

Gender Pay Gap Report 2023

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

Within Keys, we employ a larger percentage of women to men which is consistent with many care organisations.

Of the people we employ:

68.1%
female

31.9%
male

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

Mean & Median pay gap

The **mean** gender pay gap is 3.28%. The average hourly pay within Keys and Peak for women is £13.26 against the average of £13.71 for men. This means that on average, men are paid more than women. The **median** gender pay gap is 0%

Quartile Pay Bands:	Female	Male
Upper hourly pay quarter	69.5%	30.5%
Upper Middle hourly pay quarter	65.9%	34.1%
Lower Middle hourly pay quarter	67.0%	33.0%
Lower Hourly pay quarter	70.2%	29.8%

Bonus payments

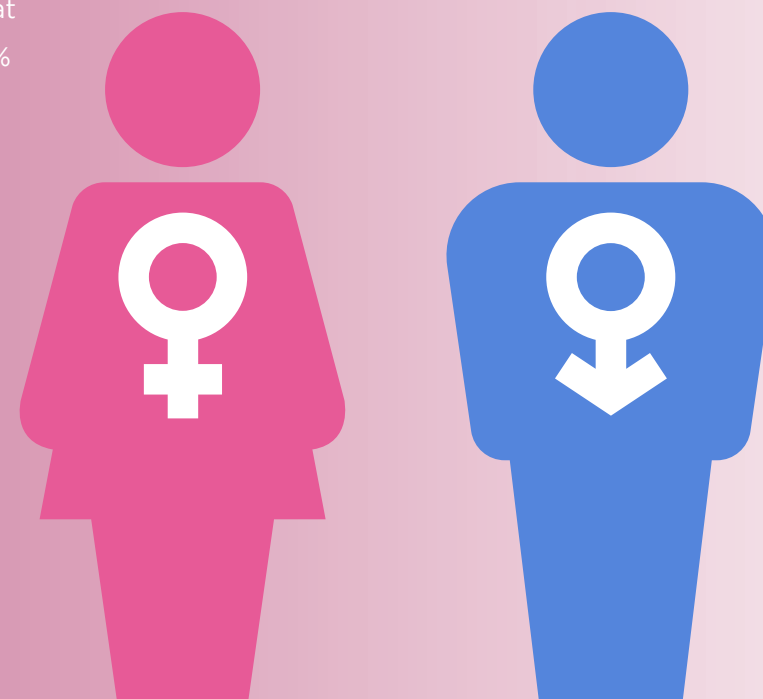
Proportion of male/females receiving a bonus:

Male:
7.39%

Female:
9.42%

Of all the bonuses paid out, 73% of bonuses were paid to women.

The mean bonus paygap percentage is 21.30%. This indicates that on average, male employees received a higher bonus payment than female employees, and the median gender pay gap using bonus pay is 5.39%.



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.