

Gender Pay Gap Report – April 2025

Life Leisure is the trading name of Stockport Active CIC. It is a Community Interest Company, wholly owned by Stockport Council, and was established in April 2022, to develop a healthier and more active community across all neighbourhoods throughout the Borough.

Our purpose

We exist to improve the lives of others!

Our mission

To develop a healthier and more active community

At Life Leisure we value our people, and we want to continue to develop a healthy and happy workforce. We appreciate the richness that diversity brings to our teams and our communities. Gender pay data gives us insight, makes us challenge ourselves and puts action in place to drive meaningful change. We know that by empowering and enabling everyone to flourish and thrive, we are able to provide facilities and services to more residents and deliver on our purpose to improve the lives of others.

The Gender Pay Gap at Life Leisure

The data in this Gender Pay Gap Report contains only the employees on the payroll (of which there were 453) on the snapshot date of the 5th April 2024. We acknowledge that for reporting purposes, legal regulations ask us to identify our employees as men and women. However, we know that not all our employees will identify themselves in this binary concept and we want to ensure all employees feel welcome, respected and able to be themselves.

Mean pay gap **-5.00%**

2019 (SST)	2020 (SST)	2021 (SST)	2022 (CIC)	2023(CIC)	2024 (CIC)
2.28%	4.96%	-4.27%	-7.09%	-7.83%	-5.00%

Our mean pay gap indicates that, on average, women in our organisation earn slightly more per hour than men (-5.00% mean). This is primarily due to workforce changes resulting from the Covid-19 pandemic and an increase in women in senior leadership roles. However, when considering the median pay gap, there is no difference between male and female employees. This is attributed to our decision to pay employees under 21 years of age the same rate as those who are older.

Median pay gap **0.00%**

2019 (SST)	2020 (SST)	2021 (SST)	2022 (CIC)	2023 (CIC)	2024 (CIC)
-0.12%	-0.34%	0.00%	-6.42%	-12.19%	0.00%

Pay Quartiles

The following table illustrates the change in pay quartiles since 2019.

2024				2023		
Quartile	Female	Male		Quartile	Female	Male
1	56.64%	43.36%	Highest	1	53.21%	46.79%
2	57.52%	42.48%		2	55.45%	44.55%
3	50.44%	49.56%		3	54.55%	45.45%
4	50.88%	49.12%	Lowest	4	40.91%	59.09%
2022				2021		
Quartile	Female	Male		Quartile	Female	Male
1	54.08%	45.92%	Highest	1	49.40%	50.60%
2	60.20%	39.80%		2	59.04%	40.96%
3	57.14%	42.86%		3	62.65%	37.35%
4	50.00%	50.00%	Lowest	4	43.37%	56.63%
2020				2019		
Quartile	Female	Male		Quartile	Female	Male
1	48.39%	51.61%	Highest	1	49.12%	50.88%
2	64.52%	35.48%		2	60.18%	39.82%
3	65.59%	34.41%		3	64.91%	35.09%
4	47.83%	52.17%	Lowest	4	43.86%	56.14%

2024

- Quartile 1 contains a wide-range of roles (over 80) and includes the rate of pay for most of our Management roles including General Managers and senior leadership roles which at the time of reporting was held by more females than males.
- Quartiles 2 includes our Level 2 Swimming Teacher roles of which are predominantly female, however this also includes our fitness teams of which there are more males .
- Quartiles 3 and 4 show broadly equal representation which include our apprenticeship roles and Lifeguard and receptionist positions. We are pleased that this is showing more equal representation. Our goal is to continue to develop our internal growth and development programmes, so that we can have equal representation across all roles within the organisation.

Going forward into 2025

We recognise that differences make us stronger, and we strive to create a workplace where all employees are treated equitably and have equal opportunities to succeed. We recognise that addressing the gender pay gap is crucial to achieving true gender equality and creating a fair and inclusive environment for everyone. We are dedicated to providing...

Opportunities to Grow:

- We will continue to create progression pathways for all roles, including leadership and specialist roles.

Flexible working:

- We are committed to providing a range of flexible working options for our workforce. This will enable those who have caring and other responsibilities outside of work, to thrive within our organisation.

Engagement and communication:

- We will continue to communicate to our workforce through all colleague events such as our annual Summit, roadshows and our internal newsletter .
- This year we will be encouraging more engagement by broadening the groups who help organise the events for better role representation.

We believe that by addressing the gender pay gap and promoting gender equality, we can create a more dynamic, innovative, and successful organisation. Together, we can build a workplace where everyone feels valued, respected, and empowered to reach their full potential.