
Traffordcity Snowcentre Limited

Gender Pay Gap Report 2025



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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 2025, using the mechanisms set out in the gender pay reporting legislation.

- Our organisation is committed to fairness, equality, and respect for all colleagues. This commitment underpins our approach to recruitment, development, promotion, and reward, ensuring decisions are based solely on merit and are free from gender based discrimination.
- We actively support gender diversity across all levels of the business, including senior management, and operational leadership levels. Through internal development programmes, incentive schemes, and a culture of open communication, we aim to attract, retain, and develop talented individuals while ensuring all employees feel supported and empowered to succeed.
- Our 2025 gender pay gap assessment shows a mean gender pay gap of 14.5% and a median gender pay gap of 2.7%. These results reflect our continued focus on creating an inclusive workplace and our ongoing efforts to drive greater balance over time.
- We remain firmly committed to equality of opportunity and will continue to promote a working environment free from discrimination of any kind, including discrimination based on gender, race, ethnicity, religion, sexual orientation, age, disability, or any other protected characteristic.

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 2025.

	Mean	Median
Hourly fixed pay	14.5%	2.7%
Bonus paid	17.4%	6.6%

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 2025.

	Male	Female
% Paid bonus	94%	95%
% Not paid bonus	6%	5%

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	50%	50%
Lower Middle Hourly Pay Quartile	70%	30%
Lower Hourly Pay Quartile	50%	50%