

Trafford Leisure CIC Limited – Gender Pay Gap Reporting 2020

Trafford Leisure, as an employer of more than 250 people, is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The calculations show the difference between the average earnings of men and women across Trafford Leisure and the company is required to publish this data on the business website and on a government website.

The data is calculated from a snapshot date which is 5 April 2020. Full and part-time employees are included and it includes employees who do not have a fixed number of hours. The mean and median gender pay gap reporting is based on the hourly pay of employees. The bonus calculations are based on pay in the 12 months leading up to the snapshot date and include performance bonuses and commission.

Gender Pay Gap Reporting 2020		
Mean gender pay gap	Women's hourly rate is	13% higher
Median gender pay gap	Women's hourly rate is	2% lower
Mean bonus gender pay gap	Women's mean bonus is	6% lower
Median bonus gender pay gap	Women's median bonus is	28% lower
Proportion of males and females receiving a bonus payment	71% of women received a bonus	74% of men received a bonus

Trafford Leisure had 361 employees at the snapshot date, 195 women and 166 men.

People who did not receive any bonus in the 12 months to the snapshot date are not included in the bonus calculations.

Gender quartiles	Female	Male
Upper quartile	57%	43%
Upper middle quartile	47%	53%
Lower middle quartile	57%	43%
Lower quartile	54%	46%

Trafford Leisure is committed to ensuring gender balance in the workforce.

The mean gender pay gap for Trafford Leisure is a 13% higher rate for women compared with a UK national mean gender pay gap where men's average rates are higher. The bonus for women is lower but this is on relatively small values (difference of less than 1% of pay)

The figures presented are positive and the data reflects that there is little difference in pay rates for different genders occupying equivalent roles.

Next steps

Trafford Leisure will:-

- continue to monitor and report annually on the gender pay gap
- continue to appoint and develop team members on merit regardless of their gender or other factors covered by the Equality Act 2010
- continue to invest in and develop the workforce providing team members with the skills to be flexible, deal with change and encourage greater engagement and participation throughout the organisation

Leanne Wheatley

Head of People and Culture

Trafford Leisure

more **people**, more **active**, more **often**



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