DIVERSITY PAY GAP REPORT 2025

Background

At Active Prospects, we are committed to embedding Diversity, Equity, Inclusion and Belonging as an integral part of our organisation by building an inclusive diverse workforce and profile of the people we serve. Our mission is to enable people with learning disabilities, mental health needs and autistic people to live full and aspiring lives.

We are pleased to be reporting the results of our gender, ethnicity and disability pay gap data. This further demonstrates our commitment to making Active Prospects a great place to work for everyone. We hold ourselves accountable to improving representation of a diverse workforce and will publish our progress annually, alongside our ethnicity, disability and gender pay gap figures. We continue to enhance and expand our talent development and leadership programmes and ensure our culture and wellness efforts provide ample support to the needs of employees and their families.

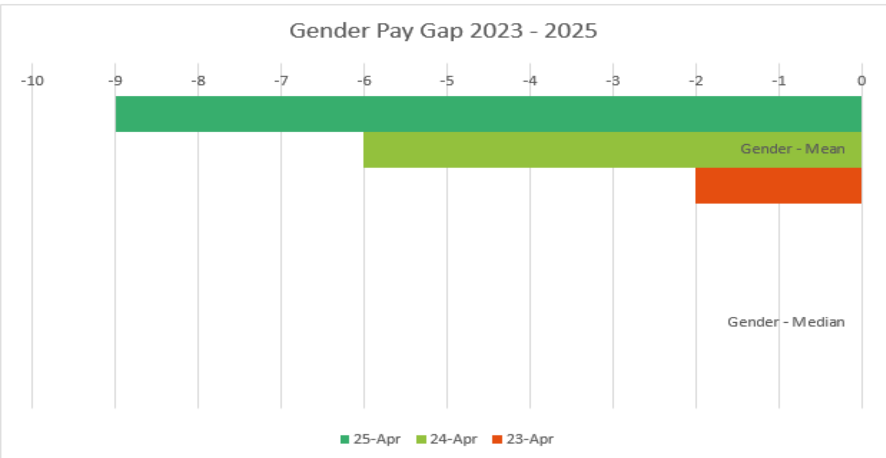
Gender Pay Gap

This is a measure of the difference between average female earnings compared to average male earnings, regardless of roles. This is different from 'Equal Pay'', which is an organisation's legal obligation to ensure that men and women are paid the same for doing the same or similar roles. All roles across the organisation are included in calculating the average earnings figure and it is expressed as a percentage of men's earnings.

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between midpoints in the ranges of hourly earnings of men and women.

In 2023-2024 Active Prospects employed 386 people, compared to 2024-2025 where 404 people were employed by the organisation. Our median rate of pay in 2023-2024 was £12.08 an hour with 256 females (66%) operating in the business compared to 130 males (34%), compared to 2024-2025 our median rate of pay is £12.75 an hour with 241 females (60%) operating in the business compared to 163 males (40%).

Whilst the median hourly rate of pay has continued at 0%, the mean hourly rate of pay has grown from -6% to -9%. The number of female employees has reduced, but their average pay has increased this indicates our gender pay gap has positively widened, where women are paid slightly higher than men for the average hourly rate. The narrow pay gap is not unexpected given that most of our employees are Support Workers on the same rate of pay. The representation of women amongst our senior teams has also contributed towards the slightly higher hourly rate of pay when average across all staff.



Our overall gender split in the workforce is 60% female and 40% males, which is widely representative of the Health and Social Care sector. Women are well represented across all levels of the organisation, with 66.6% of our Executive Team being women. This compares extremely favourably to the national average of 26% female board representation.

We will continue to monitor our gender diversity and improvements we can make. We recognise the Health and Social Care sector in which we operate has historically attracted a higher proportion of females to males. We continue to look at ways in which we can attract more males into the organisation across a range of roles and teams.

We are confident men and women are paid equally for the same or similar roles. Our males to female ratio have changed over the last year where we have increased the number of males working for us by 6%.

We awarded an equal sum of bonuses to all our employees, thus there was no differential between females and males for bonus allocation.

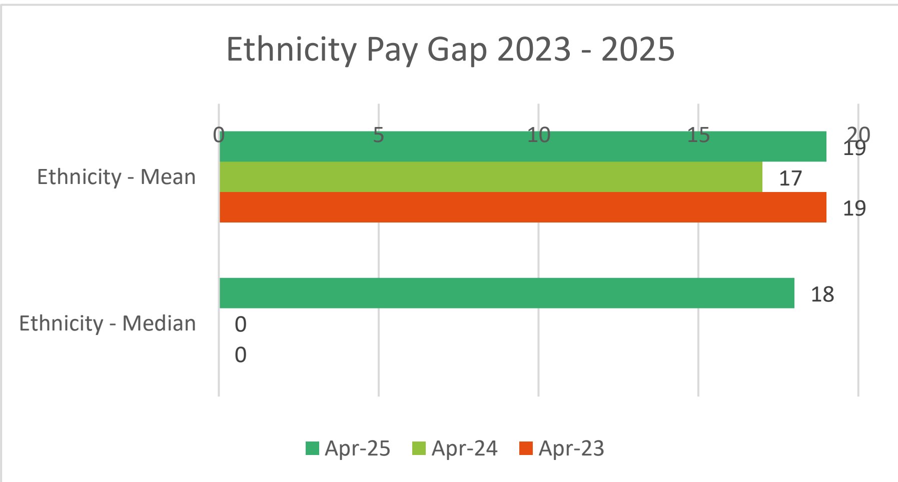
Ethnicity Pay Gap

The ethnicity pay gap is the difference between the average hourly pay between employees who are white UK employees from ethnic minoritised communities. Our ethnicity pay gap results show that there is a differential of 19% in the mean hourly pay of employees from ethnic minoritised communities compared to their white UK colleagues. This is an increase of 2% from last year where it was 17%.

In 2023-2024 we employed 148 (38%) employees who identified as white, 230 (60%) who identified themselves from ethnic minoritised communities and 8 (2%) employees who did not wish to provide us with this information. Compared to 2024-2025 the employees who identified as white were 151 (37%), and those who identified themselves from ethnically minoritised communities were 244 (60%), with those who did not wish to provide us with this information being 9 (3%) employees.

In 2024-2025 while the organisation employed 60% of staff from ethnic minoritised communities out of the 244 staff, 41 held roles paying higher than the median hourly rate of pay. In comparison, 151 staff identified as white and 91 held roles paying higher than the median hourly rate of pay.

In 2023-2024 staff who identified as being from an ethnic minoritised community held 109 support worker roles. Looking at this same group of people in 2024-2025 there are now 166 support worker roles. In comparison to this those who held Support Worker roles and identified as white in 2023-2024 held 59 support worker roles, whilst in 2024-2025 this number decreased significantly to 37 employees. We have been growing as an organisation year on year and have been successful in attracting higher numbers of staff from ethnic minoritised communities. Most of our new recruits



have been primarily Support Worker roles which pay £12.75 per hour, this would explain why we have a large ethnicity pay gap.

In 2023-2024 we had 8% of employees who identified as from ethnic minoritised communities and earned above £12.08 compared to employees who identified as white, earning the same amount at 16%.

In the past year of business growth and employee headcount increase overall, in 2024-2025 we saw an upward trend with 10% of employees who identified as from an ethnic minoritised community and earned above £12.75 compared to employees 22% who identified as white. It is an improvement.

We will continue to look at inclusive management development that enables staff from diverse backgrounds to progress to more senior roles in our organisation and have been successful in doing this over recent years through a proactive approach to Diversity, Equity, Inclusion and Belonging and inclusive leadership development programmes.

Our median ethnicity pay gap is 0%. This is the difference in median hourly earnings between employees from ethnic minoritised communities and employees from white UK backgrounds. This is a positive position.

When reviewing the 2021 Census for Surrey, the residents by ethnic groups summary demonstrated that 83.5% of Surrey residents are White British (including English, Welsh, Scottish & N Irish) or White Other. Statistically as an organisation 37.3% of our employees are from a white background, resulting in 60.3% of our employees being from an ethnic minoritised background, with 2.2% preferring not to say.

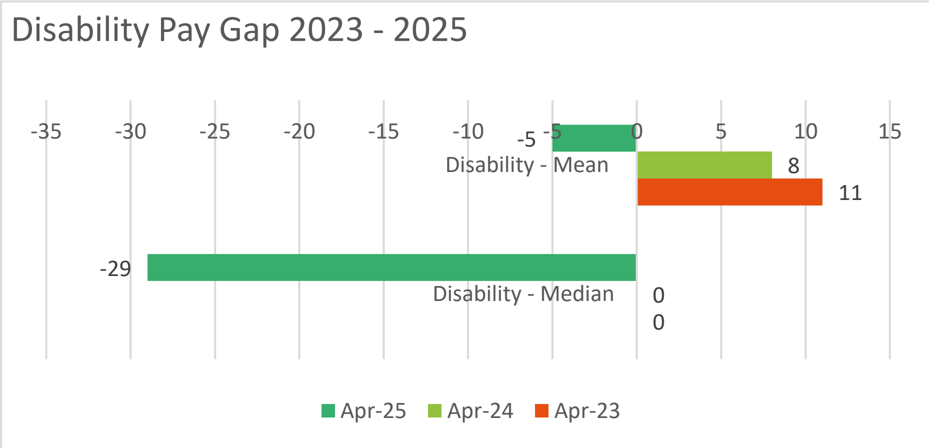
We are continuing our work to ensure we take focused action to be representational of a diverse workforce in all areas of our business. We are also actively continuing our work to enhance the diversity representation of our Board which has in the past year increased from 18% of people from ethnic minoritised communities to 33.3%.

We are proud to report our internal management promotion data is very positive and we run developmental programmes which attract a high percentage of diverse applicants. Our Care Senior Leadership Team has a 43% representation of people from ethnic minoritised communities, and our Executive Leadership Team has remained stable at 33.3% representation.

Disability Pay Gap

This is the difference between the average hourly pay between employees who are disabled and those that do not have a disability. Our disability pay gap results show that there is a differential of a negative 5% in the mean hourly pay of disabled employees compared to non-disabled employees. This reduced by 13% from 2024. A negative 5% disability pay gap is positive for the organisation as it shows disabled people are paid more than the mean pay, and the national average is 13.8% detrimental gap.

In 2023-2024, 16 employees (4%) declared they considered themselves to be disabled. In 2024-2025 this increased to 49 (12%). This can be attributed to the organisation's Oliver McGowen training initiative, which started in April 2024.



The Oliver McGowen Experts with lived experience are also paid an hourly rate which is set against NHS pay rates. This has contributed heavily to both the significant increases in median and mean hourly rate of pay the organisation has seen in its 2024-2025 data.

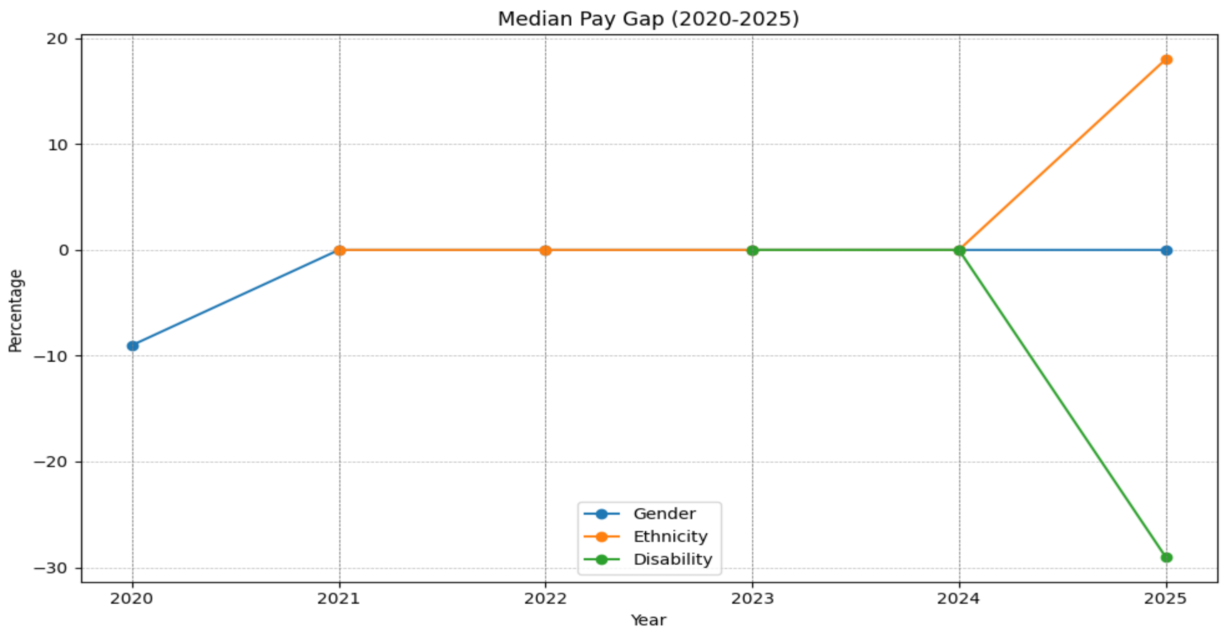
We continue to look at how we can support greater representation of people with disabilities as employees. We have also established a specific number of paid employment roles for people we support to improve opportunities for work experience, as people are particularly disadvantaged in their access to the employment market.

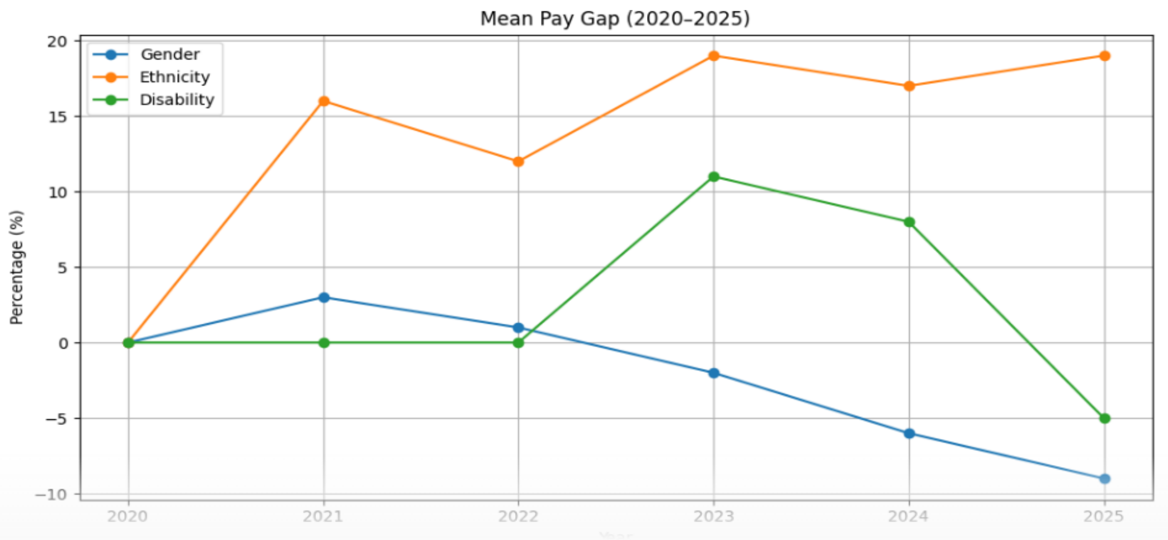
In 2024 we create two paid Board Advisor roles for People with Lived Experience who both have a disability.

We aim to be an employer of choice. We're proud of the focus we have put into encouraging a positive work-life balance. We have always enabled people to work flexibly wherever feasible. We support working parents by offering enhanced maternity and paternity leave, and Shared Parental Leave (SPL).

We strive to make the lives of the People we Support better by delivering high quality care by a workforce which engages and feels valued and is reflective of those we support and who feel rewarded by the care they receive.

Summary





Declaration

This data has been collected and presented within this report in accordance with the Equality Act 2010.

Signed: ______________________________

Name: ______________________________

A guide to the figures

Mean

The average of a set of numbers. All numbers are added together and divided by the number of numbers put into the calculation. For example, taking 5, 8, 12, 26, and 40, the sum of the numbers is 91. Dividing this by five (the number of figures) gives you a mean of 18.2. The regulations require us to report the difference between the mean hourly rate of men compared to the mean hourly rate of women, expressed as a percentage of the men's figure.

Median

The middle value of a list of numbers. If the list has an odd number of entries, the median is the middle entry after sorting the list into increasing order. If the list has an even number of entries, the median is halfway between the two middle numbers after sorting. For example, taking 5, 8, 12, 26, and 40, the median value is 12. The regulations require us to report the difference between the median hourly rate for men compared to the median hourly rate for women, expressed as a percentage of at 66.6%the men's figure.

Pay Quartiles

Rates of pay are placed into a list in order of value and the list is divided into four equal sections (quartiles). Each quartile will contain the same number of individuals. The regulations require us to report how many men and how many women are in each pay quartile, expressed as a percentage within each quartile.

Bonus

The regulations also require us to publish the same measures.