

Gender Pay Gap Report Total Care and Support Limited (TCS)



TOTALcare™
specialists in service

What is the Gender Pay Gap?

The Gender Pay Gap shows the difference between the average (mean or median) pay of men and women. This is expressed as a percentage of men's pay. For example: a positive pay gap would mean that on average across the whole workforce, men earn more than women per hour. Where a negative figure is reported, this means that on average across the whole workforce, women earn more than men per hour.

Equal pay vs Gender Pay

Whilst both gender pay and equal pay look at the pay received by men and women, they are different.

Gender Pay looks at the difference between women's and men's average pay across the business regardless of seniority or the role

Equal Pay looks at the pay that men and women receive whilst performing the same role

At TCS everyone is compensated based on their role: TCS is an equal pay employer – men and women performing equal work receive equal pay.

All of the information in this report is based on data from the required “snapshot” date of April 2024

Key Measures of the Gender Pay Gap (GPG)

Mean: This shows the difference between the average. This is used to show the hourly pay of men and women for gender pay and the bonus paid to men and women.

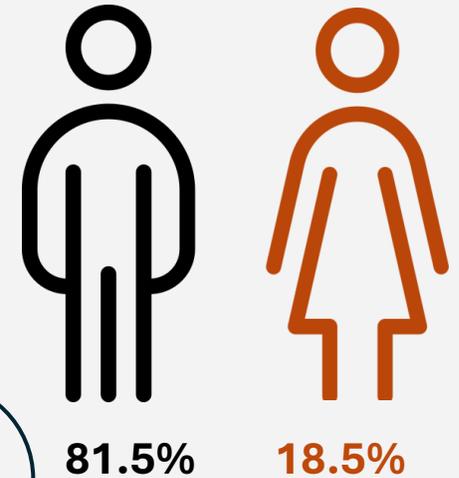
Median: This shows the difference between the midpoints of a range. This is used to show the hourly pay of men and women for gender pay and the bonus paid to men and women

Quartiles: We have broken down our employee population in order of fixed pay from lowest to highest, and then divided this into four equal sub-groups (upper quartile, upper middle quartile, lower middle quartile and lower quartile). This shows how the distribution of men and women varies according to each quartile.

TCS 2024 Pay Gap

We are proud that the scores are well balanced across a number of the metrics

We acknowledge that we have some anomalies as we operate in a sector that traditionally has a gender bias for certain roles and further due to the relatively small sample size



Mean Gender pay gap -7.35%¹

Median Gender pay gap 5.17%²

Mean Gender pay gap bonus -322.4%³

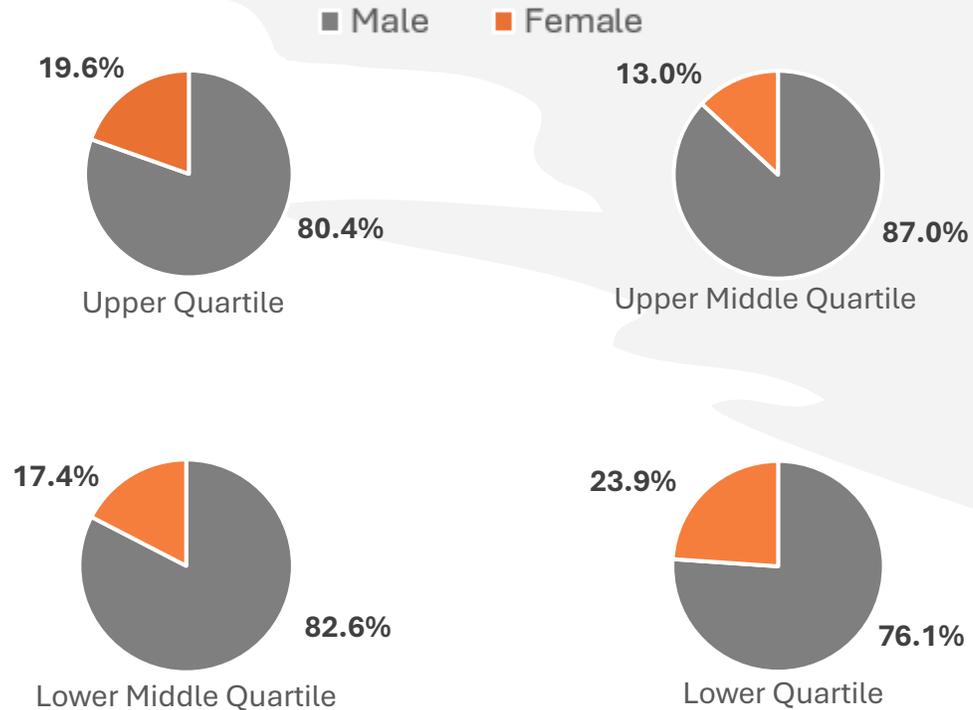
Median Gender pay gap bonus -1116.0%⁴

3 & 4 Numbers are distorted by the introduction of a new bonus in April 2024, one month's payment was included in the annual bonus calculation for many workers in a role predominantly occupied by male employees.

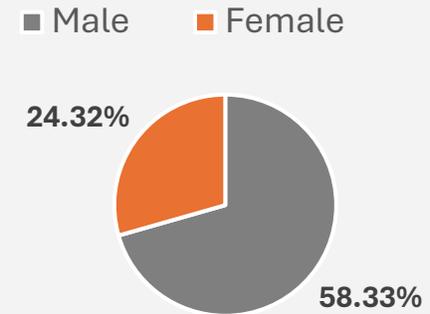
- 1 Average hourly pay for females is higher in the reporting period
- 2 On a median basis hourly pay is higher for males in the reporting period
- 3 Average bonus pay for females is higher in the reporting period
- 4 On a median basis bonus pay is higher for females in the reporting period

TCS 2024 Pay Gap

Gender pay split by hourly pay quartile



Proportion of employees who received a bonus





Our Ongoing Commitment ...

We are dedicated to continually assessing our gender pay gap in accordance with government regulations, conducting annual reviews to ensure sustained progress.

Our strategy focuses on inspiring, attracting, and nurturing a balanced and diverse workforce, which we believe will contribute to maintaining equitable pay structures.

Key Initiatives:

Inclusive Recruitment

- Eliminated gendered language from job postings to reduce bias

Promoting Diversity and Development

- Provide ongoing development opportunities to support career progression

Emerging Talent Focus

- Implemented in-house training and development programs in many areas of the organisation in order to help upskill workers, enabling recruitment of those in disadvantaged groups, including for example unemployed and / or young local people
- Continued our ongoing commitment to recruitment of graduate roles to foster diverse young talent

Policy Enhancement

- Regularly review and update policies to ensure equality and diversity are fundamental to our operations