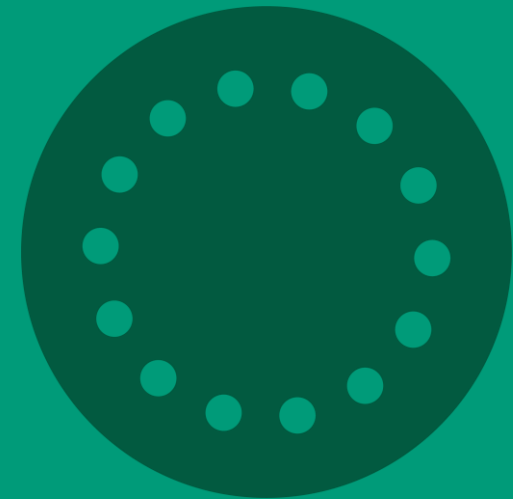


Gender Pay Gap Report

Tax year 2024 – 2025

Heathcotes M Limited



About ivolve Group



GROUP KEY FACTS

Heathcotes M Limited is part of the ivolve Group



4,000

Workforce (colleagues and bank workers)

86%+

In 'Direct Care' roles

66%+

of all our colleagues are female

50%

of our executive committee are female



70%+

of our leaders at ivolve are female



16%

of all colleagues have 5 years' service

(started pre-March 2020)

250

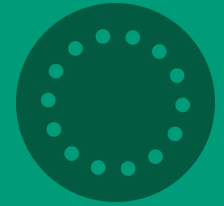
Colleagues with +10 years' service continues to increase.

(started pre-March 2015)

The gender pay gap explained

Gender Pay Gap Regulations in the UK require employers with greater than 250 employees to report their gender pay gap in line with specific criteria.

This report is based on data as of 6 April 2025 for Heathcotes M Limited, which is a legal entity trading as ivolve Care & Support.



What is a gender pay gap?

The gender pay gap represents the difference in the average hourly earnings of men and women across a business regardless of the role they do.

The gap can be impacted by several factors, including the number of men and women in all roles throughout the company. As a result of different jobs paying different rates and the number of men and women performing those jobs being variable – a gender pay gap may exist.



Hourly Pay Gap

At Heathcotes M Limited, female colleagues earn marginally more per hour than male colleagues. This is reflected in a median gender pay gap of **-0.1%** and a mean gender pay gap of **-0.6%**.



The gender percentage in each quartile at Heathcotes M Limited

Upper hourly pay quartile (highest paid)



WOMEN

MEN

Upper middle hourly pay quartile



Lower middle hourly pay quartile



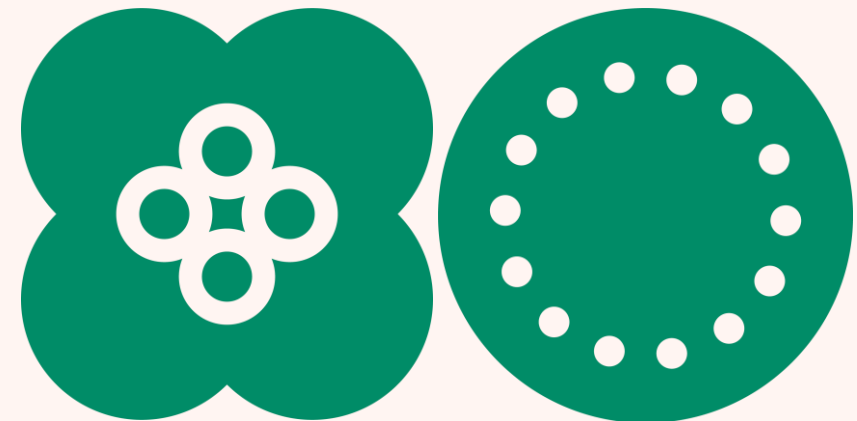
Lower hourly pay quartile (lowest paid)



Bonus Pay Gap

Who received bonus pay

In the reporting period, bonus pay was received by **0.4%** of women and **0.7%** of men. The median and mean gender bonus pay gap is **41.7%**, reflecting the fact that bonus payments were made to only four individuals during the year. These payments related to additional duties, rather than contractual bonuses. Given the very small number of payments, the resulting bonus pay gap is not representative of wider pay practices within the organisation.



Our Pledge

We believe in equal opportunities for all current and future colleagues. We have a standardised approach to pay bandings for all our direct care colleagues, creating an equal, fair, and transparent approach to pay.

We have clear routes in which to progress through experience, formal training, and continued professional development. These opportunities are available to all our colleagues, and in return we offer pay progression.

We believe in inclusive recruitment and aim to make informed recruitment decisions based on many factors; always with a strong emphasis on competencies, the tactical 'how' things are achieved, and alignment with our values and culture.

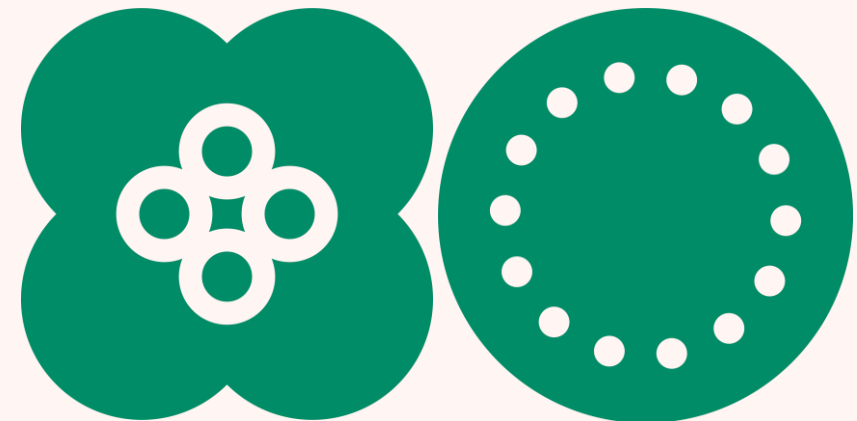
Tim Davies – Chief Executive Officer



Neil Robinson – Chief Finance Officer



involve 
Care & Support





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