

GENDER PAY GAP REPORT  
2022



The Maggie Keswick Jencks Cancer Caring Centres Trust  
A company limited by guarantee  
Company number SC162451  
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## Gender Pay Gap Report - 2022

### Introduction from Chief Executive, Dame Laura Lee

Developing an inclusive, diverse, and supported organisation is a key priority for Maggie's. We know this is vital to achieve our ambition to be there for everyone with cancer. We are committed to ensuring that Maggie's represents and welcomes everyone, and reviewing our gender pay gap every year is essential to this.

This gender pay gap report is based on data from 5<sup>th</sup> April 2022. Our analysis is based on Maggie's 259 pay relevant employees in post on that date. Our gender balance was:

- 221 Women
- 38 Men

This latest report shows that with 85% of our colleagues being female, Maggie's overall mean gender pay gap was -0.7%. This means that on average, men at Maggie's are paid 0.7% less than women.

Maggie's overall median gender pay gap was 5.9%. This means that when using the median, men at Maggie's are paid 5.9% more than women.

This means our overall mean and median pay gap in 2022 are both below the national average. We know however as our organisation develops we need to continue to assess the gender pay gap at Maggie's and how we can best support our people.

At Maggie's, we are exploring ways we can best help our people to support our centre visitors and achieve an effective work/life balance. This includes supporting flexible ways of working through our Ways of Working and Flexible Working policies. The inclusion and support of our people at Maggie's is central to our latest 5-year strategic plan, being launched in 2023. One of our key strategic aims is to invest in our people and organisation, further our inclusivity and continue to deliver excellence in all we do. We will continue to create a culture of equality, diversity and inclusivity where people feel valued. Our People Strategy Group, established in 2022, is a vital pillar of this commitment. As group sponsor, I will ensure our strategy learns from this report and continues to develop our approach to support colleagues from across Maggie's and the communities we serve.

Declaration: I confirm that our data is accurate and calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Dame Laura Lee, Chief Executive

## What is the gender pay gap and how is it calculated?

Organisations with more than 250 employees are legally required to report on their gender pay gap - or the difference in average earnings between females and males - in the following ways each year.

- The mean pay gap: the average amount earned by female employees compared with the average amount earned by male employees each hour.
- The median pay gap: the difference in pay between the middle-ranking female and male employees.
- The proportion of females and males in each pay quartile: this is calculated by splitting the overall workforce into four equal-sized groups, based on hourly pay and ranked from highest to lowest. The percentage of females and males in each quartile is then calculated.
- The pay gap between female and male employees who receive bonus payments (we do not make bonus payments at Maggie's, so we do not report on this). We then share our report on our website and the dedicated government website.

## A note on language – sex and gender

Despite being called the gender pay gap, this report is based on a binary definition of sex (as assigned at birth) rather than gender. This is because the regulations require us to report in this way and categorise our employees as either female or male, as stated on their legal documents (such as passport). This does not detract from our commitment to ensure that colleagues of all gender identities feel supported at Maggie's.

## Our mean gender pay gap

Our mean gender pay gap is the difference between the average amount earned by female employees and the average amount earned by male employees each hour.

On 5<sup>th</sup> April 2022, when we captured the data for this report, our mean gender pay gap was 0.7%. This means that on average, men at Maggie's are paid 0.7% less than women. Which means that for every £1 a man earns at Maggie's, a woman will earn £1.07.

## Our median gender pay gap

Our median gender pay gap is the difference in pay between middle-ranking females and males.

On 5<sup>th</sup> April 2022, when we captured the data for this report, our median gender pay gap was 5.9%. This means that when using the median, men at Maggie's are paid 5.9% more than women. Which means that for every £1 a man earns at Maggie's, a woman will earn £0.94.

### Our percentage of females and males in each pay quartile

	Male	Female
Upper	14%	86%
Upper Middle	17%	83%
Lower Middle	12%	88%
Lower	20%	80%

### Our headcount of females and males in each pay quartile

	Male	Female	Total
Upper	11	53	64
Upper Middle	9	56	65
Lower Middle	8	57	65
Lower	10	55	65

### Our headcount of females and males in each pay quartile and their hourly pay

Headcount	Male	Female	Total
Upper	11	53	64
Upper Middle	9	56	65
Lower Middle	8	57	65
Lower	10	55	65
Percentages	Male	Female	
Upper	17.2	82.8	
Upper Middle	13.8	86.2	
Lower Middle	12.3	87.7	
Lower	15.4	84.6	
	Male	Female	Difference
Total Hourly Pay	896.1	5255.7	
Total Number of Staff	38	221	
Mean (Average)	23.6	23.8	-0.7%
	Male	Female	Difference
Central Amount	47.3	22.2	
Median	23.6	22.2	5.9%