

# TogetherCare

## Gender Pay Gap Report

Care Solutions (St Helens) Ltd T/A TogetherCare  
Snapshot Date: 5 April 2025

### Introduction

TogetherCare is a domiciliary care provider delivering community-based services across St Helens. Our workforce is central to the quality of care we provide, and we are committed to maintaining a fair, transparent and consistent approach to pay.

### Workforce Profile

As at 5 April 2025, TogetherCare employed over 250 staff, the majority of whom are frontline care workers. The workforce reflects the wider adult social care sector, which is predominantly female.

### Our Approach to Pay

TogetherCare operates a standardised and structured pay model across all roles. All care staff are paid the same hourly rate regardless of gender. Pay is based on role, responsibility, and operational requirements. Paid time includes care delivery, travel between visits, and working time recorded through our digital systems.

### Gender Pay Gap Results

Mean Gender Pay Gap: 1.20%  
Median Gender Pay Gap: 1.27%  
Mean Bonus Gap: 0.00%  
Median Bonus Gap: 0.00%  
Male Bonus: 0.00%  
Female Bonus: 0.00%

Quartile	Male	Female
Lower Quartile	2.22%	97.78%
Lower Middle Quartile	13.33%	86.67%
Upper Middle Quartile	20.45%	79.55%
Upper Quartile	6.82%	93.18%

### Understanding the Results

TogetherCare's gender pay gap is minimal. The small difference reflects workforce composition rather than pay inequality.

## **Commitment**

TogetherCare remains committed to maintaining equal pay, transparency, and supporting career progression for all staff.

Signed:  
Michael Burke  
Director