

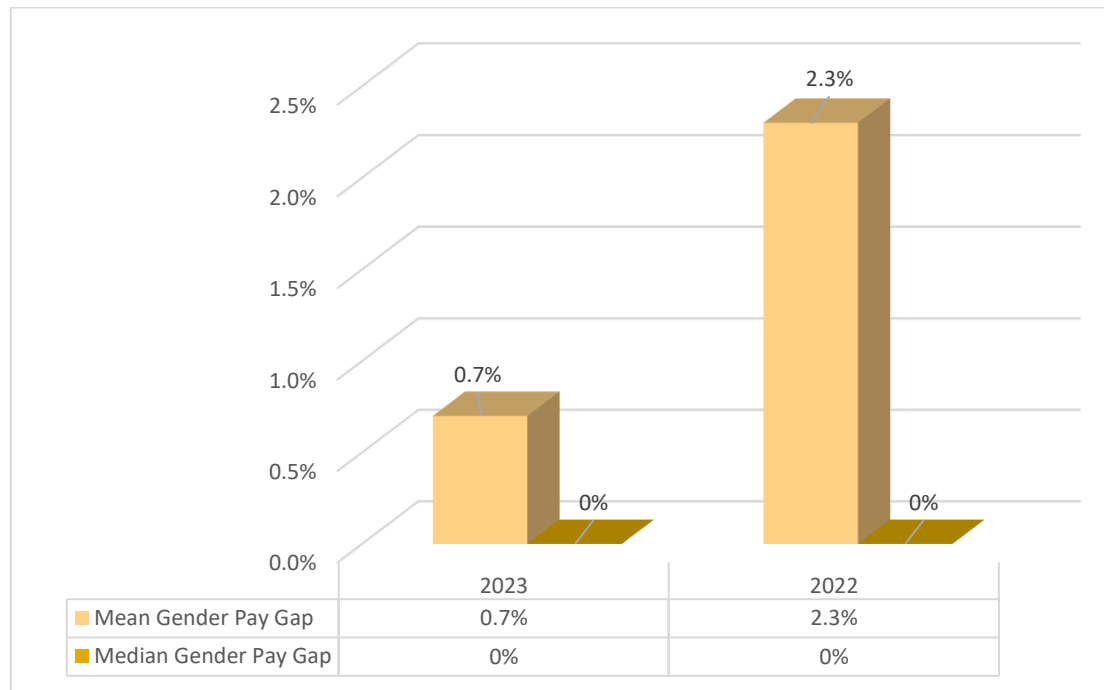


Gender Pay Gap Report

Snapshot date: 05 April 2023

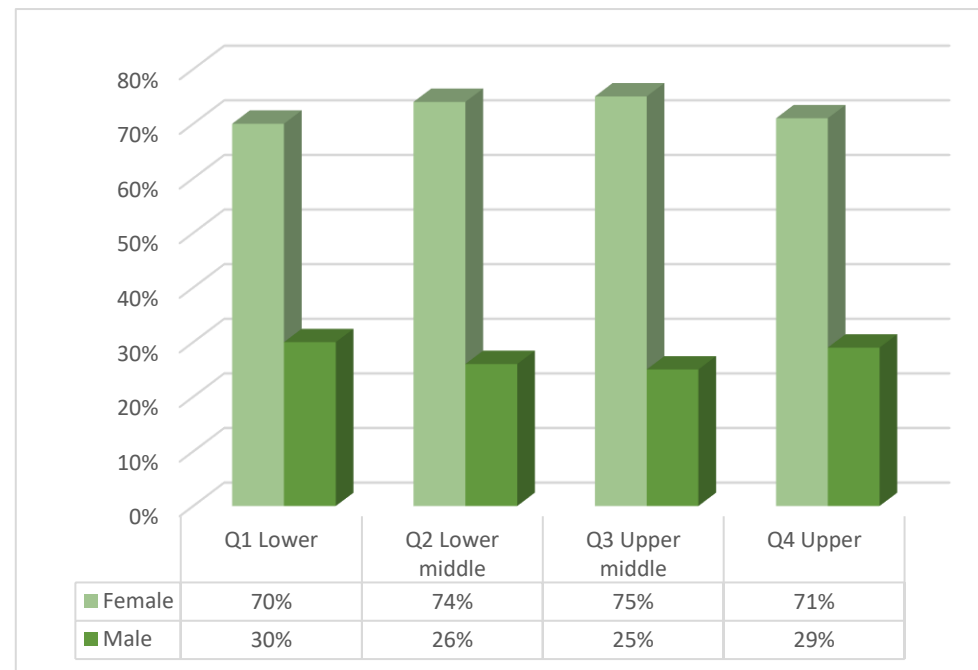
Eden Futures is a leading Supported Living provider within the Health and Social Care sector. We are committed to transforming lives through exceptional support services for individuals with learning or physical disabilities, acquired brain injuries, autism, or mental illnesses. This report presents an analysis of our gender pay gap data, reflecting our ongoing commitment to our people and culture within the framework of our people strategy.

The data below reflects 1421 employees as at the snapshot date:





The percentage of females and males within each quartile is shown below:



Workforce composition and gender distribution

Our workforce is predominantly female, aligning with the broader trends in the health and social care sector. The majority of our staff are Support Workers, a role crucial in delivering the compassionate and skilled care and support we are known for. Our gender pay gap data reveals a higher representation of women in the lower and middle pay quartiles, indicative of the sector’s employment trends.



Leadership and equality

In leadership, we are proud to have achieved near gender parity in our executive team, comprising 5 females and 4 males, including a female CEO. This balance at the executive level is a reflection of our commitment to inclusivity and equitable representation in decision-making roles.

Pay gap analysis

Our analysis indicates a mean pay gap of 0.7%. Within Q4, we have a slightly higher proportion of men within management and executive roles, compared to Q1, Q2 and Q3.

The median pay gap stands at 0%, reflecting our well-established and effective policies ensuring fair pay.

Culture and values

Our People Strategy sets out the strategic direction for our staff in the coming year and sets out how we will enable the delivery of our vision and strategic aims, underpinned by our values of: **Brave, Honest, Caring** and **Compassionate, Positive, Professional** and **Responsive**.

Our intention is to build a workforce that is happy, resilient and able to fulfil their potential as we develop and grow our services. We ensure that our staff experience is a positive one throughout the employee lifecycle to attract and retain the best people and be able to change and adapt to provide excellent care and support and meet the needs of our service users.

We have 3 key overarching ambitions:

- ✓ To attract and retain our people
- ✓ To make sure that their health and wellbeing is supported so that our people feel well at work
- ✓ To give our people the opportunity to learn, develop and progress

At Eden Futures, where our people are at the heart of our purpose, we've taken significant steps to enhance our People Strategy that we introduced in October 2022. We've refreshed our People Strategy to outline our accomplishments in 2023 and set our sights on our 2024 aspirations. By focusing on these strategic enhancements for 2024, we aim to further solidify our position as an employer of choice and ensure our teams feels valued, engaged and equipped to succeed.



Future focus

As part of our ongoing people strategy, we remain dedicated to nurturing a work environment that champions equality, diversity, and professional growth. We are constantly evaluating and evolving our practices to ensure that our workforce feels valued, respected, and equally represented at all levels.

Summary

Our gender pay gap report is a reflection of our commitment to transparency, fairness, and continuous improvement. We are proud of our progress in fostering an inclusive workplace and remain dedicated to advancing our people strategy, ensuring that Eden Futures continues to be a place where talent thrives, irrespective of gender.

We confirm that all calculations have been carried out in line with the guidance and regulations, with all efforts made to ensure a comprehensive and methodical approach to the production of our findings.