



Gender Pay Gap Report

Pets change lives
We change theirs



Context

This is Blue Cross's first gender pay gap report. The gender pay gap differs from equal pay in that equal pay is related to the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value. The gender pay gap shows the difference in average pay between men and women.

The report is based solely on the hourly rate as Blue Cross does not pay bonuses. In accordance with the regulations, a snapshot date of 5 April 2017 has been used. The calculations do not include any responsibility payments or allowances.

In 2016 Blue Cross introduced a Job Evaluation process whereby all roles (not the job holders) were evaluated and externally benchmarked using strict criteria. This means, for example, that all Animal Welfare Assistants have the same pay range regardless of gender. We are committed to the fair treatment and reward of all our employees, regardless of gender.

You can see from the numbers below that Blue Cross employees are predominantly females. This profile is representative of animal welfare charities. Our gender pay gap results should be considered in the context of this distribution, as the predominance of females to males has a significant influence on our overall gender pay gaps. We have good female representation at every level of the organisation; males are under-represented in the lower paid roles, for example retail and animal care roles. Gender pay gap reflects a societal issue whereby men don't generally fulfil these roles. However, we will be reviewing our recruitment, attraction and training activities to ensure there is no unconscious bias in our processes or language in adverts or job descriptions which may contribute to attracting more woman than men to work for us.

Gender Pay Reporting

The following results have been calculated in line with mandatory requirements:

Hourly Rate

Women's hourly rate: 25.5% lower for the mean rate
23% lower for the median rate

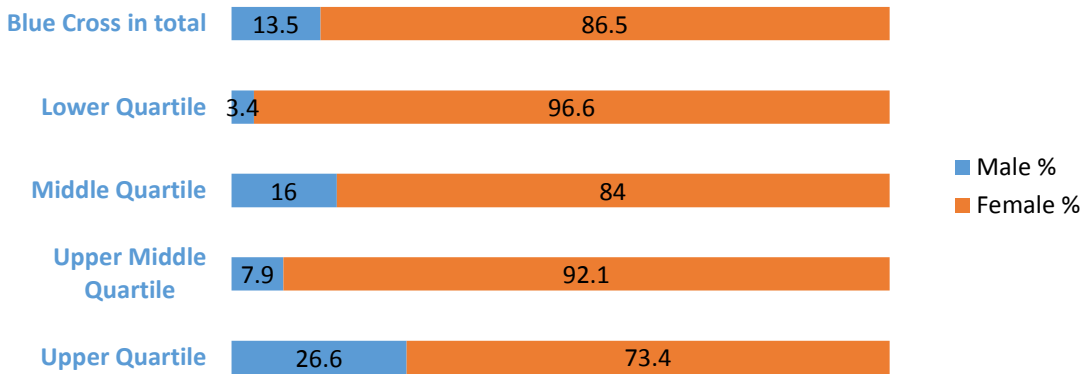


Gender Pay Gap Report

Pets change lives
We change theirs

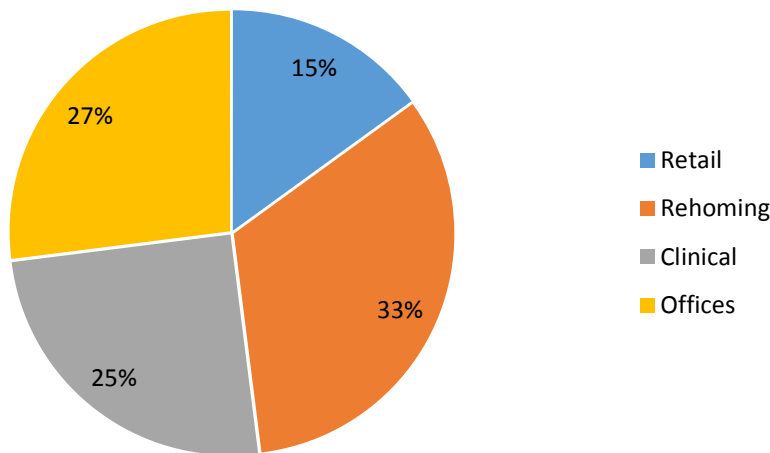


Proportion of male and female employees across the organisation according to the quartile pay bands (calculated in accordance with the regulations)



Total Blue Cross employees: 705

Percentage employee split by area





Gender Pay Gap Report

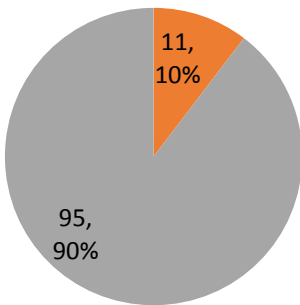
Pets change lives
We change theirs



Male/Female split by area

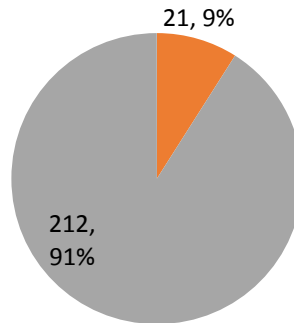
Retail

Male Female



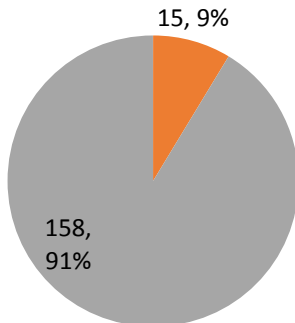
Rehoming

Male Female



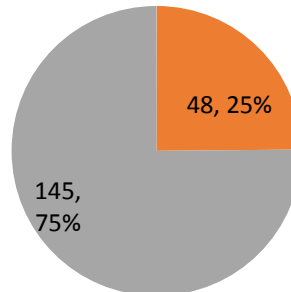
Clinical

Male Female



Offices

Male Female



It is worth noting that 63% (5) of the Executive Team, including the CEO, are women.



Gender Pay Gap Report

Pets change lives
We change theirs



Office of National Statistics (ONS) numbers for comparison

According to the ONS the gender pay gap in 2017 for all employees (full and part time) was 17.4% for mean rate and 18.4% for median rate.

In the different areas across Blue Cross the gap is as follows:

Area	Mean %age	Median %age
Retail	5.6	16.9
Rehoming	1.3	0.0
Clinical	19.9	3.1
Offices	17.4	15.6

NB: As each of the four areas uses significantly different data, ie numbers of employees, salaries and male/female split, the percentage mean and median figures will not correlate to the overall percentages.

According to the ONS, the gap for sales assistants and retail cashiers is 9% for mean and 4% for median. The figures are considered 'good' quality.

The gap for animal care and control services is 8.6-10.6% for mean and 9.3-10.2% for median. With the figures for mean considered 'good' quality and those for median considered 'reasonable'.

For vets the mean is -15.6% and the information is considered 'reasonable'. The median is 4.4% and considered 'unreliable or unavailable for reporting'. The information for vet nurses is considered unreliable or unavailable for reporting.

For offices there is added complexity, as the ONS differentiates between Finance, IT, senior managers etc. However, we are in line with the overall figures for all employees.

Key Findings

1. There are significantly more females in the charity and in the lower paid roles which has resulted in a wider gender pay gap.
2. The majority of males are in office based roles. These roles attract higher salaries.
3. Our rigorous job evaluation and external salary benchmarking process helps to ensure that employees are paid according to their role and associated market forces and not their gender.



Gender Pay Gap Report

Pets change lives
We change theirs



Action Plan

To help reduce the gender pay gap we will undertake the following activities:

- Review our recruitment processes to ensure that our attraction strategies promote diversity and equality within Blue Cross. This will help to ensure that the widest candidate pool possible is created. Our focus will be on attracting males into retail and rehoming roles. We will review wording for adverts and job descriptions to ensure we are using gender neutral language, to maximise our chances of attracting more males to work for our charity.
- Introduce blind recruitment and further develop our recruitment training for managers to include diversity training and awareness of unconscious bias.
- Develop and implement a comprehensive equality and diversity policy within Blue Cross.
- In accordance with best practice, we will undertake an equal pay audit across the whole organisation.

Statement

I confirm that Blue Cross is committed to the principle of gender pay equality and has prepared its 2017 gender pay gap results in line with mandatory requirements.

Rachel Briggs
People and Development Director