

# Gender Pay Gap Report – April 2026

Life Leisure 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.

## **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 only contains **all employees on payroll** of which there are **491**, and the snapshot date of this data is the **5th April 2025**.

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.

## Pay Gaps

### MEAN PAY GAP

**-6.51%**

2020 (SST)  
4.96%

2021 (SST)  
-4.27%

2022 (CIC)  
-7.09%

2023 (CIC)  
-7.83%

2024 (CIC)  
-5.00%

2025 (CIC)  
-6.51%

Our mean pay gap indicates that, on average, women in our organisation earn slightly more per hour than men (-6.51% mean). This is primarily due to an increase in women in senior leadership roles. However, when considering the median pay gap, there remains 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%**

2020 (SST)  
0.34%

2021 (SST)  
0.00%

2022 (CIC)  
-6.42%

2023 (CIC)  
-12.19%

2024 (CIC)  
0.00%

2025 (CIC)  
0.00%

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. Further to this, since becoming the CIC in 2022 we no longer award bonuses to our employees. This is therefore reflected in the figures that are zero.

# Pay Quartiles

2025				2024		
Quartile	Female	Male		Quartile	Female	Male
1	57.38%	42.62%	Highest	1	56.64%	43.36%
2	58.54%	41.46%		2	57.52%	42.48%
3	43.09%	56.91%		3	50.44%	49.56%
4	49.59%	50.41%	Lowest	4	50.88%	49.12%
2022				2023		
Quartile	Female	Male		Quartile	Female	Male
1	54.08%	45.92%	Highest	1	53.21%	46.79%
2	60.20%	39.80%		2	55.45%	44.55%
3	57.14%	42.86%		3	54.55%	45.45%
4	50.00%	50.00%	Lowest	4	40.91%	59.09%
2021				2020		
Quartile	Female	Male		Quartile	Female	Male
1	49.40%	50.60%	Highest	1	48.39%	51.61%
2	59.04%	40.96%		2	64.52%	35.48%
3	62.65%	37.35%		3	65.59%	34.41%
4	43.37%	56.63%	Lowest	4	47.83%	52.17%

## 2025

- 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 which are 75% female however it also includes our Duty Manager and Fitness Managers roles which have a higher % of males.
- Quartiles 3 show that males are paid slightly more in this quartile. This could be due to the fact that a large proportion of the workforce within this category are Lifeguards of which 63% are male. We are pleased that this is showing broadly positive 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 2026

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 through our Grow Academy. There is a focus this year on developing competency frameworks and development tools so that employees can have meaningful 1-2-1s about their development.

## Menopause Action Planning:

- We are committed to ensuring that our workplace is supportive to all employees. We will review our current menopause support offering to identify where we need to improve. This will include workforce feedback and demographic data analysis.

## Engagement and communication:

- This year we are committed to strengthening our employee voice, through the role of workplace champions. These employees will represent the teams and Hubs that they work in. They will provide leadership with valuable insight into how we support our workforce to thrive, so they can continue to improve the lives of others.

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.