



**Key:**

**Gender Pay Gap Report 2024**



## About Key

Key supports adults and young people with disabilities and long-term conditions throughout Scotland. Good support is essential for a good life and we work alongside each person we support, and their family, to help them live life to the full.

Critical to our ability to provide good support is having a skilled and committed workforce which feels respected and valued. With that in mind, Key seeks to ensure that all employees are given equal opportunities in training and advancement.

## What is the Gender Pay Gap?

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

The **mean** (average) pay gap is the difference between average hourly earnings of men and women. The **median** pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

## Our workforce

The data used for our results were taken from our payroll on the 'snapshot' date of 5 April 2024 in relation to the hourly rates of 2112 workers paid on that date.

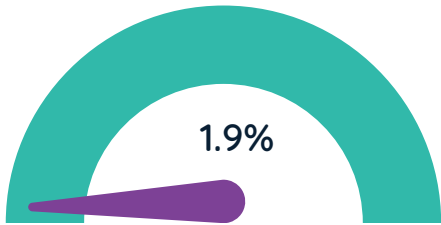
Based on the snapshot date, the gender profile of our workforce is 75% women and 25% men. Across the Scottish Social Care Sector as a whole, 82% of the workforce is female and 15% is male (2% gender not recorded) (Source: SSSC Scottish Social Service Sector: Report on 2022 Workforce Data, published September 2023).

Looking at the different quartiles of earners, we can see that the distribution of men and women across each quartile of earners is broadly in proportion with the total men and women in the organisation

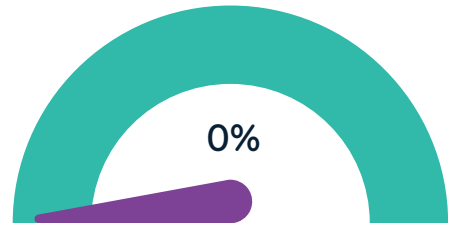
## Headline gender pay gap figures

In Key, our mean gender pay gap is 1.9%. Our median pay gap is 0%.

Mean Gender Pay Gap



Median Gender Pay Gap

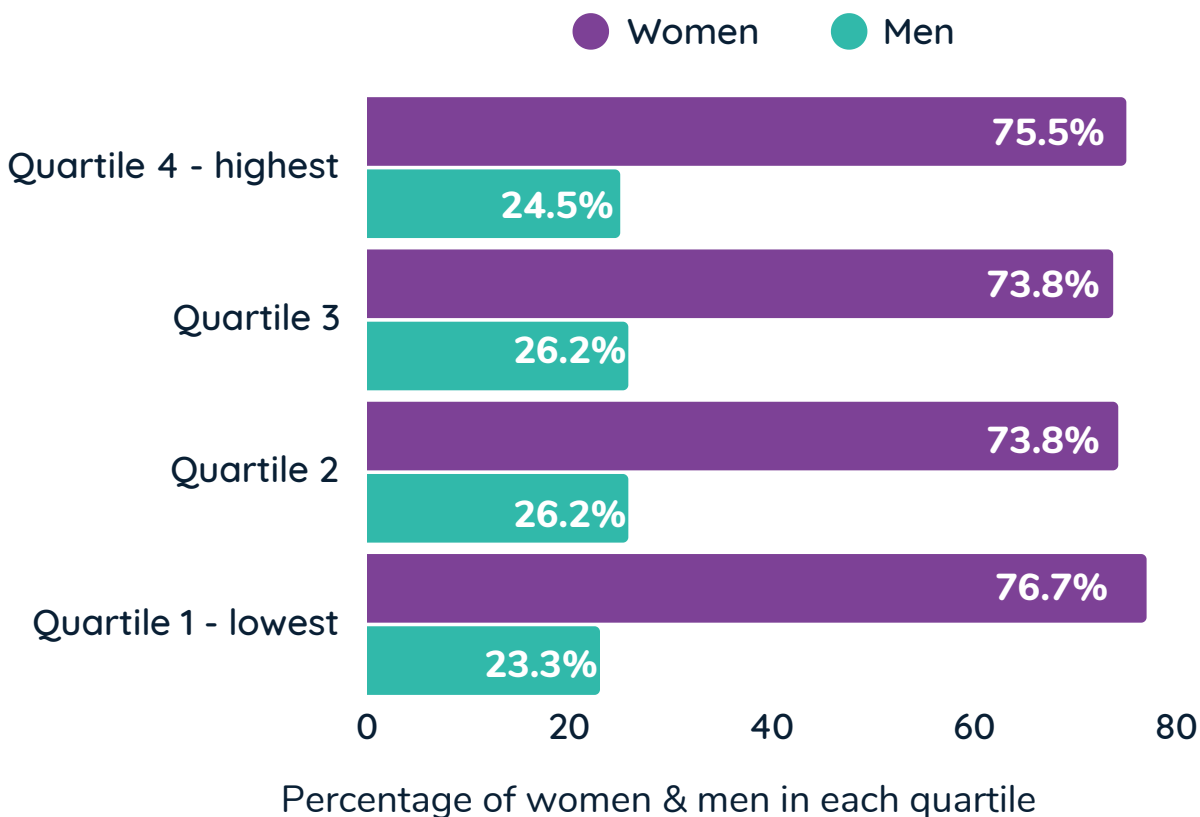


There has been a decrease compared to April 2023 reporting of a Mean Gender Pay Gap of 2.97%

The mean gender pay gap across the UK is 13.1 % (Office of National Statistics Annual Survey of Hours and Earnings: 2024) so Key's gap is significantly smaller, but why do we have a gap at all? The following statistics may provide some indication.

## Proportion of men and women in each pay quartile

If we list our workforce from lowest to highest hourly rate of pay and divide them into four sections or quartiles with the same number of workers in each, we see the following proportion of men and women in each.



These figures show that we have a majority of women across all 4 quartiles with relatively similar proportions across the top 3; however, that majority increases more significantly in the bottom quartile. That level of increase in the relative proportion of women to men, in the quartile of our lowest salaries, is sufficient to create a pay gap. Mean average hourly pay for men is slightly higher than for women:

<b>Average hourly rate (female)</b>	<b>£12.47</b>
<b>Average hourly rate (male)</b>	<b>£12.71</b>

This is due to the distribution of men and women across different levels of seniority within the organisation. Within each job role, men and women are paid the same.

### **What can we do about the gap?**

Being aware of the gap and what has led to it is the first step. We will continue to review our recruitment, selection and development practices to ensure that there are no hidden obstacles to women applying for and securing promoted posts. We will also continue with our efforts to redress the gender balance at all levels by encouraging more men into our workforce.

Andrea Wood  
Chief Executive