



## **Stadium Gender Pay Gap Report 2023**

As Stadium employs more than 250 people we are required by law to publish an annual gender pay gap report showing the difference in average female earnings compared to average male earnings.

This is our report for the snapshot date of 5 April 2023:

Mean gender pay gap	(1.20%)
Median gender pay gap	(1.40%)
Mean bonus gender pay gap	Not applicable
Median bonus gender pay gap	Not applicable
Proportion of male employees who receive a bonus	Not applicable
Proportion of female employees who receive a bonus	Not applicable

Pay quartiles by gender:

<b>Band</b>	<b>Males</b>	<b>Females</b>
Lower Quartile	78.40%	21.60%
Lower middle quartile	78.00%	22.00%
Upper middle quartile	76.40%	23.60%
Upper quartile	76.90%	23.10%

### **Our Statement**

We are very pleased that the data shows that the company has a minimal gender pay gap with women earning more on average than men. Our company policy states that both men and women will receive equal pay on all roles which is reflected in these results.

The mean gender pay gap is (1.20%) and median gender pay gap is (1.40%) which shows that our female average earnings are more than men within the company. This has resulted from 53% of our Head Office positions being made up by women. This is significantly better than the national average which has men earning more than women.

Although the results of our gender pay gap analysis are extremely positive, we will not become complacent. We will keep our own performance in this area under ongoing review and seek to continuously improve the experience of all of our staff in respect of equality, diversity and inclusion.

I confirm that the information in this statement is accurate.

Steve McCabe

Chief Executive Officer

March 2024