
Traffordcity Snowcentre Limited

Gender Pay Gap Report 2023



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This report is published in accordance with the Equality Act 2010 and includes calculations showing the difference in the average pay of men and women across the entire business and all roles.

This report does not directly compare individuals or groups carrying out the same or similar roles. Our Gender Pay Gap Report measures for the snapshot date of 5th April 2023, using the mechanisms set out in the gender pay reporting legislation.

- In our business, we hold paramount the principles of fairness, equality, and respect for all members of our workforce. Our commitment to valuing our people extends to every aspect of our operation, including recruitment, promotion, and compensation practices, where we ensure fairness and non-discrimination based on gender. We run internal development programmes and incentive schemes to ensure we continue to attract and retain the best people; together with fostering a culture of open communication with management where every team member has the opportunity to have their voice heard.
- In our recent assessment of the gender pay gap for the year 2023, we are pleased to report significant strides towards gender equality. The mean gender pay gap has been reduced to 12.4%, with a median gap of 0.0%. These figures reflect our dedication to creating a level playing field for all employees, regardless of gender.
- Furthermore, in terms of bonus payments, our analysis reveals a negative median gap, indicating that, on average, female employees receive higher bonuses than their male counterparts.
- These results underscore our ongoing commitment to fostering an inclusive and equitable workplace, where every individual has the opportunity to thrive and advance based on their skills, abilities, and contributions and firmly believe that no-one should suffer discrimination on the grounds of race, colour, ethnicity, religious belief, political affiliation, gender, sexual orientation, age or disability.

I am confident that the data published in this report is accurate.



Ian Brown, Managing Director – Traffordcity Snowcentre Limited

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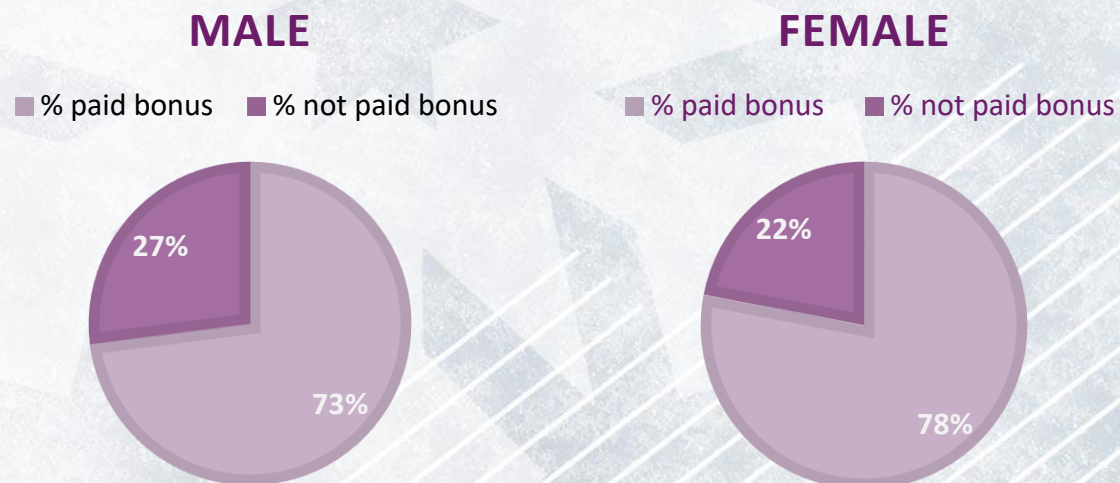
Pay and Bonus Gap

This table details our overall mean (average) and median (middle) gender pay gap and gender bonus gap as of the snapshot date of 5th April 2023.

	Mean	Median
Hourly fixed pay	12.4%	0.0%
Bonus paid	31.4%	-3.9%

Bonus Payment Distribution

The charts below show the percentage of male and female team members who received a bonus payment in the year up to and including the 5th April 2023.



Pay Quartiles

The table below details the gender distribution across four pay quartiles.

	Male	Female
Upper Hourly Pay Quartile	70%	30%
Upper Middle Hourly Pay Quartile	70%	30%
Lower Middle Hourly Pay Quartile	50%	50%
Lower Hourly Pay Quartile	80%	20%