

Cats Protection believes that 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 2022 report shows

Our gap closing trend continued in 2022, with our mean gender pay gap seeing a decrease of 0.31%, to 12.79%.

These figures are influenced by the fact Cats Protection continues to have a higher percentage of males in the upper quartile (and therefore in higher paid roles) than in the other three quartiles. 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 87% of our workforce female, we are proud to report we have an executive management team with a 57% representation.

Our bonus gap

We do not operate any formal bonus schemes within the organisation. While, on occasion, our Board of Trustees may award a one-off payment, no such payment was made to our employees in 2022. Instead, we focused on supporting our people through the cost-of-living crisis by bringing forward our 2023 annual pay review designed to support some of our lowest paid employees.

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.

2022 saw us implement several initiatives to better understand the effectiveness of our reward strategy including:

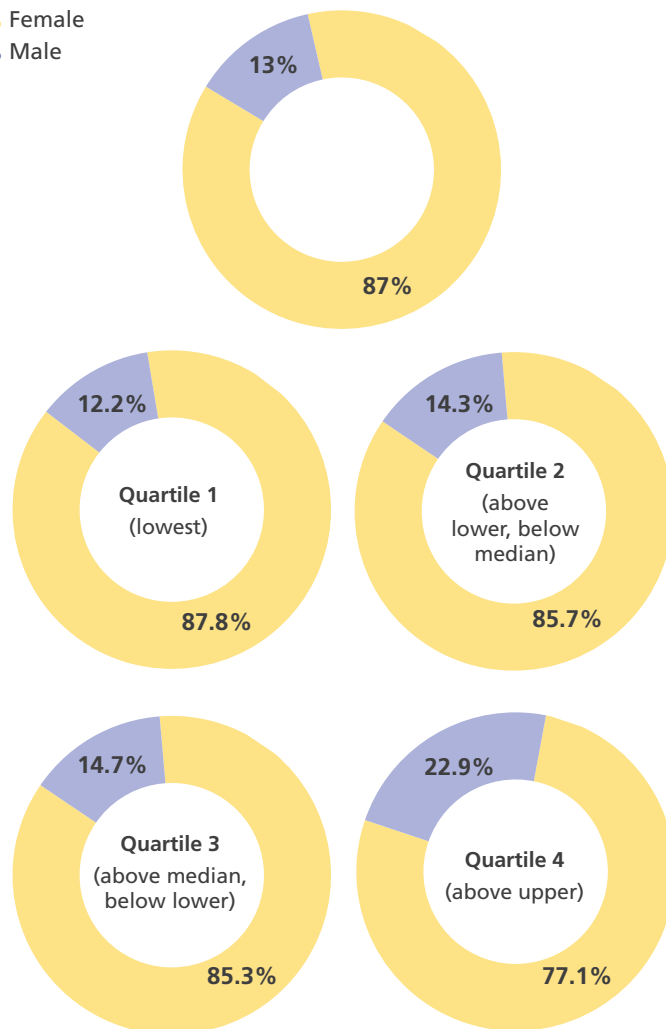
- commissioned a reward review working with an independent, external partner and are using the outputs of this review to shape our approach to pay, job evaluation, making sure any changes to our strategy do not adversely impact women
- created a new internal reward team whose focus is to deliver an inspiring reward offering that places our people at the heart of our organisation. Through this team, we are reviewing our pay policy to ensure our pay structures are fair, equitable and understood by all
- we have enhanced our maternity pay provision to support women during their maternity leave and will continue to look closely at women returning from maternity leave to see if there is a detrimental impact on their career prospects within Cats Protection
- we continue to develop new ways to develop our people, to preference internal promotion over external recruitment
- continuing to work with recruiting managers to promote our culture of hybrid and remote working to attract more men into flexible working options that promote equal parenting

 **John May**
Chief Executive Officer

Cats Protection gender pay gap data

Gender make-up at Cats Protection

- Female
- Male



Based on analysis of 981 employees at 5 April 2022

Our gender pay gap (hourly rate)			Our gender bonus gap	
	Mean	Median	Mean	Median
Female	£15.18	£13.01	0%	0%
Male	£17.40	£15.40		
Pay gap	£2.23 per hour	£2.38 per hour		

