



Gender Pay Gap Report 2025

- Mean hourly remuneration gap for all employees is -1.4%
- Median hourly remuneration gap for all employees is 0.0%
- Mean hourly remuneration gap for part-time employees is 1.8%
- Median hourly remuneration gap for part-time employees is 0.0%
- Mean bonus remuneration gap for all employees is -36.34 %
- Median bonus remuneration gap for all employees is -10.27%
- Of the total male employees, 31% received a bonus payment. Of the total female employees, 27% received a bonus payment.
- Benefit in Kind N/A (No Employees in receipt of BIK)

The table below shows the respective % of all employees who fall into the respective quartiles:

% of Females and Males in each Quartile

	Female	Male
Lower Quartile	38%	62%
Lower Middle Quartile	41%	59%
Upper Middle Quartile	50%	50%
Upper Quartile	27%	73%

At the 3Olympia theatre, we're committed to creating an inclusive workplace where everyone has equal opportunity to succeed. All roles are open to everyone and recruitment and pay decisions are based solely on merit, in keeping with our commitment to equal opportunities. Our mean pay gap stands at -1.4 per cent, with an overall balanced gender mix across our team. The upper-quartile gap is explained by a greater number of men working in technical and facilities roles. Benefit in kind does not apply and hence no related gender pay differentials arise.