

Trafford Leisure CIC – Gender Pay Gap Reporting Statement 2021

Trafford Leisure has previously completed Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and the company intends to do so again.

However as at April 2021, when the current reporting snapshot date for 2021 is applied, Trafford Leisure had less than 50 people who were working and receiving their normal pay as the majority of our people were furloughed at the time or had been furloughed in that period.

Consequently, the reporting of the data from just a small number of staff may not appropriately reflect the whole organisation and details of quartiles can be distorted.

Trafford Leisure is committed to ensuring gender balance in the workforce. In our previous reports the mean gender pay gap has shown a higher rate of pay for women compared with men. Overall, the data has reflected that there is little difference in pay rates for different genders occupying equivalent roles than last year.

Next steps

Trafford Leisure will:-

- return to monitoring and reporting 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
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