

# Keychange

A Christian Charity, Creating Caring Communities

5 St George's Mews 43 Westminster Bridge Road London SE1 7JB  
TELEPHONE: 020 7633 0533 FAX: 020 7928 1872  
EMAIL: [info@keychange.org.uk](mailto:info@keychange.org.uk)  
WEBSITE: [www.keychange.org.uk](http://www.keychange.org.uk)

## **Gender Pay Gap Report 2018**

### **Gender Pay Gap**

The gender pay gap is defined as the relative difference in the average aggregate earnings of women and men. At Keychange we are committed to equality of opportunity in the workplace. Decisions on pay are made on the weight and responsibility of the role.

We strive to pay our staff a fair salary that is proportionate to the complexity of each role, and in line with our charitable objectives and mission. Our values of People First, All Are Equal and Justice for All are very important to ensure we continually strive to improve and address any issues of unfairness in our gender pay gap.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires us to carry out Gender Pay Reporting. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We can then use these results to assess the levels of gender equality in our workplace, the balance of male and female employees at different levels, and how effectively talent is being maximised and rewarded.

### **Our Gender Pay Gap (%)**

Keychange's workforce is representative of the care sector as a whole and we have more female employees (81.5%) than male (18.5%). The data in this report is based on a snapshot as at 5<sup>th</sup> April 2018.

Percentage difference between Male and Female employees:

	<b>Mean</b>	<b>Median</b>
<b>Hourly Pay</b>	6.9	0.0
<b>Bonus Pay</b>	26.9	32.0

The bonus scheme percentages reflect the fact that the senior Leadership team are all Male and were in receipt of the highest Bonuses. The Bonus scheme is now no longer in place and has been incorporated into basic pay from April 2018 onwards.

Keychange's 6.9% gap is significantly lower than the ONS estimated national average of 18.1% for all employees.

## Pay Quartiles (%)

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	16.3	21.3	7.5	29.1
Female	83.7	78.7	92.5	70.9

The above table shows the distribution of males and females across four equally sized quartiles which demonstrates an improving more equitable picture.

As previously mentioned, there are more females than males employed in the social care sector but with the exception of the lower middle quartile our pay distribution demonstrates a level of consistency of genders across all pay bands in the organisation.

## Moving Forward

Keychange is committed to addressing any gender pay gap by:

- Reviewing the way in which we recruit to ensure that our Equal Opportunities policies and procedures remain clear throughout the process.
- Reviewing our job offer process to ensure fairness of offers being made to new starters.
- Undertaking a review to consider offering flexible term contracts as appropriate.
- Carrying out a role and salary review to ensure our roles are graded and weighted appropriately.
- Reviewing our career development offer.
- Implementing the existing performance management and evaluation process.



**Ola Sokoya**  
Head of Finance

March 2019

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### **Our Gender Pay Gap (%)**

Keychange's workforce is representative of the care sector as a whole and we have more female employees (81.0%) than male (19.0%). The data in this report is based on a snapshot as at 5<sup>th</sup> April 2017.

Percentage difference between Male and Female employees:

	<b>Mean</b>	<b>Median</b>
<b>Hourly Pay</b>	7.7	2.5

As Keychange did not pay a bonus to any member of staff during the relevant bonus period there are no figures to report in relation to bonuses.

Keychange's 7.7% gap is significantly lower than the ONS estimated national average of 18.1% for all employees.

## Pay Quartiles (%)

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	20.0	22.1	5.9	27.9
Female	80.0	77.9	94.1	72.1

The above table shows the distribution of males and females across four equally sized quartiles.

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- Reviewing our job offer process to ensure fairness of offers being made to new starters.
- Undertaking a review to consider offering flexible term contracts as appropriate.
- Carrying out a role and salary review to ensure our roles are graded and weighted appropriately.
- Reviewing our career development offer.
- Reviewing the existing performance management and evaluation process.
- Ceasing our bonus award scheme and providing a higher salary level.



**Ola Sokoya**  
Head of Finance

March 2018