

## Independence Matters Gender Pay Gap – April 2025

Independence Matters is required by law to publish an annual gender pay gap report.

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

On the snapshot date of 5 April 2025 Independence Matters had a total of 565 workers categorised as “relevant employees” and used in the reporting of bonus pay gap statistics. 463 employees were classified as “full-pay relevant employees” and were used in the reporting of hourly pay gap statistics. Of the 463 “full pay relevant employees”, 75% are female and 25% are male.

### Metrics

1. The **mean gender pay gap** for Independence Matters is -2.6%
2. The **median gender pay gap** for Independence Matters is 2.2%
3. The **mean gender bonus gap** for Independence Matters is -10.5%
4. The **median gender bonus gap** for Independence Matters is 0.0%
5. The percentage of
  - **male employees** in Independence Matters receiving a bonus are 3.5%
  - **female employees** in Independence Matters receiving a bonus are 5.4%
6. The percentage of males and females in each pay quartile band for Independence Matters is:

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them <b>at or below the lower quartile</b>	26.3%	73.7%
B	Includes all employees whose standard hourly rate places them above the lower quartile but <b>at or below the median</b>	20.2%	79.8%
C	Includes all employees whose standard hourly rate places them <b>above the median but at or below the upper quartile</b>	21.6%	78.4%
D	Includes all employees whose standard hourly rate places them <b>above the upper quartile</b>	24.6%	75.4%

Independence Matters has introduced a Refer a Friend scheme which rewards employees with a modest bonus for the successful recruitment and retention of a friend. The 2025 report is the first year in which these payments have been reflected in our Gender Pay Gap data.

The figures set out above are based on the data supplied by Independence Matters and have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### **How does Independence Matters compare with other organisations?**

Many organisations have a gender pay gap that reflects male employees earning more than female employees. We are pleased and proud to be able to say that at Independence Matters the median and the mean pay gap shows small negative values – meaning that women, on average, are paid slightly more than men.

Data from the Office for National Statistics (ONS) states that in April 2025 the gender pay gap for employees was 6.9% based on median hourly earnings (excluding overtime)

Compared to last year the mean gender pay gap has moved from -3.3% to -2.6% and the median gender pay gap has moved from 0% to -2.2%. These small changes are statistically insignificant, and the data continues to evidence that Independence Matters gender pay gap is not a cause for concern.

According to data from the Office for National Statistics (ONS) female Care Workers and Home Carers earned 1.4% more their male colleagues as at April 2025.

The company's biggest challenge remains that of attracting more male candidates into the care sector as can be illustrated by our high female to male employee percentages.

### **What are the underlying causes of a gender pay gap?**

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Independence Matters is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally, regardless of their sex (or any other characteristic set out above).

Independence Matters has a role-based pay structure which links pay to the role rather than the person. This method ensures gender neutral pay which is reflected in our consistently low gender pay gap percentage. The negative mean gender pay gap is the result of the roles in which men and women work within the company and the salaries that these roles attract. Within the company there are more women in senior positions than men.

Independence Matters continues to work with others in the sector to encourage more interest from male job seekers to be able to match our customer profile. Though Independence Matters recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make, we are committed to continuing to support career events at local schools and colleges, to raise young people's awareness of the different career opportunities available within the health and social care sector, and to help dispel any misperceptions and stereotypes.

I, Zaliha Williamson, Managing Director confirm that the information in this statement is accurate.

Signed:

A handwritten signature in black ink that reads "Z. Williamson". The signature is written in a cursive style with a large initial "Z".

Date: 12 March 2026