

GENDER PAY GAP
REPORT
2024



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 - 2024

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 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 Maggie's is an inclusive and diverse organisation, and reviewing our gender pay gap every year is essential to this.

This gender pay gap report is based on data from 5th April 2024. Our analysis is based on Maggie's 328 full-pay relevant employees in post on that date.

Our gender balance was:

- 270 Women
- 58 Men

This latest report shows that with 82% of our colleagues being female, Maggie's median hourly rate gender pay gap was 0%. This means that on average, men at Maggie's are paid on a par with women. 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.

At Maggie's, we are exploring ways we can best help our people in their different roles 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, which we review each year. The inclusion and support of our people at Maggie's is central to our latest 5-year strategic plan, launched in 2023. One of our key strategic aims is to invest in our people and organisation so we can learn and improve to deliver excellence in all we do. We will continue to create a culture of equality, diversity and inclusivity where people feel valued.

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 median gender pay gap

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

On 5 April 2024, when we captured the data for this report, our median gender pay gap was 0%. This means that when using the median, men at Maggie's are paid the same as women. Which means that for every £1 a man earns at Maggie's, a woman will earn £1.

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 2024, when we captured the data for this report, our mean gender pay gap was 1.9%. This means that on average, men at Maggie's are paid 2% more than women. Which means that for every £1 a woman earns at Maggie's, a man will earn £1.02.

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

Percentages	Male	Female	
Upper	19	81	
Upper Middle	17	83	
Lower Middle	12	88	
Lower	25	75	
	Male	Female	Difference
Total Hourly Pay	3932.72	3613.55	
Total Number of Staff	50	270	
Mean (Average)	£25.91	£25.45	£0.46
			+1.9%