

Gender Pay Gap Report 2024

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:

69%
female

31%
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 1.87%. The average hourly pay within Keys and Peak for women is £13.86 against the average of £14.12 for men. This means that on average, men are paid more than women in Keys and Peak.

Quartile Pay Bands:	Female	Male
Upper hourly pay quarter	70.6%	29.4%
Upper Middle hourly pay quarter	66.4%	33.6%
Lower Middle hourly pay quarter	67.7%	32.3%
Lower Hourly pay quarter	70.3%	29.7%

Bonus payments

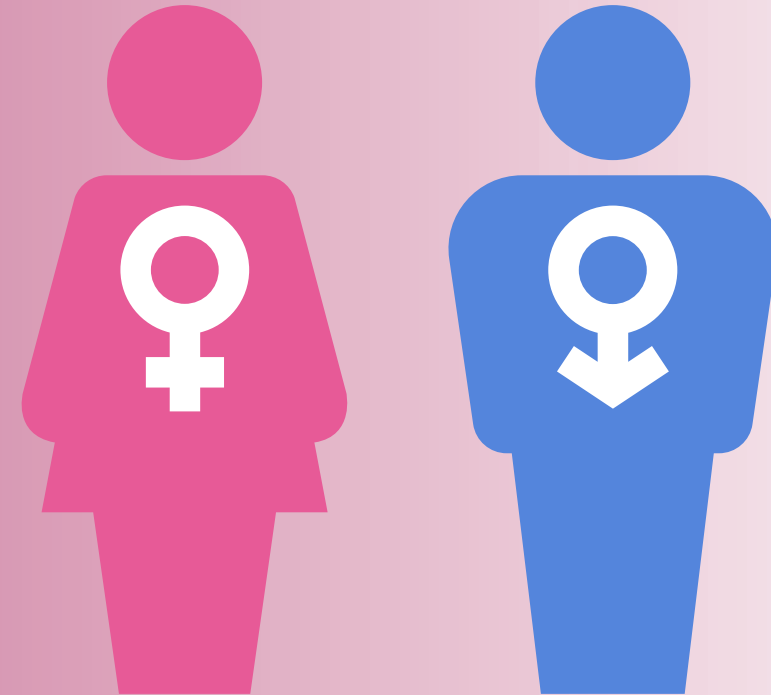
Proportion of male/females receiving a bonus:

Male:
6.9%

Female:
7.53%

Of all the bonuses paid out, 71% of bonuses were paid to women.

The mean bonus paygap percentage is -16.6%. This indicates that on average, male employees received a higher bonus payment than female employees, and the median gender pay gap is -7.10%.



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.