

Gender Pay Gap Report 2025-2026

April 2026

Imagine Independence is a not-for-profit registered charity providing person-centred support for people with care and support needs, including mental health needs, learning disabilities, autism and other complex support needs.



Using empathy to bring together diverse people and resources, to put the everyday within reach of everyone



Creating conditions that support people to be true to themselves and express their truth



Showing up each day hungry to do our best to learn and develop, we never give up on people



Keeping our efforts real and centred on what matters most, we do not settle for the ordinary when better is possible



Giving of ourselves, our experiences and knowledge, to promote and provide a great service

Imagine Independence’s Gender Pay Report 2025/26

Imagine Independence has produced this report in compliance with the Equal Pay Act 2010 (Gender Pay Gap Information) regulations; the information is based on the snapshot date of 05 April 2025.

Imagine Independence is required to publish this information as an employer of over 250 people, comparing the average hourly earnings of female workers in comparison with the average hourly earnings of male workers regardless of roles.

The following information is based on Imagine Independence having 341 employees at 05 April 2025, of which 71% were female and 29% were male.

Gender Pay Gap Calculations Results

Mean Gender Pay Gap	2.6% (females paid more)
Median Gender Pay Gap	0% (females paid more)
Mean Bonus Pay Gap	N/A
Median Bonus Pay Gap	N/A

Mean Gender Pay Gap



Percentage of women and men in each quartile

Pay Quartiles	Women	Men
Quartile 1 (Upper)	80%	20%
Quartile 2 (Upper middle)	55%	45%
Quartile 3 (Lower middle)	62%	38%
Quartile 4 (Lower)	76%	24%

At Imagine Independence, we want everyone who works with us to feel valued, respected and able to fulfil their potential. Our people are central to the quality of the support we provide, and we recognise that creating a fair and inclusive organisation is an ongoing responsibility. This means looking carefully at our employment practices, listening to our workforce and using the information available to us to understand where inequalities or barriers may exist.

Gender pay gap reporting provides an important opportunity for us to do this. It enables us to look beyond individual salaries and consider the overall make-up of our workforce, including the representation of men and women across different roles, levels of seniority and pay bands. By understanding the patterns within our data, we can better identify the factors that may be contributing to our gender pay gap and consider what actions may help to address them over time.

Our gender pay gap is influenced by the different proportions of men and women working across roles and levels within the organisation. It is important to recognise that the gender pay gap is different from equal pay. Equal pay is about ensuring that men and women receive equal pay for equal work or work of equal value, whereas the gender pay gap measures the difference in average pay between men and women across the organisation as a whole.

We see this reporting process as more than a statutory requirement. It forms part of our wider commitment to fairness, inclusion and equality of opportunity, and provides a useful measure through which we can continue to reflect on our progress.

We will continue to review our workforce data and employment practices and use this to inform our approach to recruitment, development, progression, flexible working and workforce planning. Our aim is to create a workplace where people are supported to contribute, develop and progress based on their skills, experience and potential, and where gender does not create a barrier to opportunity or advancement.

Nicole Squires, Director of Corporate Services