

Gender Pay Gap Report 2025



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:

78% female

22% male

Since the last report the proportion of females employed has decreased by 1% and males have increased by 1%

Mean & Median pay gap

The mean gender pay gap is 8.8%. The average hourly pay within ADHD 360 for women is £23.39 against the average of £25.65 for men. This means that on average, men are paid more than woman in ADHD 360.

Quartile Pay Bands:	Female	Male
Upper hourly pay quarter	74.3%	25.7%
Upper Middle hourly pay quarter	77.1%	22.9%
Lower Middle hourly pay quarter	80%	20%
Lower Hourly pay quarter	79.9%	20.3%

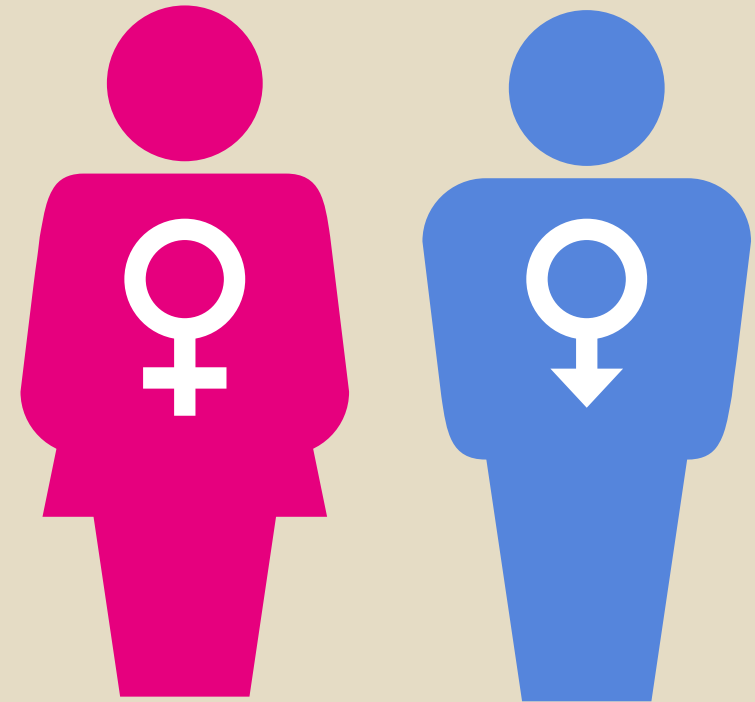
Bonus payments

Proportion of male/females receiving a bonus:

Male: 25%

Female: 75%

The mean bonus paygap percentage is 61.4%. This indicates that on average, male employees received a higher bonus payment than female employees.



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.