

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, Cats Protection is always asking the question 'Can we do better?'. The legal requirement to report on our gender pay gap as of 5 April 2017 has given us the opportunity to focus on that question with regard to pay and gender.

What our 2017 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 trends in the UK economy as a whole and creates our gender pay gap.

Our bonus gap

Cats Protection pays an annual Christmas bonus of £100 net of tax. This means that each individual's bonus is grossed up to ensure that they receive £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 3.8% gap.

Can we do better?

We know that our gender pay gap is not a pay issue but is due to the fact that males and females are not represented equally across our roles. For example, we have a high percentage of female cat care assistants, a role that is in a lower quartile and a high percentage of male IT specialists, roles that are in the upper quartiles. In common with UK trends we also have more men in leadership roles.

Our results are not necessarily surprising but we have every intention of working to improve them. We will:

- continue to ensure that pay systems are transparent and based on objective criteria
- continue to monitor and review the impact of our pay policies
- promote our 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



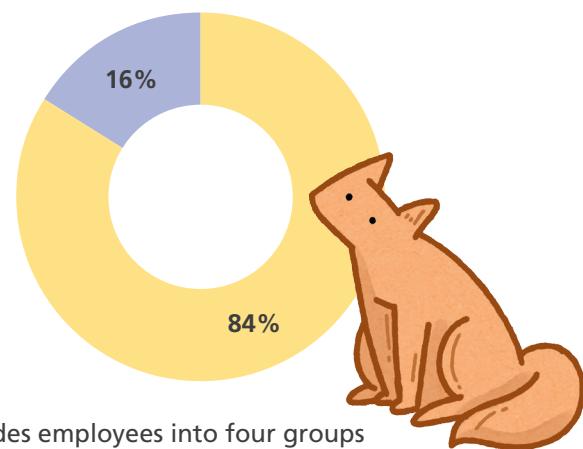
Dominic Sullivan
Acting CEO, Cats Protection

Cats Protection gender pay gap report 2017



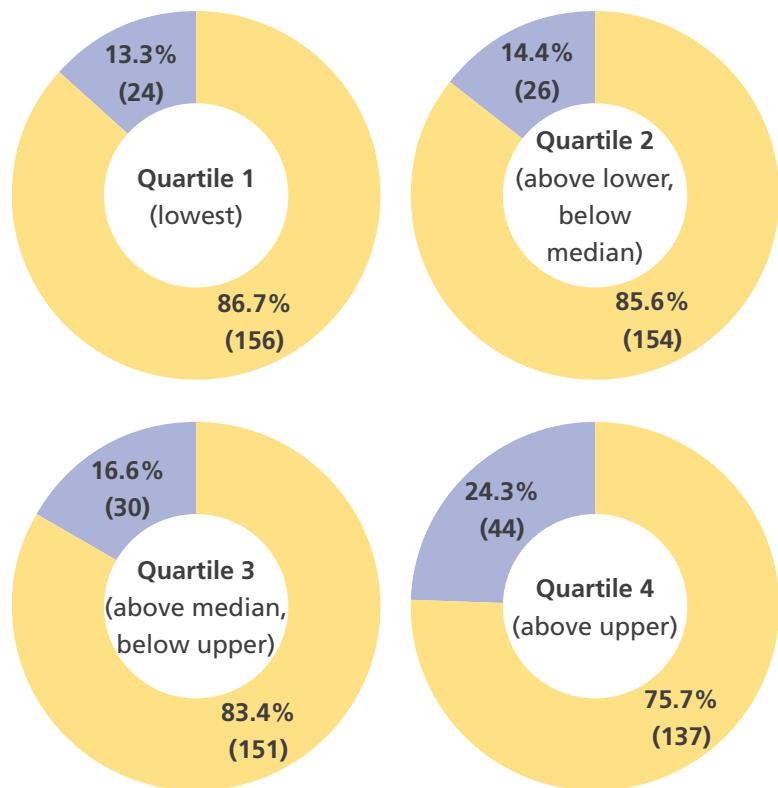
Gender split of our employees

Yellow = Female
Blue = 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	£12.46	£9.07
Male	£15.32	£12.20
Pay gap	18.7% or £2.86	25.6% or £3.13

Our gender bonus gap

	Mean	Median
3.8% or £5.70	0%	

* Based on analysis of 722 employees