

# Cats Protection gender pay gap

**Cats Protection believes all employees should be treated fairly and equally.**

All roles are benchmarked against the external market and pay bands are agreed using a clear scoring system to ensure equal pay is received for equal work. We continue to ask the question ‘can we do better?’ when it comes to pay and gender and the legal requirement to report on our gender pay gap gives us an opportunity to focus on that question.

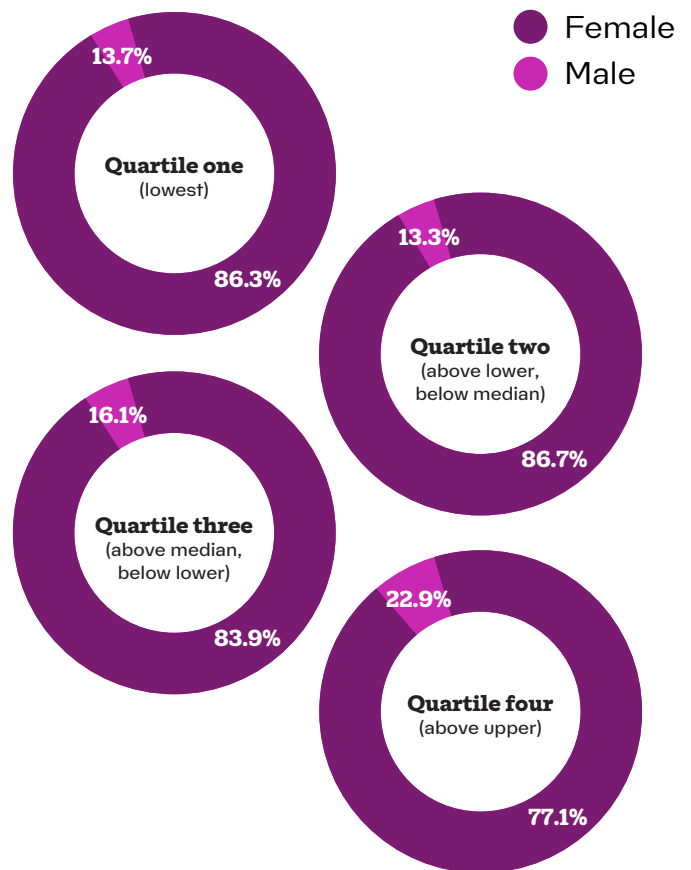
## What our 2023 report shows:

Our mean gender pay gap has seen an increase of 1.17% to 13.96%.

These figures are influenced by the fact that Cats Protection, in common with the wider animal welfare sector, continues to have a higher percentage of males in the upper quartile (and therefore in higher paid roles) than in the other three quartiles. Our gender split has decreased with our male population increasing by almost 4%. It also continues to be the case that more women hold part-time employment generally across the UK, and this is reflected in our own workforce.

With 83.5% of our workforce female, we are proud to report we have a Senior Leadership team with a 57% representation.

Based on analysis of 1,139 employees at 5 April 2023



	Mean	Median
Female	£16.18	£13.59
Male	£18.81	£16.17
Pay gap	£2.63 per hour	£2.59 per hour
	13.96%	15.99%

## Our bonus gap

We do not operate any formal bonus schemes within the organisation. Our focus remained on supporting our people through the cost-of-living crisis. Having brought forward our 2023 annual pay award to October 2022 to support our lowest paid employees, our Board of Trustees awarded a further one-off payment to our people in 2023.

## Can we do better?

While our gender pay gap is not an equal pay issue, the fact males and females are not represented equally across our roles means we will continue to look at ways to improve our results.

2023 saw us implement several initiatives to ensure we're looking after all our people's physical, mental and financial wellbeing, including:

- refreshed reward strategy including new salary policy with commitment to a fair and equitable pay for all; launch of financial wellbeing product; embedded, streamlined approach to job evaluation; and launched new guidance on writing job descriptions to help our people create inclusive role profiles
- continuing to promote gender equality in the workplace through the roll-out of our bias-free recruitment strategy
- we launched a new appraisal process, Learn for Cats our new learner management system, along with Level three and Level five Diploma qualifications in Leadership and Management, to support the development of our people towards internal opportunity
- introduced new menopause policy and support to ensure there is no detrimental impact on women's career prospects within Cats Protection
- continuing to promote our culture of hybrid and remote working, working with recruiting managers to attract more men into flexible working options that promote equal parenting



John May  
Chief Executive Officer

