

Gender Pay Gap Report – April 2022

lifeLEISURE is the trading name of Stockport Active CIC, established in April 2022, to provide leisure and recreation facilities and services, including Active Communities, for the Stockport community.

We are a Community Interest Company, meaning we exist to benefit our local community across Stockport. In order to change people's lives through health, sport & physical activity, we are committed to providing high quality, excellent value, accessible facilities, services and programmes for all:

- Addressing health inequalities in our communities.
- Assisting inactive people to become more active.
- Focusing resource into disadvantaged communities.
- Developing a healthy & happy workforce.
- Improving the lives of the people around us.



Our culture Preferred Behaviours = Personal Best is based on key learnings from both business and professional sport and was introduced in 2013 to begin an organisation-wide change, moving from a focus on skills, qualifications and experience to individuals' behaviours in the workplace.

Established using insights on how elite athletes and coaches go about their career and training every day to ultimately to reach the very top in their chosen disciplines we began by introducing the **W.A.T.C.H. Principles** - *Winner, Authenticity, Togetherness, Caring and Happy.*

Staff recognised as displaying the **W.A.T.C.H. Principles** by both their peers and management are invited to join the **Sentinel Programme**, a development programme that focuses on each Sentinel as an individual, designed to foster a world-class performing workforce and provide staff with a platform to lead their colleagues.

Our achievements include being awarded **the Best Transformational Leadership** and **Outstanding Individual of the Year** at the UKactive Training Awards 2018, as well as **Employer of the Year (medium size)** at the national UKactive Awards! Our facilities have also won numerous awards including **Health Club of the Year** at the UKactive Uprising Awards 2018 and **Centre of the Year (Streamline) 2017** at the UKactive Flame Awards. We were also recognised as a 'One to Watch' in the Top 250 Best Not for Profit Companies to Work for 2020.

As an organisation, we are proud of the work we have done to remove barriers to employment for people. From implementing creative ways to encourage and support those most unsure of employment into jobs to developing partnerships with other organisations working with people currently out of employment's reach we treat everyone as an individual to find them a route in that works for them. We work closely with local organisations to support the long term unemployed, those with difficulties in obtaining work and assisted placements

	Female	Male
lifeLEISURE - full workforce	£10.32	£9.90

Our Average Hourly Pay as of April 2021 was £9.90 per hour for male

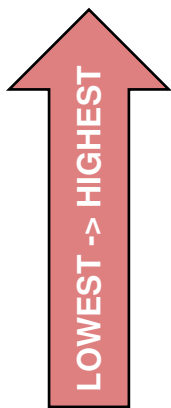
employees and £10.32 for female employees. An employee will be paid the same for the role whether they are male or female, but the difference is demonstrated in the senior managers receiving more pay and being primarily female.

Table 1 Workforce Gender Balance

Our Gender Pay Gap shows that across our organisation women are on average paid slightly more per hour than men (-4.27% mean). However as a median pay gap, there was no difference between the male and female employees. In 2021, due to the closure of our sites for a significant period of time, and the loss of income we made the decision not to award any bonuses to our staff. This is therefore reflected in the figures that are zero.

Mean Gender Pay Gap	-4.27%
Median Gender Pay Gap	0%
Median Bonus Gender Pay Gap	0
Mean Bonus Gender Pay Gap	0
Proportion of Males receiving a bonus	0
Proportion of Females receiving a bonus	0

Table 2 Summary of Gender Pay Gap Reporting Figures



Q1 Female %	49.4%
Q1 Male %	50.6%
Q2 Female %	59.04%
Q2 Male %	40.96%
Q3 Female %	62.65%
Q3 Male %	37.35%
Q4 Female %	43.37%
Q4 Male %	56.63%

Table 3 Gender Pay Gap Report Figures (Quartiles)

Quartile 1 (Q1) contains a wide-range of roles (over 80) and includes the rate of pay for our Duty Managers/General Managers, a role which at the time of reporting was held by more males than females. Similarly, this quartile contains the figures for higher paid roles that are held by females but some on a part time rather than full time basis.

Quartiles 2 (Q2) and 3 (Q3) are predominantly female heavy as these contain the rates for Swimming Teachers, Assistant Swimming Teachers and Receptionists, job roles held by significantly more females than males.

Quartile 4 (Q4) is predominantly male heavy as it includes the rate of pay for our lifeguards and Health & Fitness coaches, the majority of which are male. In addition, there were more male apprentices within this cohort than females.

Recommendations

From the 2021 Gender Pay Gap Report, it is evident that the changes we have made to ensure that there is better parity between male and female roles has taken effect, and demonstrated in the -% figure for our Mean Total. We will continue to advocate for female employees to aim for the historically male and better paid roles, including CEO and General Managers. The introduction of more part time manager roles will support with this as well as the option of more flexible working and working from home. These are already starting to have an effect on the number of females that are applying for more senior, and therefore higher paid, roles.

We will continue with our behaviour-based and gender-neutral recruitment process which has our Preferred Behaviours at its core, and this has been shown to have a positive impact in the past due to the 2022 figure. If we were to introduce bonuses again in the organisation, these would continue to be based on individual performance and no reflection on gender, or seniority within the organisation.