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KEYFORT Gender Pay Gap 2020

What is Gender Pay Gap Reporting?

From 6 April 2017 all employers within Great Britain for whom have a headcount of 250 or more employees are required by law to publish their gender pay gap information, the legislation covers pay and bonuses. This report has been published by KEYFORT Group Ltd in light of our 2020 figures. The report will identify if there is a gap in pay between male and female employees.

KEYFORT Group Ltd – Who are we?

KEYFORT Group Ltd began as Neuro Partners in 2006, with a focus on providing specialist support to individuals with brain injuries in the community. Over the previous 12 years, our expertise and support provision expanded to working in partnership with students with a variety of conditions at colleges and universities. KEYFORT Group Ltd specialise in the individuals we work with rather than any one condition providing bespoke, person-centred support that meet their needs, whether that is in a community, education, nursing, employment or training environment

Staff Statistics

The Gender Gap Report is in relation to those employed with the company on 5th April 2020. As common within the health and social care sector, the workforce is predominately female (84%). A large proportion of the KEYFORT Group Ltd staff are employed within externally based roles, with the largest percentage of employees undertaken the role of Support Worker. It should also be noted that many employees are employed on a contract for which no fixed hours were stated. Due to the nature of some of the roles with the organisation, employees may receive differing rates depending on the individual they support or the time of shift, for example some hours of work are paid at a higher rate due to unsociable hours. Roles within the Company which often attract higher hourly rates, such as those within the Education Department require specific qualifications and memberships to professional bodies to undertake the role.



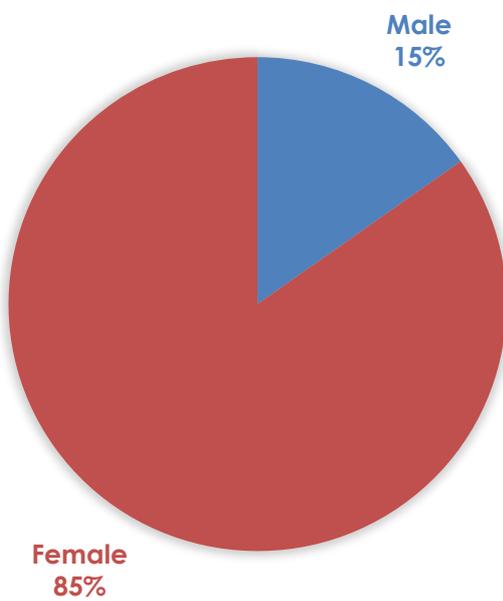
Gender Pay Gap Figures

Mean – 0.2% in favour of females

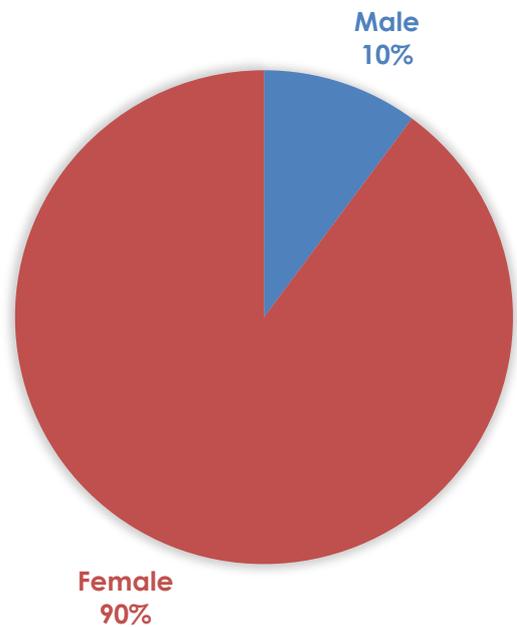
Median – 0.3% in favour of males

Quartiles

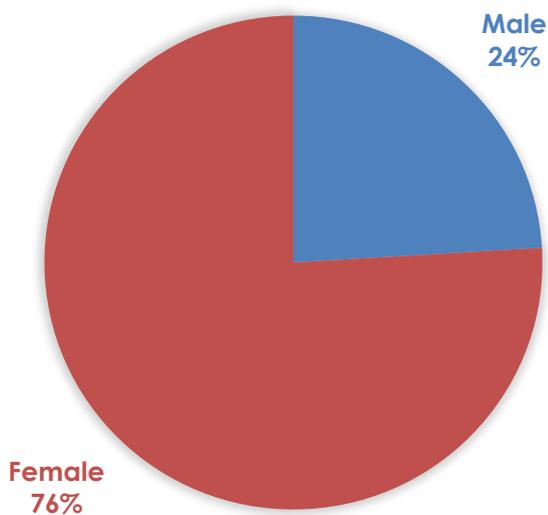
LOWER QUARTILE



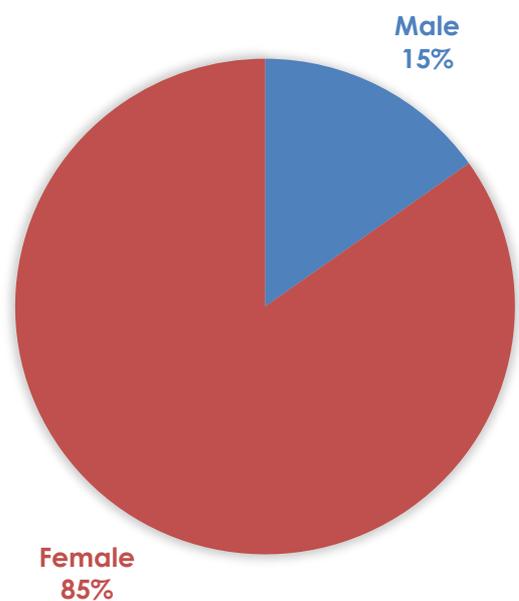
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE





Bonuses

KEYFORT Group Ltd does not pay any employee any form of bonus payment.

Result Narrative and Action Plan

Due to the nature of the roles within the organisation it is often a requirement for a proportion of our roles for applicants to be female only, where possible we have in the past year changed some advert wording to encourage various sectors of the public to apply for roles and ensure that we access a wide cross section of the local community. We do have some male only teams; again, due to the nature of the support provided, these tend to be smaller teams. Our median has marginally increased in favour of males in comparison to our previous reports but the difference is not large. This is down to the strategy we previously mentioned in trying to attract more males to the business as it is female dominated however males can be difficult to recruit and we have a larger number of service users that require female only support. We have also reviewed pay rates on cases to ensure there was consistency across the organisation depending on the nature of support as sometimes hourly rates for people we support can vary depending on the funding that we receive.

Our mean is 0.2% in favour of females which shows that our gender pay gap is small but is still marginally in favour of females rather than males. This could be due to the fact that females dominate the higher paid roles through director and senior management positions within the organisation and this is not uncommon within health and social care. Our quartiles demonstrate this as there is a small percentage of males in the upper quartile compared to where they are at their highest percentage in the upper middle quartile. We have appointed more males in to these positions than we have previously which could also account for the closing of the gap compared to previous reports which is something that we will need to monitor closely to ensure that it does not go the other way while ensuring that we carry out fair, unbiased recruitment and promotion processes.

KEYFORT Group Ltd continue to regularly review recruitment processes for which talent attraction will be considered. Since our last report the Company has appointed a Recruitment Officer, who specialises in recruiting all roles across the organisation. They have reviewed our processes to ensure that they are fair and reach a wide cross section of the community. During 2021 the company will continue to encourage all staff to participate in schemes which encourage work life balances, particularly following the changes to working during the pandemic.





In the next 12 months KEYFORT Group Ltd will continually review all company policies ensuring that we continue to work to best practice, the company have a number of policies which encourage a greater gender equality including Equality and Diversity, Grievance, Disciplinary and Dismissal, Employee Wellbeing and Recruitment and Selection.