

GENDER PAY GAP REPORT
2023



The Maggie Keswick Jencks Cancer Caring Centres Trust
A company limited by guarantee
Company number SC162451
Scottish charity registration number SC024414

Gender Pay Gap Report - 2023

Introduction from Chief Executive, Dame Laura Lee

Our ambition is for Maggie's to be there for everyone with cancer. Our long-term aim is to make sure that Maggie's is available at all 60 NHS cancer sites across the UK. We will ensure that nobody living with cancer is unable to access the expert psychological, practical and emotional support they need to live the best possible quality of life.

Developing an inclusive, diverse, and supported organisation is vital in achieving this ambition. 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 5th April 2023. Our analysis is based on Maggie's 307 full-time relevant employees in post on that date. Our gender balance was:

- 258 Women
- 49 Men

This latest report shows that with 84% of our colleagues being female, Maggie's median hourly rate gender pay gap was -3.01%. This means that on average, men at Maggie's are paid 3.01% less than women. This means our median pay gap in 2023 is far below the national average, however we know 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.

In 2023, we launched our latest 5-year strategic plan. One of our key strategic aims is to invest in our people and organisation, to further our inclusivity and continue to deliver excellence in all we do. Through our People Strategy Group (launched in 2022), Maggie's are exploring ways we can best help our colleagues to support our centre visitors, to develop themselves through training and working together, and to achieve an effective work/life balance. We will continue to create a culture of equality, diversity and inclusivity where people feel valued and listened to.

Our People Strategy Group 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 April 2023, when we captured the data for this report, our mean gender pay gap was -3.27%. This means that on average, men at Maggie's are paid 3.27% less than women. Which means that for every £1 a man earns at Maggie's, a woman will earn £1.03.

Our median gender pay gap

Our median gender pay gap is the difference in pay between the middle-ranking female and male.

On 5 April 2023, when we captured the data for this report, our median gender pay gap was -3.01%. This means that when using the median, men at Maggie's are paid 3.01% less than women. Which means that for every £1 a man earns at Maggie's, a woman will earn £1.03.

Our percentage of females and males in each pay quartile

	Male	Female
Upper	14%	86%
Upper Middle	18%	82%
Lower Middle	14%	86%
Lower	17%	83%

Our headcount of females and males in each pay quartile

	Male	Female	Total
Upper	11	65	76
Upper Middle	14	63	77
Lower Middle	11	66	77
Lower	13	64	77

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

Headcount	Male	Female	Total
Upper	11	65	76
Upper Middle	14	63	77
Lower Middle	11	66	77
Lower	13	64	77
Percentages	Male	Female	
Upper	14%	86%	
Upper Middle	18%	82%	
Lower Middle	14%	86%	
Lower	17%	83%	
	Male	Female	Difference
Total Hourly Pay	1166.23	6341.26	
Total Number of Staff	49	258	
Mean (Average)	21.91	22.57	-3.27%
	Male	Female	Difference
Central Amount	21.91	22.57	
Median	21.91	22.57	-3.01%