



Helping people
feel good

It's a
good thing ☺
Gender pay gap report



Helping people
feel good

BPL is a feel good place to work

Founded on strong values. It's a caring and supportive place – we care about the wellbeing of our people and are proud of our diversity

We are one team – who look after each other and our local communities.

We work towards this purpose together – One Team where employees are empowered with clear direction and consistency and given every opportunity to grow and develop.



Creating a feel good place to work is at the heart of our purpose of helping people feel good.

At BPL we are committed to creating an inclusive workplace where all employees are treated fairly and have equal opportunity to develop and succeed.

I'm really pleased to see that our Gender Pay Gap results for 2025 reflect this commitment and clearly demonstrate that gender is not a significant determining factor for pay at BPL.

Our median gender pay gap is 0.96% significantly ahead of the UK average 6.9%. We still have further to go, but our direction of travel is very positive. And we will continue to be proud of our diversity and give every employee the opportunity to grow and develop.

Gender pay forms part of our wider commitment to Diversity, Equality & Inclusion, where we are guided by our principle "We're good for all, welcoming all our local communities, and treating each other fairly, everyday. Our venues are welcome spaces for everyone and it's the foundation of our charitable objectives. We treat each other fairly, standing up against discrimination and social exclusion, and respect everyone's unique differences. We bring our inclusion to life in our feel good place of work.

I can confirm that the information contained within this report is accurate.

Michael

Michael Hirst – Chief Executive
August 2026

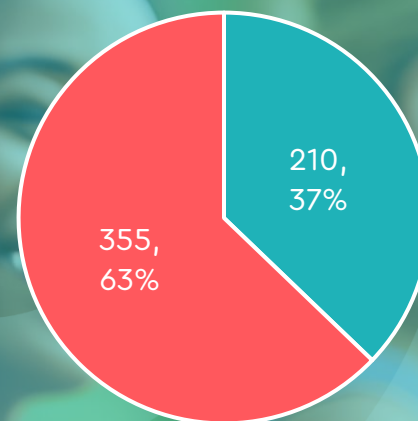


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Gender Pay Gap measures the difference in average hourly earnings between our male and female employees.

BPL Gender Pay Summary

Number of Employees: 565



Male Female

Mean Gender Pay Gap

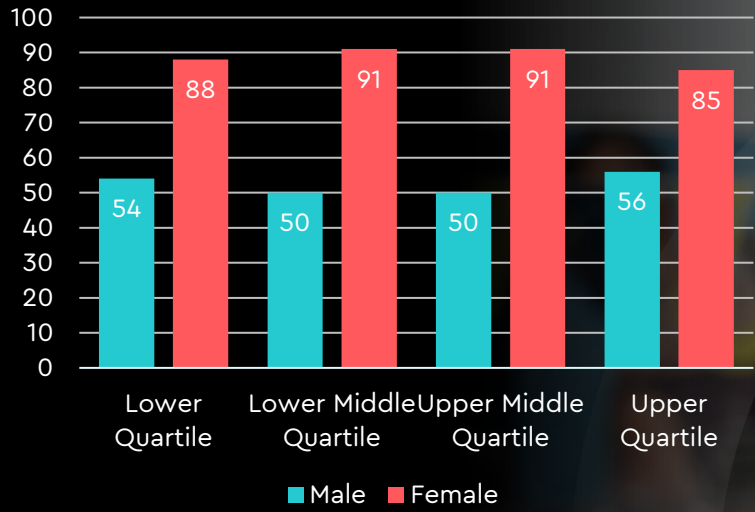
3%

Median Gender Pay Gap

1%

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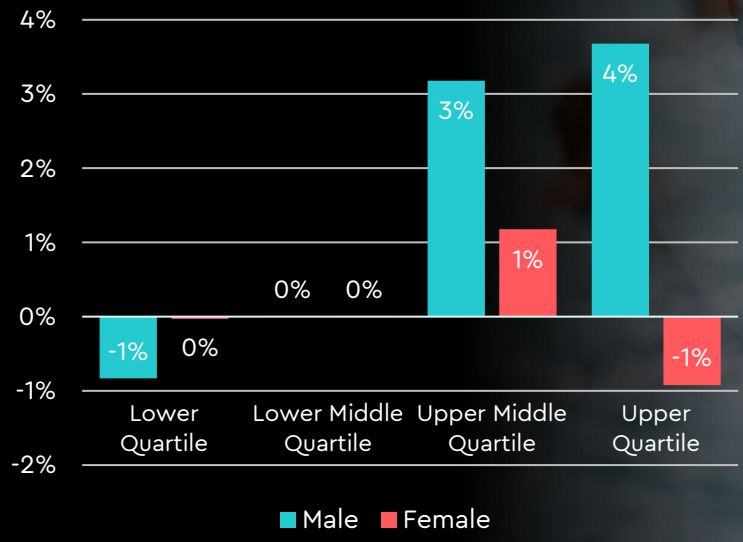
Gender Distribution Across Pay Grades



When looking at our gender breakdown across pay grades you can see we employ more female employees across all quartiles. Importantly our female staff are now well represented in the upper quartile of pay. This consistency of representation across all four quartiles suggests there is no significant gender pay gaps, and opportunities to progress are broadly accessible to both male and female employees.

At the lower and middle quartiles we have virtually no pay gap between male and female employees.

Gender Pay Gap Across Pay Grades



Our Principle:
We're good for all, welcoming all our communities, and treating each other fairly, every day.

To achieve this we will.

- Monitor and publish our gender pay gap report annually.
- Uphold our Treating Each Other Fairly policy, maintaining a feel good place of work and ensuring recruitment, selection, development and promotion practices are fair, and inclusive, and help us attract a workforce that reflects our local communities.
- Provide a voice for our employees at board level.

More information is in our Diversity, Equality & Inclusion Statement

BPL (Barnsley Premier Leisure Limited)
www.bpl.org.uk
 Registered Charity Number 1076681
 Company Registration 03790143

