

## 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 gives us a further opportunity to focus on that question with regard to pay and gender.

## What our 2020 report shows

Having had two years of decreases across our mean and median pay gaps (although our median continued its downward trend by 2.4 percentage points in 2020) our mean increased by 2.9. There are a number of causes that make up these figures, including the fact that 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 far more women hold part-time employment generally across the UK, and this is reflected in our own workforce.

## Our bonus gap

In 2019 Cats Protection paid an annual Christmas bonus that was capped at £120 inclusive of income tax. This was a change from previous years and meant that anyone whose earnings were above basic rate tax would have paid additional tax themselves rather than this being covered by the organisation. This has had the result of closing our gender bonus gap to nil.

## Can we do better?

Although our gender pay gap is not a pay issue, but due to the fact that males and females are not represented equally across our roles, we continue to look at ways to improve our results.

In 2020 the actions we set out to achieve were largely overtaken by bigger events so we want to use the coming year to re-commit to the following:

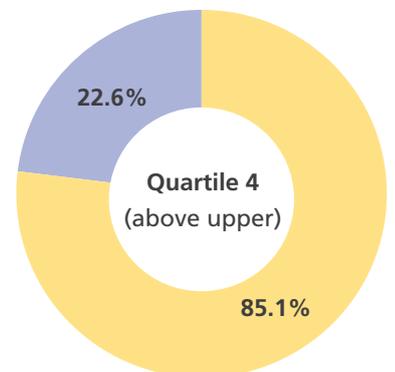
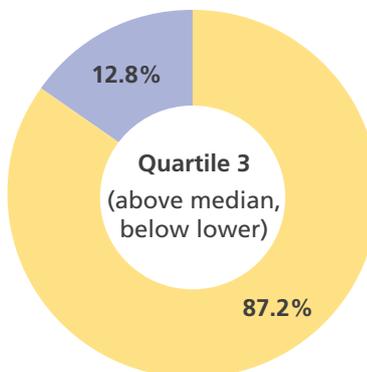
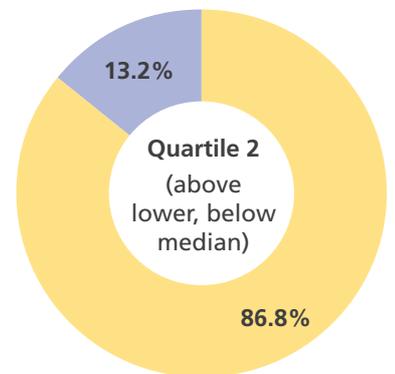
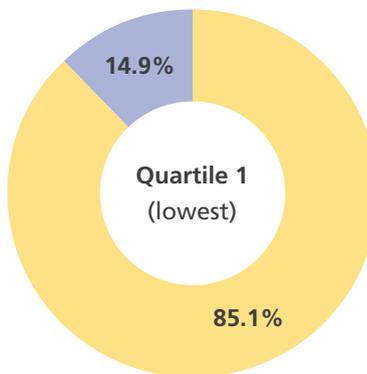
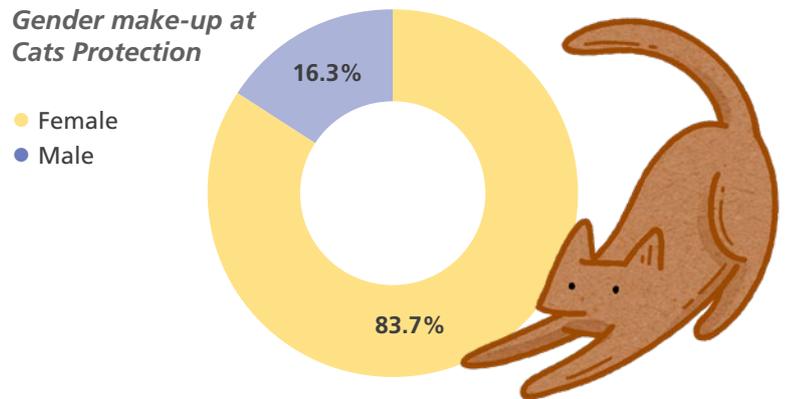
- overhauling our reward and recognition strategy while ensuring that any changes do not adversely impact women
- look more closely at women returning from maternity leave to see if there is a detrimental impact on their career prospects within Cats Protection
- getting better at helping recruiting managers to think about different ways that roles can be filled, including more flexible working options for men that would allow equal parenting. This will be supported by our plans to introduce hybrid working
- continuing to monitor and review the impact of our pay policies across the organisation



**Dominic Sullivan**  
Acting CEO,  
Cats Protection

# Cats Protection gender pay gap data

Gender make-up at Cats Protection



Based on analysis of 976 employees at 5 April 2020

Our gender pay gap (hourly rate)			Our gender bonus gap	
	Mean	Median	Mean	Median
Female	£13.99	£10.90	0%	0%
Male	£16.06	£12.00		
Pay gap	12.9% or £2.07	9.2% or £1.10		

