

## Introduction

At WCS Care, we believe every day should be a day well lived. So every day, we invite people to choose the things they want to do and try new opportunities. This simple belief and approach applies to anyone who lives with us, or works for us.

WCS Care does not discriminate on the grounds of gender and complies with the Equality Act. WCS Care's workforce consists of significantly more females (93%) than males.

This profile reflects the nature of the care sector. All employees receive a salary according to our pay scale, which is reviewed on an annual basis, and all of our employees are paid the same rate for the role, regardless of gender.

The averaging of different roles within the pay bands obscures the fact that the charity pays both men and women equally for the same roles.

## Mean and median gender pay gaps



**Overall mean gender pay gap: 15.9%**

The average pay for men, compared to women. The gap of 15.9% is due to the majority of care staff (93%) being women employed as carers.



**Overall median gender pay gap: 0.00%**

The average pay at the midpoint of our scale. 0% indicates that there is no pay gap.

The mean pay gap figure is significantly influenced by the pay in the senior management team. If this is excluded from the calculations, the mean gender pay gap would fall to 2.7%.

The senior management team currently consists of two men and one woman. The Chief Executive role is currently held by a woman.

**Mean bonus gender pay gap:**

Negative (87.4%)

**Median bonus gender pay gap:**

Negative (85.3%)

**Bonus payments received:**

2.1 % of men and 2.5% of women

Bonuses are paid based on the quality rating of our homes.

In 2017, female employees outperformed male employees, reflected in the negative results.

In terms of bonuses, male employees were paid 87.4% (mean) and 85.3% (median) less than women.

## Pay quartiles

This shows the average (mean) pay gap between men and women's contracted hourly pay for each quartile.

The consistency in the distribution of data shown in the graphs opposite shows that men and women are being treated equally for pay across pay bands.

WCS Care remains committed to fair and equitable remuneration and reward for all of its staff, regardless of gender, and this will continue to be the case in the future.

