

# Gender Pay Gap Report

April 2021

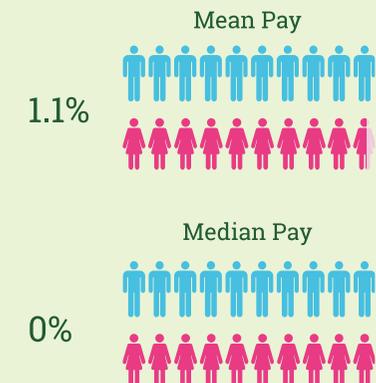
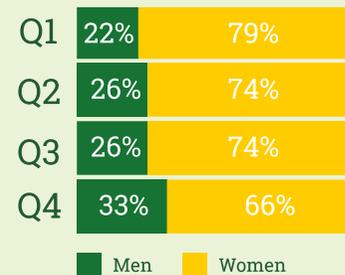


At Eden Futures\*, we are committed to developing and supporting our staff team. We want to be confident that there is gender equality throughout the organisation in every aspect of the work we undertake to recruit, retain and develop the best people. We ensure that our teams and those applying to work for us have equality of opportunity and that equivalent roles are equally paid. We achieve this through our Recruiting for Values Strategy which allows people from diverse backgrounds to apply for roles based on matching their personal and professional values base with that of the organisation with the aim of improving Quality of Life outcomes for the people we support and promoting diversity within the workforce.

\*Eden Futures comprises of four separate organisations, 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 1<sup>st</sup> April 2021 for all companies within the Eden Futures brand.

Eden Futures is similar to many organisations within the sector in that there is a high proportion of women working in all areas of the business. The first three quartiles of staff members are made up entirely of support workers which is why the median pay gap stands at 0%. This means that the staff member at the middle of both all men and all women is equal. This also shows that we have equality of pay across support workers, with all support workers being paid equally for similar roles.

The percentage of men and women in each quartile is shown below



Within the fourth quartile we have a slightly higher proportion of men where there are management and executive roles meaning that overall there are approximately 7% more men in this quartile than in the first three. In the Executive Team, 33% are women which mirrors the makeup of the management team as a whole. This means that the overall mean (averaged) pay gap stands at just 1.1%.

There were no bonuses payable therefore the bonus pay gap is 0%