

## **StadiumTM Gender Pay Gap Report 2019**

As StadiumTM 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 28 February 2019:

Mean gender pay gap	(11.90%)
Median gender pay gap	0%
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	82.60%	17.40%
Lower middle quartile	82.60%	17.40%
Upper middle quartile	77.20%	22.80%
Upper quartile	79.20%	20.80%

### **Our Statement**

We are very pleased that the data shows that the company has no gender pay gap since the median hourly rate of pay is the same for both men and women. 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 (11.90%) which shows that our female average earnings are more than men within the company. This has resulted from 60% 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

Finance Director

March 2019