

2025 Gender Pay Gap Report

Our commitment

We are a social enterprise co-owned by our staff as an employee co-operative. We are committed to fairness, equality, and inclusion, and to ensuring that men and women receive equal pay for work of equal value. In this report, we provide our gender pay gap information and identify the reasons behind the gap.

Our measurement

At the time of the reporting period, Leading Lives employed **433** employees across the Suffolk area. At the time of reporting, there was a higher proportion of female employees (78%) than male employees (22%).



78% FEMALE



22% MALE

The Gender Pay Gap Reporting Regulations require all employers with 250 or more employees in the UK to report their gender pay gap. The figures reported are based on calculations set out in the regulations and must be reported every year.

OUR 2025 GENDER PAY GAP REPORT

Difference between men and women

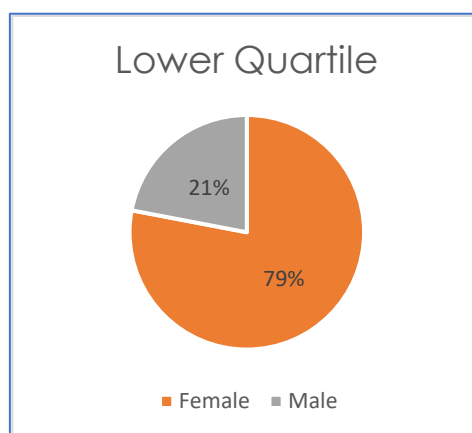
	Mean	Median
Hourly fixed pay	-0.88%	-0%
Bonus paid	N/A	N/A

Pay quartiles

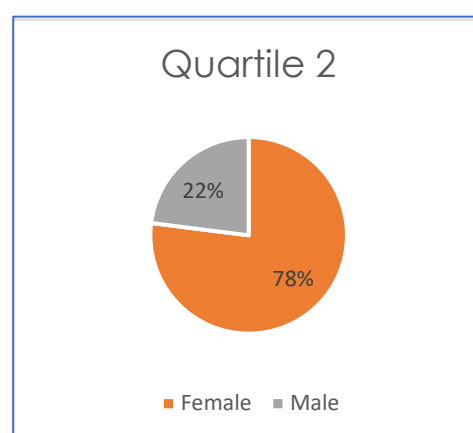
Proportion of males and females in each pay quartile, each quartile contains 108 (109 Upper Quartile) employees.

Salary quartiles

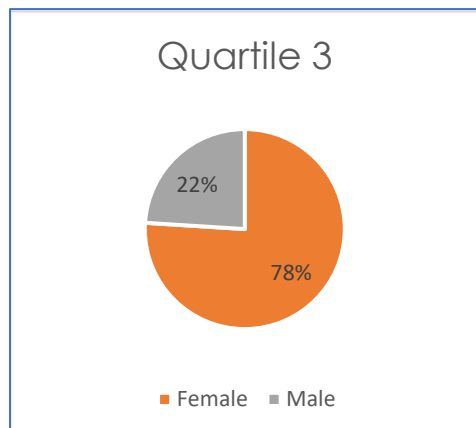
	% Female	% Male
Lower quartile	79%	21%
Lower middle quartile	78%	22%
Upper middle quartile	78%	22%
Upper quartile	79%	21%



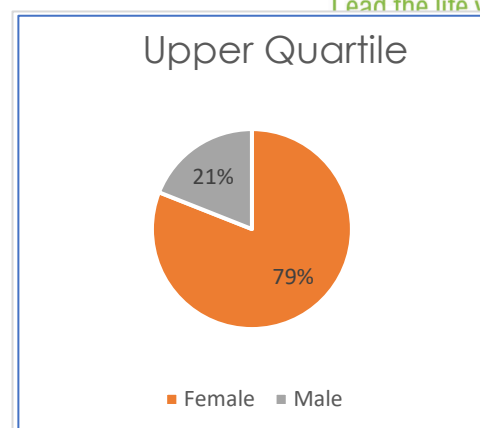
Pay gap 2.6%



Pay gap 0%



Pay gap 0 %



Pay gap 0.33%

Our findings

Leading Lives has conducted a Gender Pay Gap Review, which reveals that pay rates for men and women are consistent. By comparing this year's Gender Pay report with that of 2024, we observe minimal changes across all quartiles, with the exception of the upper quartile. The overall gender distribution has remained largely stable, although there has been a 1% decrease in the number of male employees.

In the lower quartile, it is evident that men are earning 2.6% more than women, primarily due to a higher number of female apprentices at the time of reporting, many of whom are under the age of 21 and therefore on a lower pay scale.

At Leading Lives, there is no disparity in the median pay rates for males and females, and the mean gender pay gap stands at a modest 0.88% meaning women earn 0.88% more per hour on average than men based on the weighted mean of the quartile data. We are confident that men and women receive equal pay for equivalent roles, and the quartile distribution accurately reflects the overall gender balance within the company, which is 22% male to 78% female.

I can confirm that the reported data is accurate.

Lucy Humphrey

Chief Executive Officer

5th March 2026