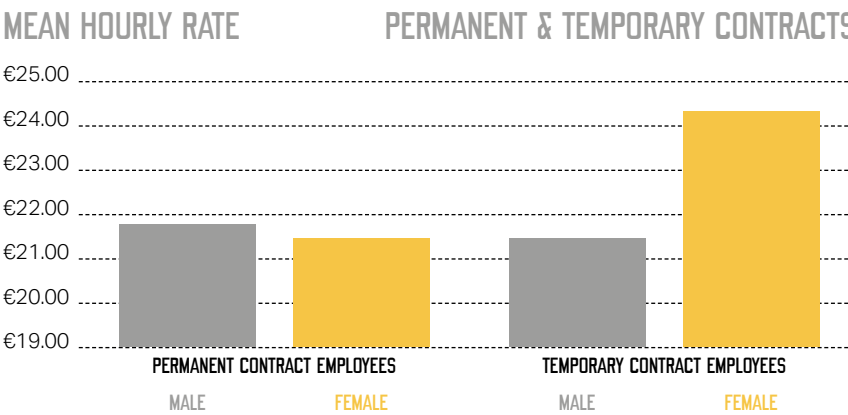
MEAN GENDER PAY GAPPERMANENT EMPLOYEES

The mean hourly salary for males is €21.79 and for females is €21.25. The mean gender pay gap for this category is 2.49 which indicates a small advantage in average hourly earnings for male permanent employees.



MEAN GENDER PAY GAPTEMPORARY EMPLOYEES

The mean hourly salary for males is €21.64 and for females is €24.42. The mean gender pay gap for this category is -12.85 which indicates an advantage in average hourly earnings for female temporary employees.



Permanent & Temporary Results

MEAN GENDER PAY GAP FULL-TIME EMPLOYEES

For full-time employees, the mean hourly salary for males is €24.78 and for females is €25.38. The mean gender pay gap for this category is -2.42 which indicates an advantage in average hourly earnings for female full-time employees.

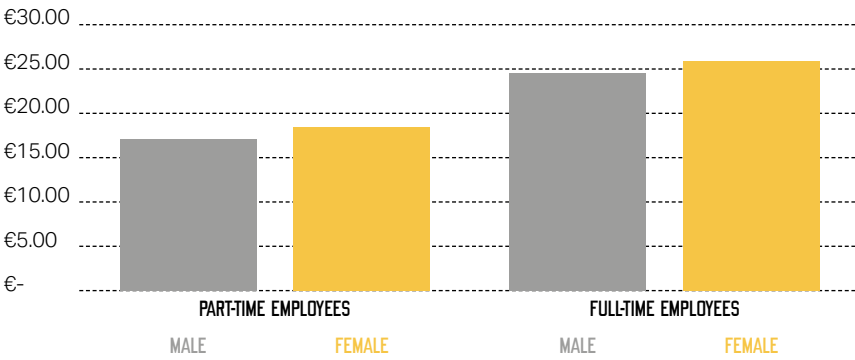


MEAN GENDER PAY GAP PART-TIME EMPLOYEES

For part-time employees, the mean hourly salary for males is €17.83 and for females is €18.99. The mean gender pay gap is -6.53 which indicates an advantage in average hourly earnings for female full-time employees.



MEAN HOURLY RATE PART-TIME & FULL-TIME EMPLOYEES



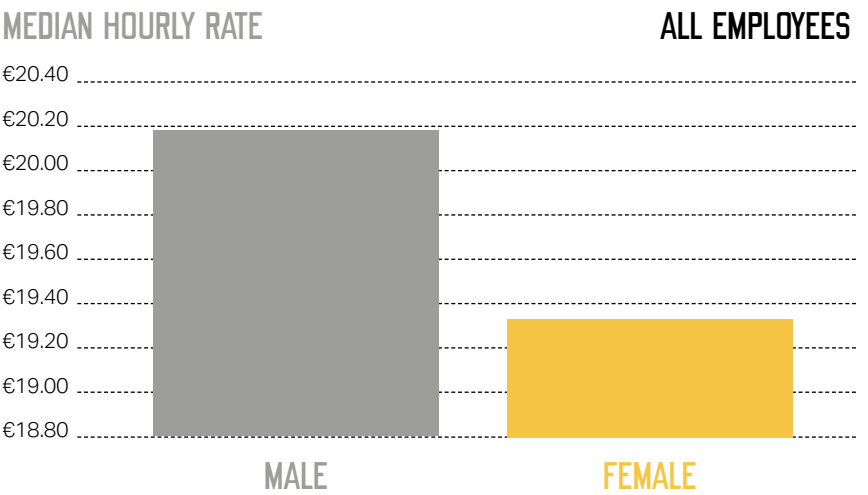
Naoise Dunbar, Ingrid Craigie and Zara Devlin in LOVESONG.
Photography by Patricio Cassinoni.

Median Gender Pay Gap General Explanation

The median gender pay gap is based on the difference between the median (or mid-point) hourly rate paid to male employees and the median hourly rate paid to female employees expressed as a percentage of the median hourly rate paid to male employees.

MEDIAN GENDER PAY GAPOVERALL

Looking at all employees, the median (mid-point) hourly salary for males is €20.17 and for females is €19.33. The median gender pay gap is 4.19% which reflects that male employees' pay is higher at the median/midpoint of earnings for all employees.



Median Gender Pay Gap Results

MEDIAN GENDER PAY GAPPERMANENT EMPLOYEES

Looking at all permanent employees, the median (mid-point) hourly salary for males is €20.76 and for females is €18.59. The median gender pay gap is 10.44% which reflects that male employees' pay is higher at the midpoint of earnings for all permanent employees.



MEDIAN GENDER PAY GAPTEMPORARY EMPLOYEES

Looking at all temporary employees, the median (mid-point) hourly salary for males is €20.15 and for females is €20.74. The median gender pay gap is -2.92% which reflects that female employees' pay is higher at the midpoint of earnings for all temporary employees.



Median Gender Pay Gap Results

MEDIAN GENDER PAY GAP FULL-TIME EMPLOYEES

Looking at all full-time employees, the median (mid-point) hourly salary for males is €23.72 and for females is €22.54. The median gender pay gap is 4.97% which reflects that male employees' pay is higher at the midpoint of earnings for all part-time employees.

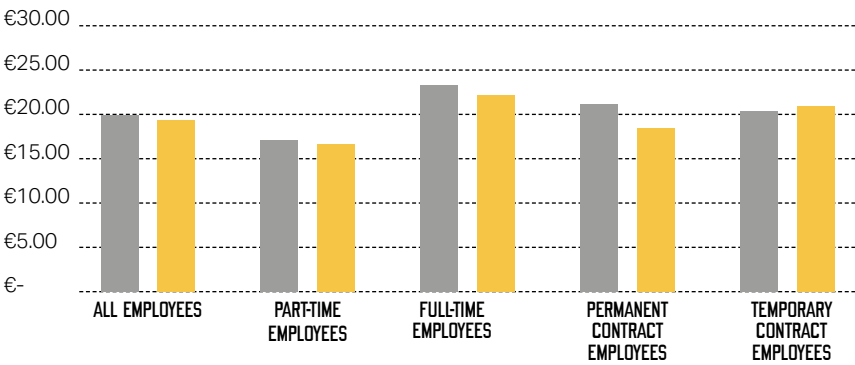


MEDIAN GENDER PAY GAP PART-TIME EMPLOYEES

Looking at all part-time employees, the median (mid-point) hourly salary for males is €17.31 and for females is €17.01. The median gender pay gap is 1.75% which reflects that male employees' pay is higher at the midpoint of earnings for all part-time employees.



MEAN HOURLY RATE ALL CATEGORIES

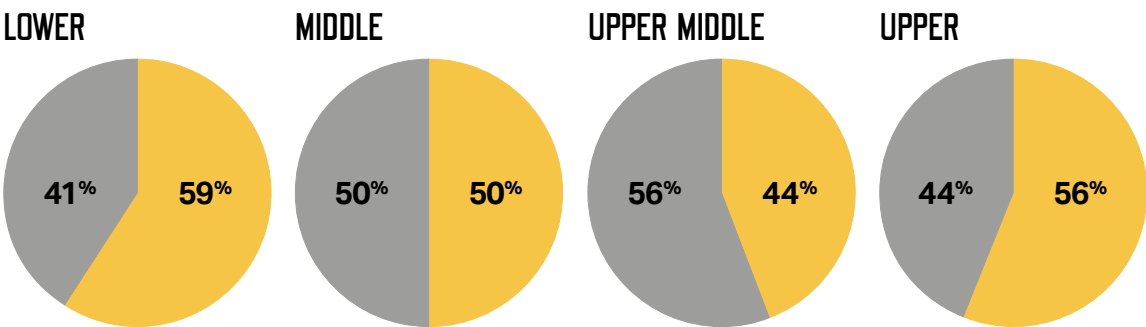


Pay Quartiles Results

Male and Female distribution across the quartiles is depicted in the graphic below

QUARTERLIES

	MALE	FEMALE	TOTAL
LOWER	07	10	17
MIDDLE	09	09	18
UPPER MIDDLE	10	08	18
UPPER	08	10	18



There is a higher concentration of female employees in the upper quartile while there is a higher concentration of male employees in the upper middle quartile. The middle quartile shows equal distribution between male and female with the lower quartile being less balanced with 59% female to 41% male.

Bonus and Benefit in Kind

No bonus or benefit in kind payments are made at The Gate and therefore there is no data to report.

Our results show a small overall gap. Women earn slightly more on average (mean), especially in temporary and part-time roles. Men, however, earn more at the median (mid-point) level, particularly in permanent and full-time positions.

The most notable gap is among temporary employees (-12.85% in favour of women). Temporary contracts make up a significant portion of our workforce due to the transient and project-based nature of our business. Although there are an equal number of men and women employed on temporary contracts, the gap reflects the seniority of some of the roles occupied by female contract staff. This reflects the “snapshot” nature of the data and is not a consistent structural issue.

The quartile analysis shows strong female representation in the upper quartile, meaning women are well represented in higher-paid roles. Overall, our quartile distribution shows a balanced gender representation across all pay bands.

We are committed to continuing to monitor our figures, recognising that in an organisation of our size the pay gap for temporary staff can fluctuate year on year depending on the productions we are staging.

Overall, our quartile distribution shows a balanced gender representation across all pay bands.

We aim to build on our strengths by maintaining our focus on equality, access and fairness while also ensuring that current staff are prepared for opportunities for progression and leadership.

Conclusion

We are pleased to see positive results. Women are well represented in terms of average pay, particularly among temporary and part-time staff, where their earnings compare favourably to men's. We also see strong female representation in the upper quartile of our pay distribution, which shows that women are thriving in higher-paid roles.

On balance, the overall picture is a positive one: there is no significant gender pay gap across the organisation. However, the contrast between mean

and median figures highlights an area where we can focus our attention.

We aim to build on our strengths by maintaining our focus on equality, access and fairness while also ensuring that current staff are prepared for opportunities for progression and leadership. Above all, we want to reaffirm that we value all our staff and we stand over an equitable system where everyone is paid fairly for their contribution.



Ben Morris, Claire O'Leary, and Aoife Mulholland in THE BORROWERS.
Photography by Ros Kavanagh.



Front Cover:
Donncha O'Dea, Jade O'Connor & Freddy Cornally
in *THE PILLOWMAN*, at the Gate Theatre.
Photography by Ros Kavanagh

Back Cover:
Jolly Abraham in *KING LEAR*.
Photography by Ros Kavanagh.

GATE
THEATRE