

Gender Pay Gap Report 2025



What is the gender pay gap ?

The 'gender pay gap' is the difference in average earnings between women and men. This is not the same as equal pay whereby women and men must receive equal pay for the same, similar or equivalent work.

Gender make up of the Keys workforce

The majority of colleagues working in Keys and in common with many care organisations, employs a larger proportion of women than men.

Of the people we employ:

68% female

32% male

Since the last report the proportion of females employed has decreased by 1% and males have increased by 1%

Mean & Median pay gap

The mean gender pay gap is -1.8%. The average hourly pay within Keys for women is £16.17 against the average of £15.89 for men. This means that on average, women are paid more than men in Keys.

Quartile Pay Bands:	Female	Male
Upper hourly pay quarter	70.8%	29.2%
Upper Middle hourly pay quarter	68.7%	31.3%
Lower Middle hourly pay quarter	67.9%	32.1%
Lower Hourly pay quarter	63.5%	36.5%

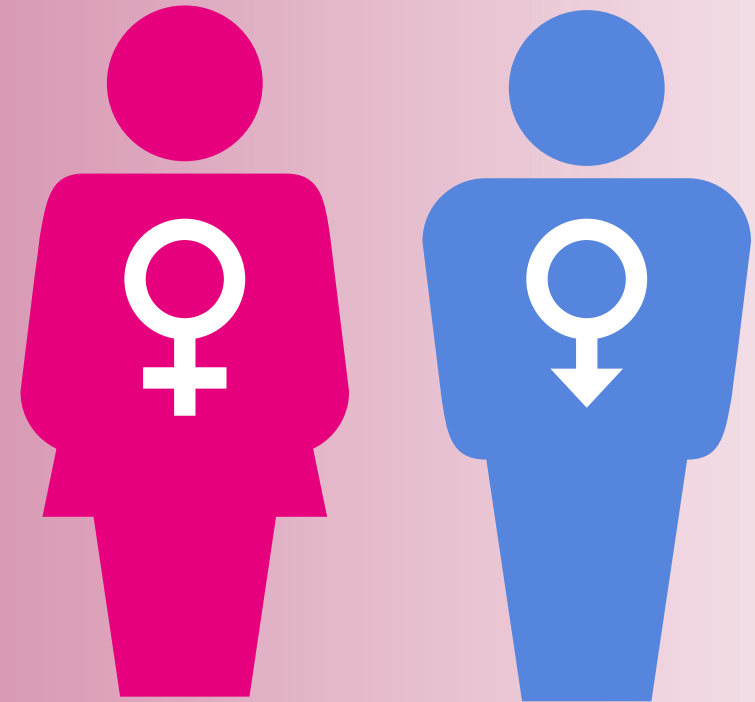
Bonus payments

Proportion of male/females receiving a bonus:

Male:
27%

Female:
73%

The mean bonus paygap percentage is 7.7%. This indicates that on average, female employees received a higher bonus payment than male employees.



Pay, Reward and Recognition

Keys is committed to continuing to develop its approaches to pay, reward and recognition. The aim is to offer everyone the opportunity to develop their careers and to reward, while at the same time recognising individuals who remain with the company regardless of gender, ethnicity or any other discriminatory characteristic.