



## Tricuro Gender Pay Gap Reporting 2022

### Introduction

Tricuro is wholly owned by BCP Council (Bournemouth, Christchurch and Poole) and provides short and long-term high-quality care and support to adults, their carers and families. We have highly trained and skilled staff and offer flexibility, consistency and reliability of service across the county which is focused on meeting the needs of people in our communities.

Tricuro is committed to creating an inclusive working environment in which each employee is respected and able to fulfil their potential.

### Gender Pay Gap

The gender pay gap refers to the differences in the average pay of men and women. It does not take account of the different roles to which each may be assigned, but reports on the difference in average pay for all staff employed by an organisation. We are required to provide the mean and median gender pay gap figures as well as the percentage of males and females in each of the four pay quartiles.

### Equal Pay

Equal Pay legislation requires that men and women who carry out the same or similar jobs, or work of equal value, are paid the same. All posts at Tricuro are evaluated to ensure that work of equal value falls into the same pay grade.

### Methodology

The calculation of both the mean and median includes all groups of staff including established staff (full and part time), casual staff and staff on zero hours contracts.

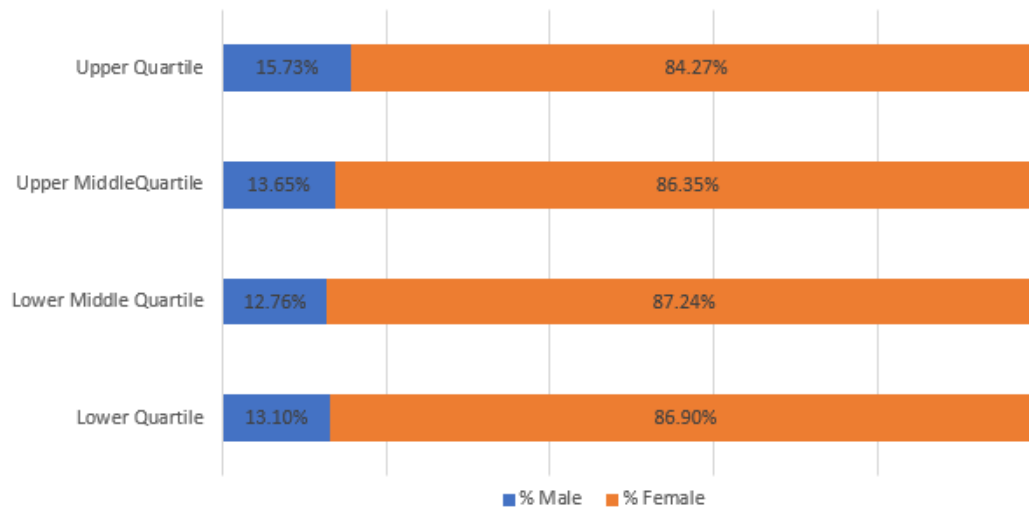
The calculations are based on what is referred to as 'ordinary pay'. This excludes any employee on statutory maternity pay, statutory sick pay, reduced pay due to sickness or maternity/paternity/adoption. Any casual or member of staff on a zero hours contract who did not earn anything in the reference pay period has been excluded from the figures.

Mean = average; Median = the mid-point in any ranking once hourly rates are sorted from lowest to highest.

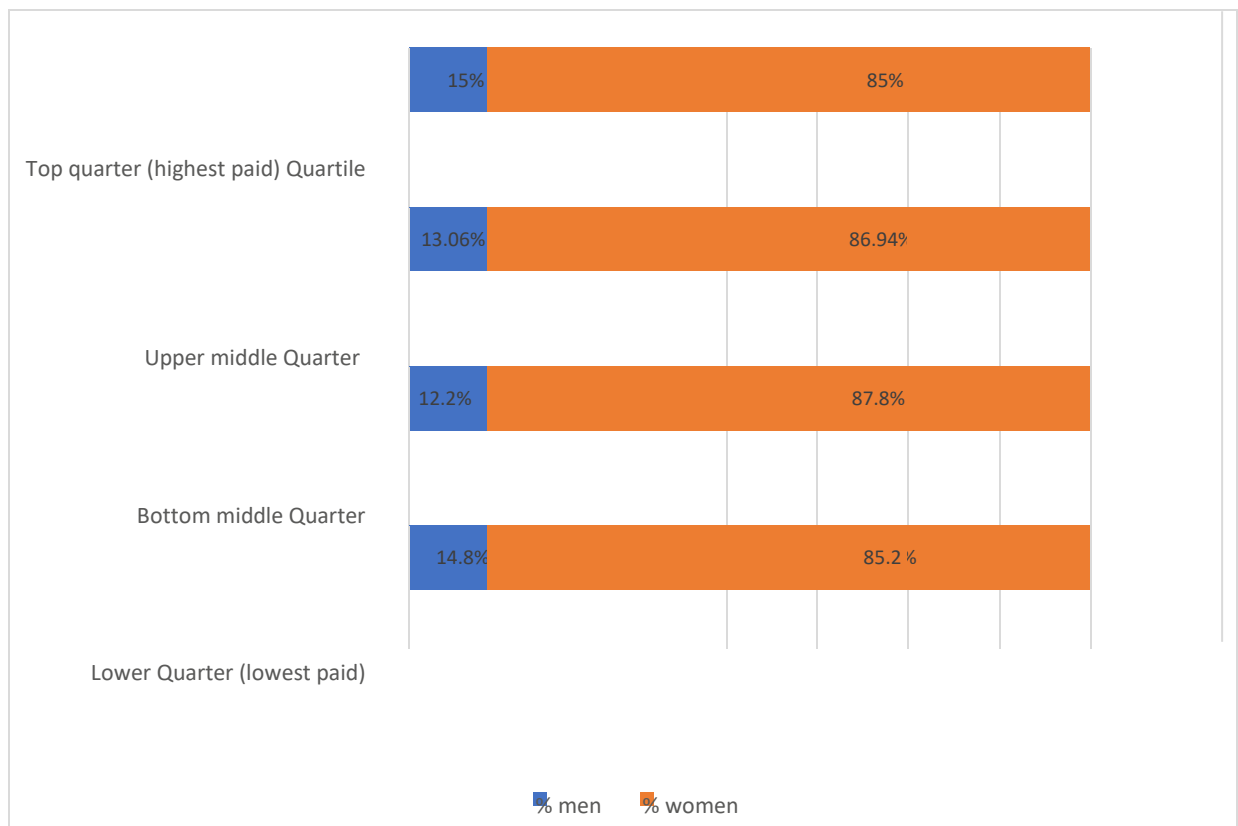
### 2022 MEAN AND MEDIAN GAP

	2022	2021
Mean Gap	5.83% (women lower)	5.09% (women lower)
Median Gap	1.69% (women lower)	0.84% (men lower)
Mean Gap - Bonus	-0.15%(men lower)	No bonuses paid to either men or women
Median Gap – Bonus	0%	No bonus paid to either men or women

### 2022 PAY QUANTILES BY GENDER



## 2021 PAY QUANTILES BY GENDER



### **Future Action:**

- We will continue to ensure all staff complete mandatory Equality and Diversity training.
- We will continue to promote our family friendly policies.
- We will continue to strengthen links with partner organisations, ensuring careers in the care sector are accessible to everyone.
- We will review our Learning and Development provision to ensure that it is accessible and supports career progression for all protected groups.
- We will develop innovative and inclusive succession planning mechanism.