Gender Pay Gap Statement

Care Solutions (St Helens) Ltd (trading as TogetherCare)

Introduction

Care Solutions (St Helens) Ltd is committed to providing fair, transparent, and equitable pay for all employees. We value diversity across our workforce and ensure that pay and progression decisions are based on role requirements, skills, experience, qualifications, and performance, not gender.

As a responsible care provider, we continuously review our employment practices to ensure equality of opportunity and compliance with the Equality Act 2010.

Legal Context

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, only organisations with 250 or more employees are legally required to publish gender pay gap data. Care Solutions (St Helens) Ltd currently employs fewer than 250 staff and is therefore not legally required to publish formal gender pay gap figures.

Despite this, we choose to provide this statement voluntarily as part of our commitment to transparency and fair employment practices.

Our Workforce and Pay Structure

Our workforce is predominantly front-line care staff, supported by office, supervisory, and management roles. Pay rates are set according to:

- Role responsibilities and required competencies
- Accredited training and qualifications
- Experience within the role
- Contracted hours and working patterns
- Compliance with Real Living Wage commitments

Pay rates are standardised within role bands and applied consistently, regardless of gender. Staff undertaking the same role, with the same responsibilities and experience, are paid equally.

Gender Pay Gap Position

Based on internal reviews of payroll and role banding:

- We do not operate gender-based pay rates
- Men and women performing the same roles are paid the same hourly rates
- Overtime, enhancements, and unsocial hours payments are applied equally

- Progression opportunities are open to all staff based on merit and capability

Any variation in overall earnings is attributable to factors such as contracted hours, length of service, or role level, rather than gender.

Recruitment, Progression, and Promotion

We actively promote equality through:

- Gender-neutral recruitment and selection processes
- Structured interview scoring
- Transparent role descriptions and pay bands
- Equal access to training, supervision, and promotion opportunities

Management and senior roles within the organisation are filled based on competence, experience, and leadership ability, with no barriers related to gender.

Ongoing Commitment

We remain committed to:

- Monitoring pay practices and workforce data
- Ensuring continued compliance with equality legislation
- Promoting inclusive leadership and progression opportunities
- Challenging any practices that could lead to unintended inequality

This approach supports staff retention, morale, and high-quality care delivery.