

Salford Community Leisure - Gender Pay Gap Report 2018

Salford Community Leisure Limited, as an employer of more than 250 employees, is required by law to publish gender pay gap information on the business website and a government website.

Gender pay gap is the difference in the average hourly earnings of men and women within an organisation.

Six calculations are required that show the difference between the average earnings of men and women across the organisation.

These calculations include all Salford Community Leisure's employees, using the salaries on a snapshot date – 5 April 2017. On this date Salford Community Leisure employed 614 employees 353 female employees, 261 male employees.

Salford Community Leisure – Gender Pay Gap Reporting

Mean gender pay gap	2.5%
Median gender pay gap	0.4%
Mean bonus gender pay gap	n/a
Median bonus gender pay gap	n/a
Proportion of males and females receiving a bonus payment	n/a

Proportion of males and females in each pay quartile	Male	Female
Upper quartile	42.2%	57.8%
Upper middle quartile	39.0%	61.0%
Lower middle quartile	37.9%	62.1%
Lower quartile	51.0%	49.0%

The mean gender pay gap for Salford Community Leisure is 2.5%, significantly lower than the UK national mean gender pay gap of 18.1%.

The figures presented are positive and the data reflects that there are no difference in pay rates for different genders occupying equivalent roles.

The organisation does not operate any bonus or performance related pay schemes.

Next steps

Salford Community Leisure will

- continue to monitor and report 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