

Trafford Leisure CIC – Gender Pay Gap Reporting Statement 2023

Trafford Leisure has previously completed Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and continues to report this.

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 2023. 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 2023		
Mean gender pay gap	Women's hourly rate is	7% higher
Median gender pay gap	Women's hourly rate is	1.4% higher

Trafford Leisure had 278 relevant workers at the snapshot date, 147 women and 131 men.

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

Gender quartiles	Female	Male
Upper quartile	64%	36%
Upper middle quartile	49%	51%
Lower middle quartile	46%	54%
Lower quartile	54%	46%

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 7% higher rate for women compared with a UK national mean gender pay gap where men's average rates are higher.

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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