



Key: Gender Pay Gap Report 2018

About us

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?

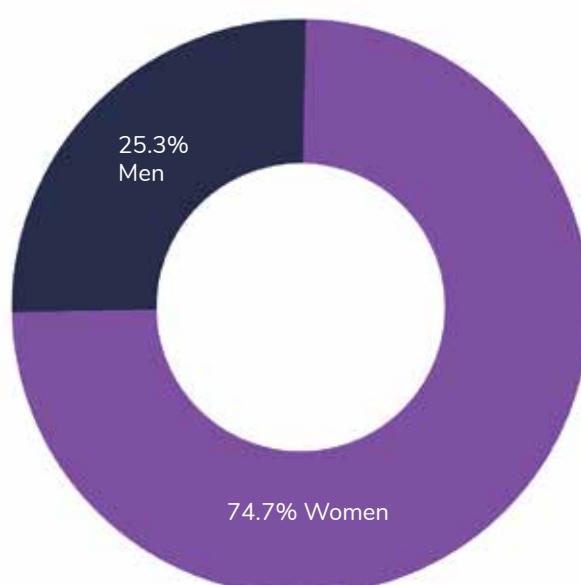
The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

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

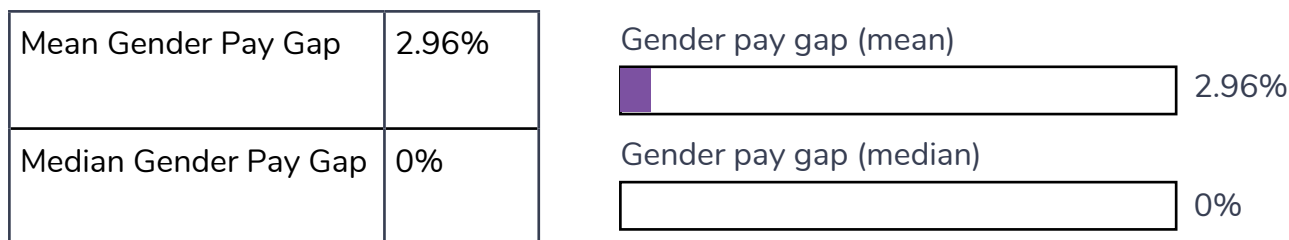
The data used for our results were taken from our payroll on the 'snapshot' date of 5 April 2018 in relation to the hourly rates of 2,248 workers paid on that date.

Based on the snapshot date, the gender profile of our workforce is 74.7% women and 25.3% men. A majority of women within a social care workforce is typical.



Headline gender pay gap figures

In Key, our mean gender pay gap is 2.96%. Our median pay gap is 0%.



To provide some context, the mean gender pay gap across the UK is 17.9% (*Office of National Statistics Annual Survey of Hours and Earnings: 2018*) so Key's gap is significantly smaller but why do we have a gap at all? The following statistic 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.

Quartile	Female	Male
4 – Highest	73.1%	26.9%
3	74.6%	25.4%
2	74.7%	25.3%
1 – Lowest	76.3%	23.7%

These figures show that we have a majority of women across all 4 quartiles; however as we move from the lowest to highest quartile, that majority slightly reduces and is lowest in the top quartile. Given that most of our promoted, higher paid posts are in the top quartile, that small change in the relative proportion of women to men, even though women remain in significant majority, is sufficient to create a pay gap.

What we can do about the gap

Being aware of the gap and what has led to it is the first step. From there 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