

Trafford Leisure CIC – Gender Pay Gap Reporting Statement 2022

Trafford Leisure has previously completed Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and has now resumed reporting of this.

In April 2022 Trafford Leisure had slightly more than the 250 threshold of people working and receiving their normal level of pay, whereas, in April 21, during the pandemic, less than 50 people were working and receiving their normal pay.

The calculations below 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 2022. Full and part-time employees are included and it includes workers who do not have a fixed number of hours. The mean and median gender pay gap reporting is based on the hourly pay.

Gender Pay Gap Reporting 2022		
Mean gender pay gap	Women's hourly rate is	9% higher
Median gender pay gap	Women's hourly rate is	11.5% higher

Trafford Leisure had 267 relevant workers at the snapshot date, 141 women and 126 men.

No bonus calculations have been done as there is no data to calculate averages.

Gender quartiles	Female	Male
Upper quartile	66%	34%
Upper middle quartile	48%	52%
Lower middle quartile	49%	51%
Lower quartile	48%	52%

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.

The mean gender pay gap for Trafford Leisure is a 9% higher rate for women compared with a UK national mean gender pay gap where men's average rates are higher.

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 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

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