



Key:

Gender Pay Gap Report 2025



About Key

Key supports disabled adults and young people, and people with 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.

Crucial 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 11 April 2025 in relation to the hourly rate of 2146 workers paid on that date.

Key continues to demonstrate a strong commitment to equality and transparency in pay practices. As of the snapshot date in April 2025, the organisation has seen a further improvement in its gender pay gap figures, building on the progress made in previous years.

Headline figures

Metric	2024	2025	Change
Mean Gender Pay Gap	1.9%	1.6%	↓ 0.3%
Median Gender Pay Gap	0%	0%	No change
Average Hourly Rate (Women)	£12.47	£13.39	
Average Hourly Rate (Men)	£12.71	£13.61	
Pay Gap (Amount)	£0.24	£0.22	↓ £0.02

The mean gender pay gap has reduced from 1.9% in 2024 to 1.6% in 2025, marking a 0.3 percentage point improvement. The median pay gap remains at 0%, indicating that men and women at the midpoint of earnings continue to receive equal pay.

This positive trend reflects Key's ongoing commitment to:

- Ensure equal pay for equal roles.
- Promote gender balance across all levels of the organisation.
- Address the distribution of men and women across pay quartiles, particularly in senior roles.

In 2024, the gender distribution showed a higher proportion of women in the lowest pay quartile, which contributed to the gap. The 2025 improvement suggests a more balanced representation.

Key's pay gap remains well below the UK average of 13.1%, as reported by the Office for National Statistics.

Workforce composition

Category	2024	2025
Total Employees Analysed	2,112	2,146
% Women	75%	75%
% Men	25%	25%

Gender balance remains consistent year-on-year.

Workforce composition

Quartile	2024 - % Women	2025 - % Women	Change
Q1 (Top)	73.8%	75.0 %	↓ 1.2%
Q2	74.2%	74.0%	↓ 0.2%
Q3	76.7%	74.4%	↓ 2.3%
Q4 (Lowest)	75.5%	76.3%	↑ 0.8%

Slight increase in female representation in the lowest quartile continues to influence the mean pay gap.

Key insights

- Progress: The mean pay gap has reduced slightly, and the median remains at 0%, indicating equal pay within roles.
- Challenge: A higher proportion of women in lower-paid roles continues to impact the overall average.
- Action: Key remains committed to fair recruitment, promotion, and encouraging gender balance across all levels.

Median hourly rates

- Women (2025): £12.50
- Men (2025): £12.50
- Median Pay Gap: £0 / 0%

This confirms that men and women are paid equally within the same roles.

Changes to our workforce in 2025

From June 2025, our subsidiary company, Community Lifestyles, began sharing the same governance structures as Key, and all Community Lifestyles employees were transferred to Key. Figures relating to Community Lifestyles are available on the [UK Government's Gender Pay Gap Service](#) website or by contacting us on hello@key.org.uk

Key's ongoing commitment

Key remains focused on:

- Fair recruitment and promotion practices
- Encouraging gender balance across all levels
- Maintaining equal pay for equal work
- Flexible working opportunities

Andrea Wood
Chief Executive