

GENDER AND DIVERSITY PAY GAP REPORT 2025





At Grace Eyre we are proud of our diversity and ensure that everyone has equal opportunities. We recruit, train and promote on the basis of ability and requirements of the jobs.

As we have over 300 employees we are required to publish information regarding gender pay under the Equality Act 2010

A message from our Chief Executive

This report reflects our commitment to transparency and our ongoing efforts to promote an inclusive and equitable workplace.

We aim to create a work environment where every individual, regardless of age, disability, gender reassignment, race, religion or belief, gender, sexual orientation, marriage and civil partnership or pregnancy and maternity is recognised and compensated fairly.

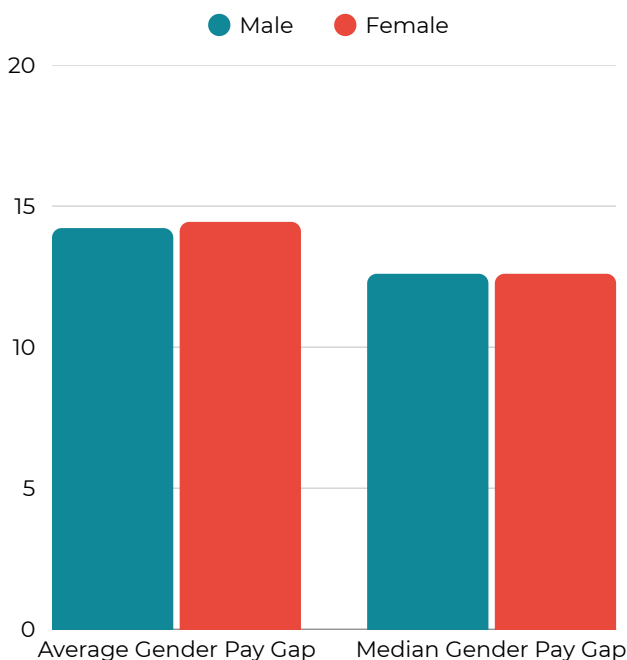
Eva Eriksson, Chief Executive

Gender Pay Gap Report

What is the gender pay gap report?

The gender pay gap refers to the difference in pay between male and female employees. This report provides an analysis of these pay disparities, including average and median pay gaps. Additionally, we examine the representation of genders across our entire workforce, pay quartiles, and within management positions.

Average and Median Pay Gap



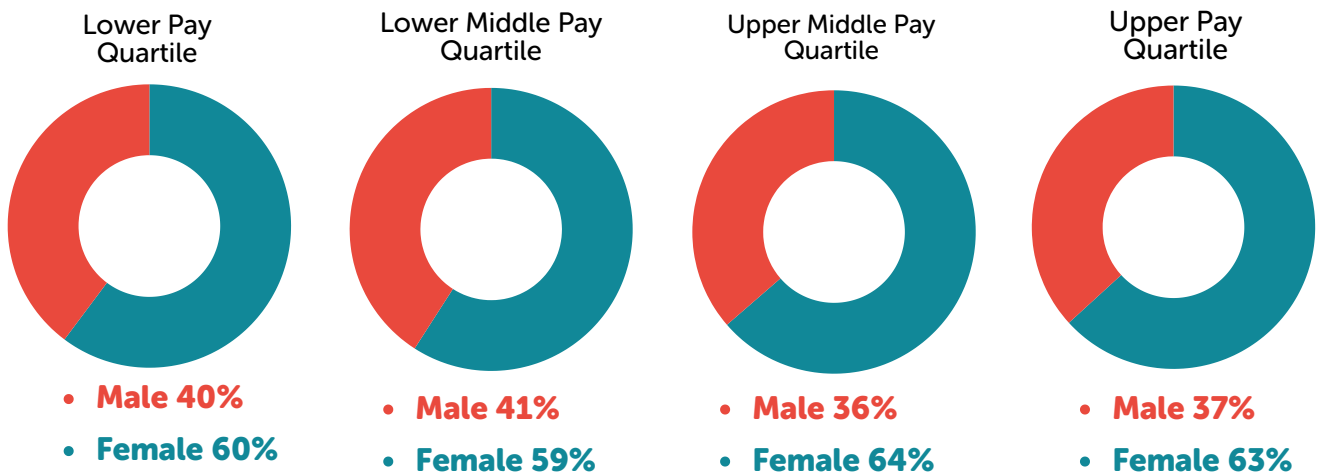
The national gender pay gap is 12.8%. Grace Eyre's is significantly less, our median pay gap is 0% and average pay gap is -1.55%.

We do not operate a bonus scheme and no staff received a bonus.

Our average gender pay gap is -1.55%

Our median gender pay gap is 0%

Proportion of males and females by pay quartile



The gender representation across our pay quartiles closely mirrors the overall composition of our workforce.

The quartile percentages fluctuate annually due to staff turnover and the recruitment of new team members.

Grace Eyre Workforce Population



- **Male 38%**
- **Female 62%**

People who identify as men are under-represented, making up only 38% of the workforce .

This is not uncommon the for Human Health and Social Care industry. ONS 2024 release F -78%
M - 22%



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