



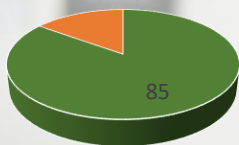
# Eden Futures

At 5<sup>th</sup> April 2018, Eden Futures\* has seen an improvement in its gender pay gap driven primarily by an increase in the number of women employed in higher paid roles in quartile four. This means that we have a more comparable proportion of women in higher paid roles, reflective of the percentage of women employed throughout the organisation.

Our median pay gap remains at 0% showing that we still have equality of pay across support workers, being paid equally for similar roles. Our first three quartiles are still made up entirely of support workers.

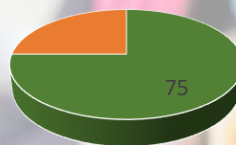
At Eden Futures we strive to recruit a diverse workforce and have reviewed our 'recruiting for values' strategy in the past six months. In our recent Staff Engagement Survey, 85% of responders said that they understand our values, and 75% of responders said that they think their team reflects the diversity of those they support. Our aim for next year is to improve these percentages even further.

**% agreeing that they understand our Values**

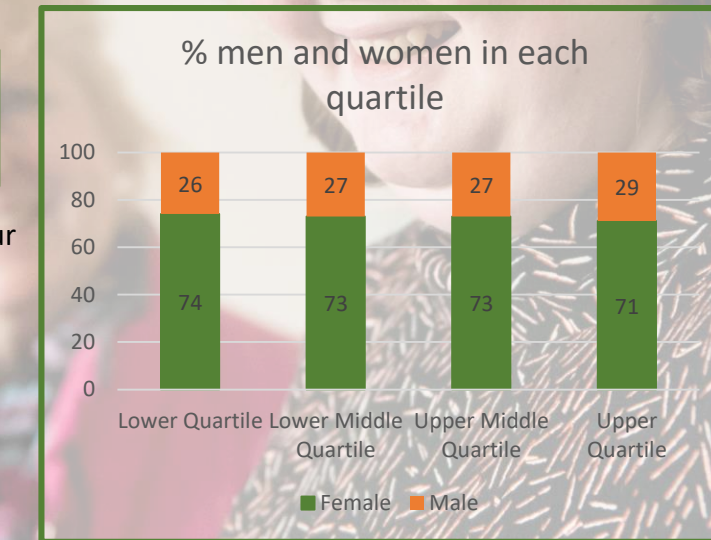


■ Agree

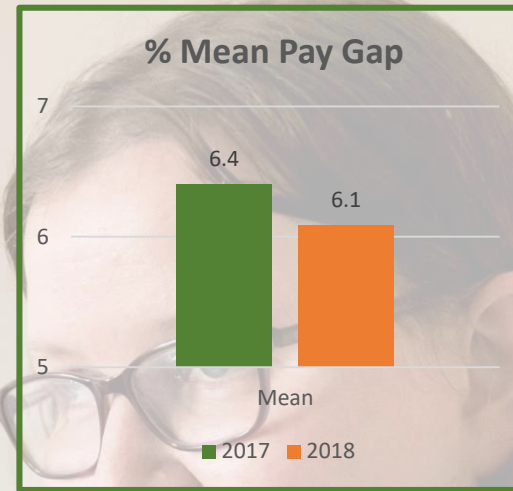
**% agreeing that diversity of teams reflects those we support**



■ Agree



\*Eden Futures comprises four separate companies, one of which employs over 250 staff. The UK Government requires us to report an analysis of our Gender Pay Gap, and so to ensure that a true representation of our organisation is achieved, this report represents a snapshot of data held on the 5th April 2018 for all companies within the Eden Futures brand.



Bonuses were available to fewer people this year, due to a change in policy regarding payments for filling placements. This year, 54% of eligible women received a bonus, and 58% of eligible men. The mean bonus gap improved in the year because there were fewer males eligible. However the gap still remains at 47% because of the higher proportion of men eligible for bonuses at Executive level.

