



CTTM.CO.UK

Extel Limited T/A Care Through The Millennium - Gender Pay Report

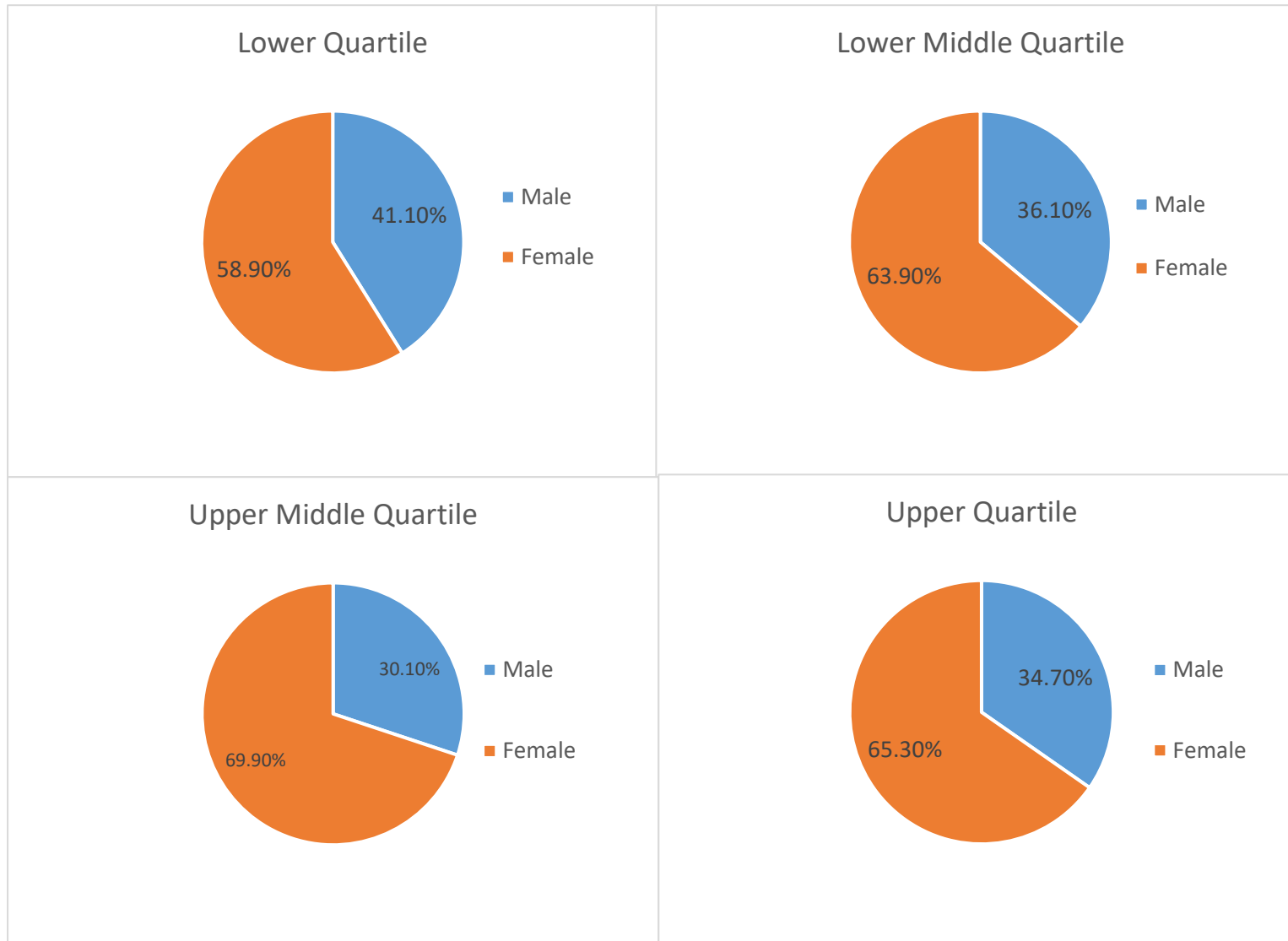
This information details the median and mean gender pay gap and bonus pay gap based on hourly rates of pay as at the snapshot date of 5th April 2022 and bonuses paid in the year to 5th April 2022.

Our gender pay figures

Based on the mean, the women's hourly rate is 3.4% higher than men's, however, the median demonstrates that there is 1.2% between the pay of women and men, in favour of women.

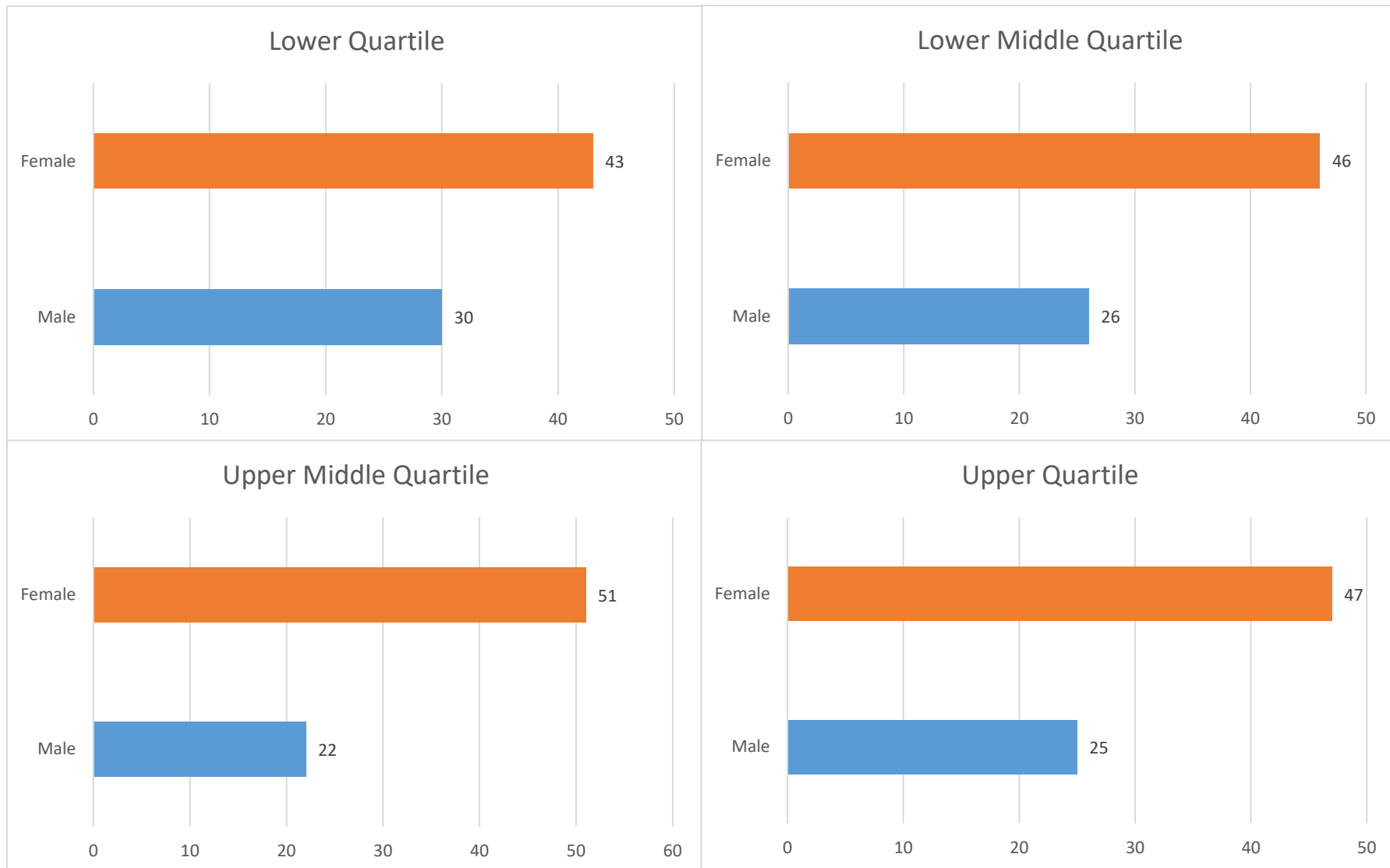


Proportion of men and women in each pay quartile (%) ■ Male ■ Female





Number of men and women in each pay quartile ■ Male ■ Female



Proportion of men and women receiving a bonus payment



Women

98.4% were paid a bonus



Men

99% were paid a bonus

Understanding the Gap

At CTTM we are immensely proud of our amazing staff team who are dedicated to supporting the individuals in our care to fulfil their potential. We are committed to providing a diverse workforce who are valued as individuals and encouraged to achieve their goals in a supportive and caring environment.

The Board of Directors are delighted that our mean gender pay gap is -3.4% meaning that when comparing the mean hourly pay rates, women earn the same as men. The median pay gap is -1.2% in favour of women, this is in comparison with the national average of 8.3% (in favour of male workers, as published by the office for national statistics data released in October 2022). Within the care sector women represent a high percentage of the workforce and whilst at CTTM we are proud to employ more males (37%) than the national average (18%, Skills for Care, October 2022) we continuously strive to encourage men to join the sector. We follow values-based recruitment practices and are actively working to attract and retain the best talent.



CTTM.CO.UK

At CTTM we are confident that we pay our employees equally for doing the same or similar work and have a pay structure in place across the organisation to ensure this.

CTTM are extremely proud of our track record in supporting and developing our team members into leadership roles, with all of our Registered Managers gaining internal promotion into their role.

Bonus payments

CTTM are an Employee-Owned Organisation and during the year have been proud to pay our team members a bonus in recognition of their loyalty, hard work and dedication to the individuals who we support. The bonus criteria was based mainly around length of service. We also have a performance related bonus scheme in place for our Registered Managers. Bonuses were received equally across the workforce by men and women. The amount of Women's bonus pay was 44.9% higher (mean) and 35.1% higher (median) than the men's bonus payments. The reason for this is due to the female employees having a substantially higher length of service in comparison with the men and therefore being entitled to a higher bonus amount. CTTM are satisfied that the bonus schemes in place are fair and are applied consistently.

CTTM has calculated the gender pay figures in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and we will continue to monitor and report our progress annually.

I confirm that the information in this statement is accurate.

Jane Nash
Human Resources Director
November 2022