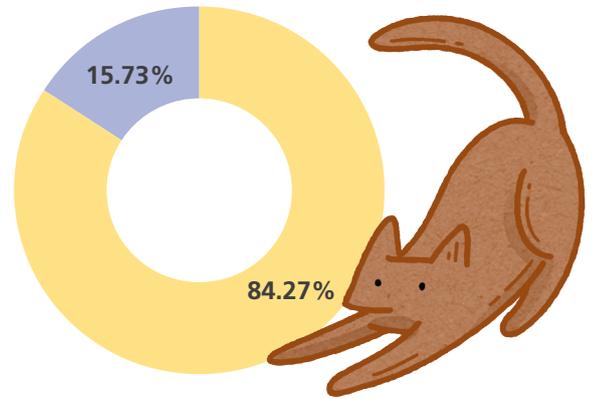


Cats Protection gender pay gap data



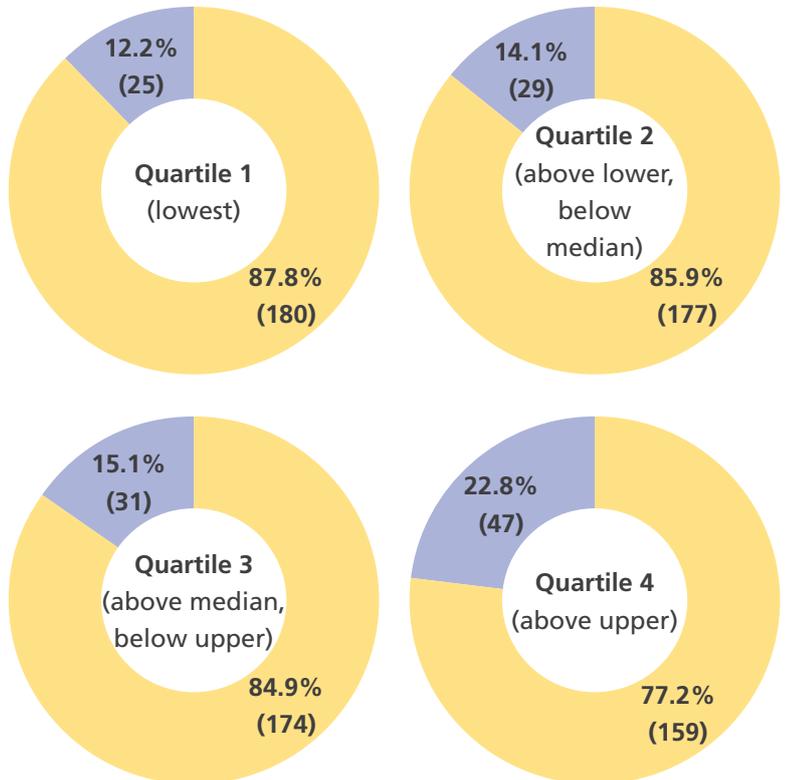
Gender make up at Cats Protection

- Female
- Male



Pay quartiles

The report divides employees into four groups (quartiles) according to pay band level.



Our gender pay gap (hourly rate)		
	Mean	Median
Female	£12.70	£9.49
Male	£15.50	£12.22
Pay gap	18.1% or £2.80	22.3% or £2.73

Our gender bonus gap	
Mean	Median
3.7% or £5.58	0%

Based on analysis of 822 employees

Cats Protection believes that all employees should be treated fairly and equally. Pay bands are agreed using a clear scoring system to ensure that equal pay is received for equal work.

Of course, we are always asking the question 'Can we do better?'. Reporting on our gender pay gap gives us further opportunity to focus on that question with regard to pay and gender.

What our 2018 report shows

The results show that Cats Protection has a higher percentage of males in the upper quartile (and therefore in higher paid roles) than in the other three quartiles. This reflects continued trends in the UK economy as a whole and creates our gender pay gap. In 2018 our overall mean and median pay gaps decreased by 0.6 and 3.3 percentage points respectively on our 2017 report.

Our bonus gap

Cats Protection paid an annual Christmas bonus of £100 net of tax. This means that each individual's bonus is grossed up to ensure that they received £100 in their pocket. Although this appears to be an equal reward, the fact that more males are in the higher earners bracket means that their bonuses will be grossed up further, thus creating the 3.7% bonus gap, an improvement of 0.1% on 2017.

Can we do better?

Although our gender pay gap is not an equal pay issue, we continue to look at ways to improve our results.

In 2019 we are undertaking a deeper analysis of our results across all roles in the organisation in order that we can create bespoke interventions where they are needed.

As well as this in-depth analysis we will:

- ensure that pay systems are transparent and based on objective criteria
- monitor and review the impact of our pay policies
- promote family-friendly policies to support parents and carers; embrace flexible working best practice and support remote working where possible
- use our *Leading the Way* leadership programme to support the development of our people

James Yeates
CEO, Cats Protection