



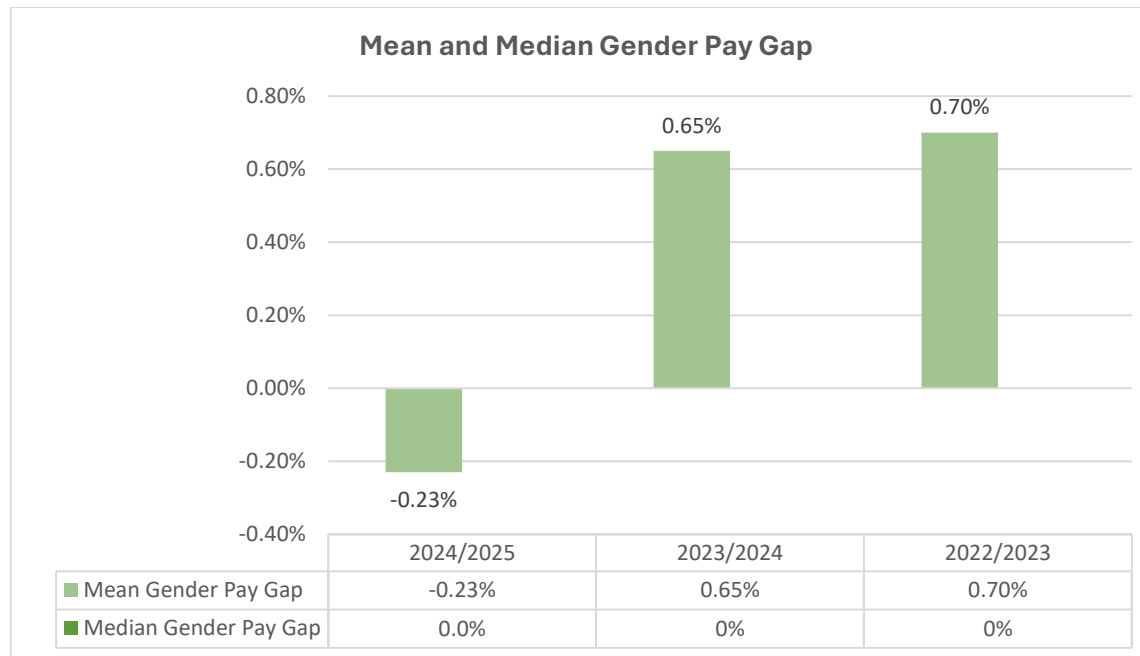
# Gender Pay Gap Report 2026

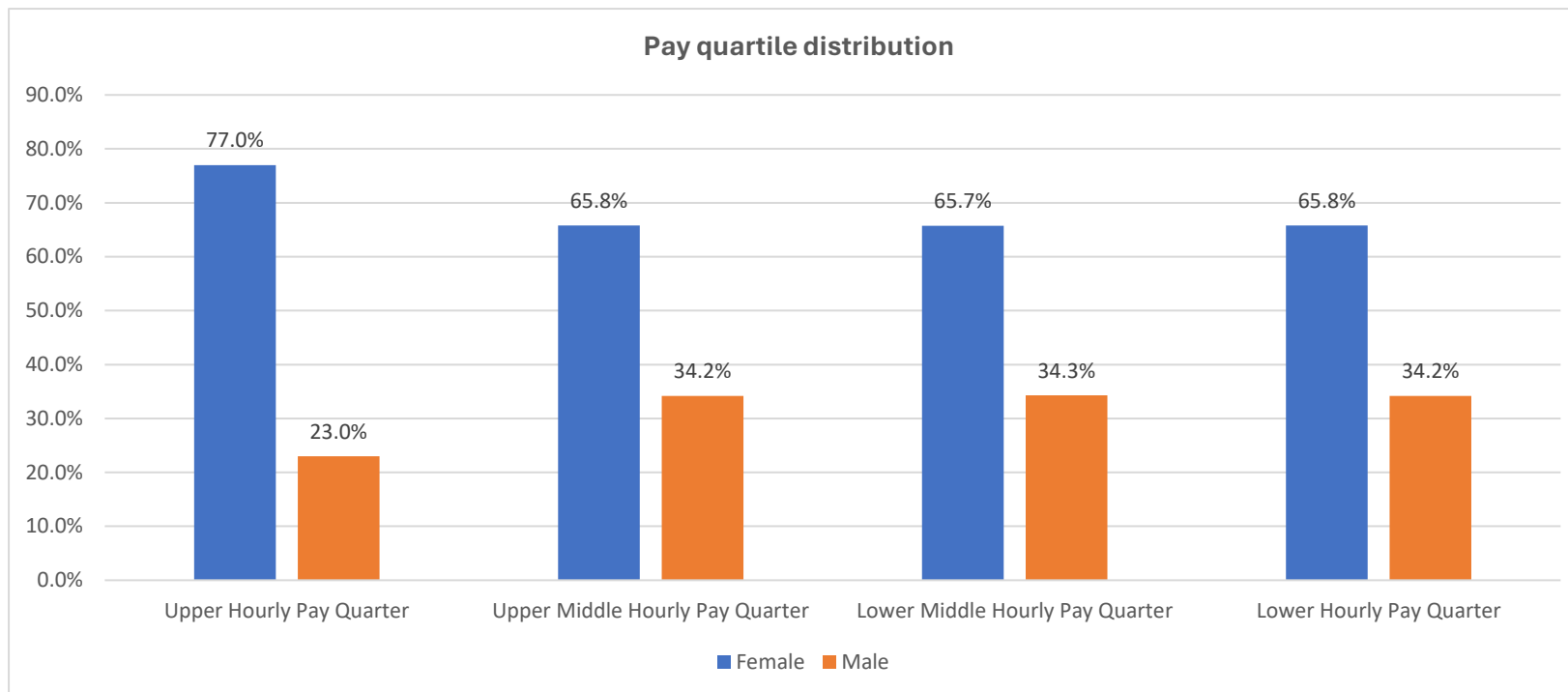
Snapshot date: 05 April 2025

Date published: March 2026

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 illness. 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 provided in this report reflects 1706 employees as of the snapshot date.





### Overview and summary

Our gender pay gap data demonstrates a sustained and consistent position of pay equity across Eden Futures, particularly when viewed against wider adult social care sector trends.

Over the past 3 years, our median gender pay gap has remained at 0%, indicating that the typical hourly pay for men and women is equal. In comparison, while sector-wide median gaps are not always published consistently, the adult social care sector continues to experience gender pay disparities driven by workforce structure.



Our mean gender pay gap has remained within 1 percentage point of zero, moving from 0.70% in 2022/23 and 0.65% in 2023/24 to -0.23% in 2024/25. This compares very favourably to the wider UK average gender pay gap of approximately 13–14%, and sector estimates of around 6–8% within adult social care.

This level of consistency reflects a high degree of fairness in how pay is applied across our company.

When considered alongside our pay quartile distribution, the strength of this position becomes even clearer. Women make up approximately two-thirds of our workforce and are consistently represented across all pay quartiles. Notably, women account for 77% of the upper pay quartile, demonstrating strong representation in higher-paid roles.

This is particularly significant in the context of the adult social care sector. As outlined in the Skills for Care State of the Adult Social Care Sector and Workforce 2025:

- Around 79% of the workforce is female
- Men are more likely to be represented in senior and higher-paid roles
- This structural imbalance is a key driver of the sector's gender pay gap



In many organisations, this results in men being overrepresented in upper pay quartiles. In contrast, our data shows the opposite pattern, with women more strongly represented in the highest-paid quartile, and a consistent gender balance across all pay levels.

This indicates that we have effectively addressed the primary drivers of gender pay inequality seen across the sector, namely, the distribution of roles and access to progression.

Maintaining a 0% median gender pay gap, alongside a mean gap consistently close to zero over multiple years, and a balanced quartile profile, places Eden Futures in a leading position within the adult social care sector. It demonstrates not only compliance with statutory reporting, but a genuine and embedded approach to equitable pay, progression, and opportunity.

### **Culture and values**

Our People Strategy sets out the strategic direction for our staff 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. By focusing on these strategic enhancements, we have demonstrated our commitment to be an employer of choice, ensuring our teams feel valued, engaged and equipped to succeed. This is evidenced through Investors in People Platinum accreditation, awarded to Eden Futures in 2025.



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.*

A handwritten signature in black ink, appearing to read "H. Stokes".

**Helen Stokes**

**Chief Executive Officer**