



Gender Pay Gap Report 2023



Overview

Under the Equality Pay Act 2010, the UK government requires that all employers with more than 250 employees publish their gender pay gap data.

What is the Gender Pay Gap?

The gender pay gap is a measure of the difference in average pay of men and women in an organisation regardless of the job they do or the area of the organisation they work in. It is different from equal pay which directly compares the pay for a man and a woman doing the same, similar or equivalent job.

Our pay gap for both mean and median rates has increased from the previous year: mean from 20.3% to 24.1% and median from 27.5% to 29%.

This 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 2023 has been used. The calculations do not include any responsibility payments or allowances.

Blue Cross employs a robust Job Evaluation process whereby all roles (not the job holders) are 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.

Understanding our gender pay gap

Similar to other charities there are several factors which impact the size of our pay gap.

- There are still significantly more females in our charity and more in the lower paid roles which has resulted in a gender pay gap. This profile is representative of animal welfare charities.
- During the 12-month period to 5 April 2023 we had 32 women taking maternity/ adoption leave; we acknowledge that this may have had an impact on career progression and routes into the higher paid roles for women.
- The majority of males are in office-based roles and these roles attract higher salaries.
- Males are under-represented across all levels of the charity but especially in the lower paid roles, for example retail and animal care roles. The gender pay gap reflects a societal issue whereby men don't generally fulfil these roles.

It is important to note that we apply the same salary range to all employees in a particular role, regardless of gender. Also, it should be recognised that we have very good female representation at every level of the organisation including Director and Senior Manager level, for example, 43% of our directors and 66% of the Leadership Team are female.



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Gender Pay Reporting

- The mean gender pay gap is the difference between the average hourly earnings of men and women.
- The median gender pay gap is the difference between the middle values of male and female hourly earnings when ranked from the highest to the lowest.

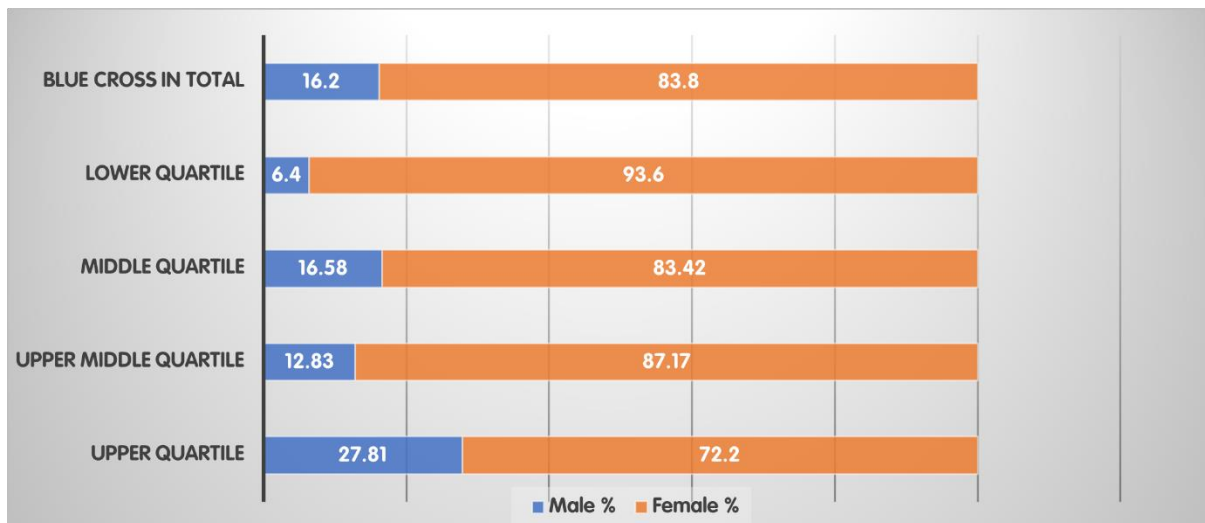
The following results have been calculated in line with mandatory requirements:

Hourly Rate

Women's hourly rate: 24.1% lower for the mean rate (increase of 3.8% from 2022)
29% lower for the median rate (increase of 1.5% from 2022)

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

Compared to 2022 figures, the proportion of women in the organisation has remained about the same at 83.8% whilst the total number of employees has increased by 52. We are proud that we have a good female representation across all the pay quartiles.



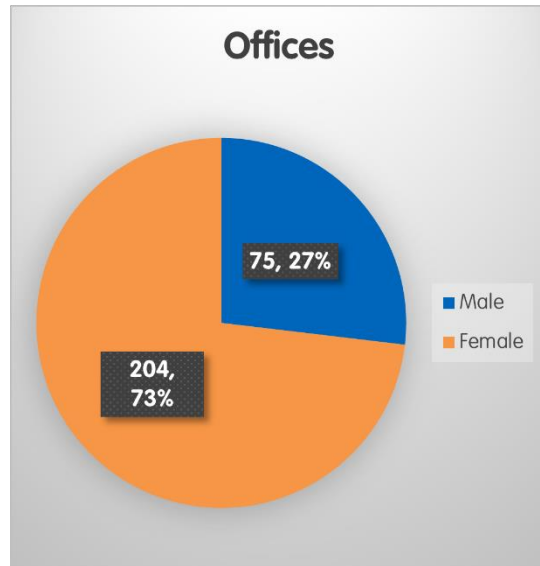
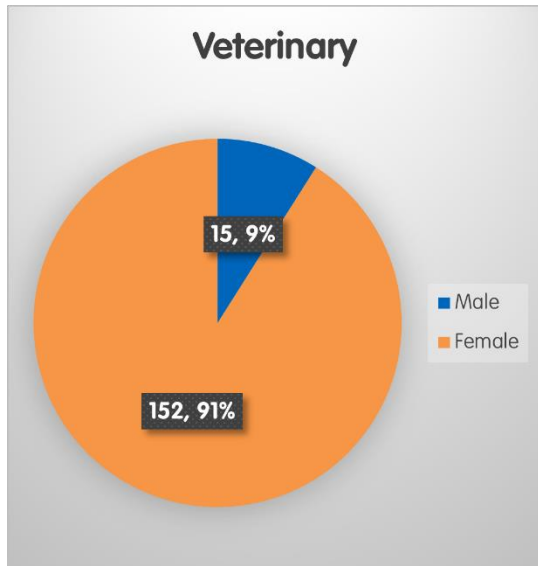
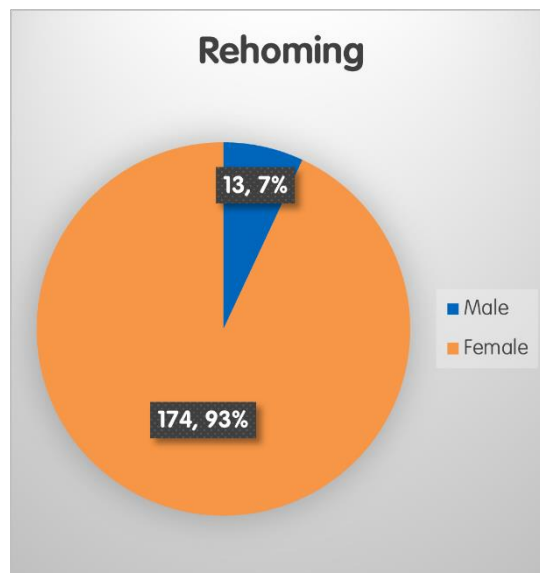
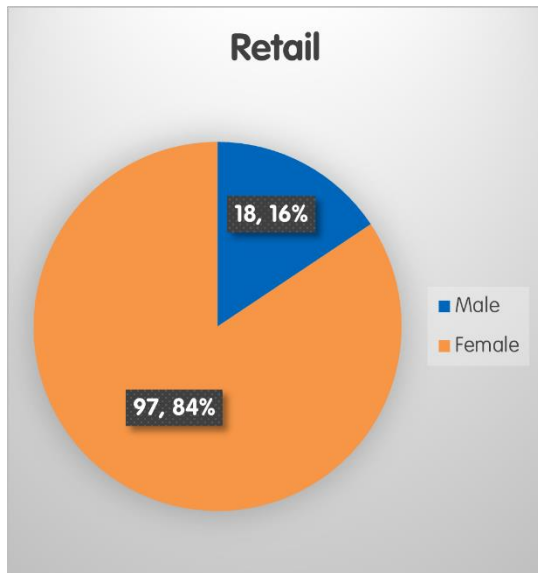


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Percentage employee split by area

Male/Female split by area



There is little change to the male/female split in all areas. The total number of employees in the Rehoming area has increased, however, the male/female split remains essentially the same. The profile of the Executive Team has changed slightly with the removal of one role which had been occupied by a female last year, this gives a 57/43 male/female split.



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Key Findings

The key findings are broadly the same as last year, being:

1. There are significantly more females in the charity and more respectively in the lower paid roles which has resulted in a wider gender pay gap overall.
2. The majority of males are in office-based roles. These roles attract relatively 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.

The biggest changes for 2023 have been:

- the reduction of the number of males in the lower quartile, 14.95% to 6.4%
- an increase to the middle and upper quartiles; we saw an increase from 10.34% and 9.78% in 2022 respectively.

The percentage of males in the upper quartile remains basically the same.

What have we done so far?

Blue Cross is committed to a diverse and inclusive culture which supports the fair treatment and reward for all colleagues regardless of gender. We continue to monitor all our People policies and practices to ensure we adopt initiatives which will help to reduce this gap.

1. To eliminate any bias during interviews we have focused on several measures, including enriching the content of our Approved Recruiter training to complement our 'Recruiting Safely' online training, which is mandatory for all interview panellists at Blue Cross. We also ensure equity in salary before advertising positions. Each salary undergoes scrutiny to ensure fairness and equity, contributing to a more inclusive recruitment process. With this approach, interview panellists receive guidance and tools to recognise and mitigate biases effectively during the interview process, furthering our commitment to fair and equitable recruitment practices across the organisation.
2. We have trained our managers in dealing fairly with flexible working requests to ensure they understand the reasons for such requests and the importance of supporting our employees in seeking to work more flexibly regardless of their role.
3. We have put in place a mentoring scheme with other animal charities to support successful career development.
4. We have removed our Performance Related pay process and moved to a process ensuring that colleagues doing similar jobs are paid in line with similar jobs in the external job market. It is important that we align our peoples' salaries to the external



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market so that we know they are being paid a fair rate for their skills and experience irrespective of gender.

What more can we do in 2023/24?

1. We will continue to use diversity job sites when recruiting for senior roles. We are committed to recruiting more diverse board members over 2023/24.
2. We have committed to paying the Real Living Wage on a voluntary basis and are monitoring the effect of this on our Gender Pay Gap.
3. As part of our Inclusivity work, we will continue to focus on raising awareness of the menopause. In a report by the Fawcett Society, called *Menopause and the Workplace*, we are told that 1 in 10 women who have worked while going through menopause have left a job because of their symptoms, also 14% of women had reduced their hours at work, 14% had gone part-time and 8% had not applied for promotion. We will continue to focus on this important element of our workforce.
4. We are developing our People Value Proposition this year which will form the basis of our new Employer Brand. We will use our Employer Brand to demonstrate how our flexible roles can allow women and men with caring responsibilities to achieve their career ambitions, therefore helping to balance out gender differences at all levels in our charity.

Statement

I confirm that Blue Cross is committed to the principle of gender pay equality and has prepared its 2023 gender pay gap results in line with mandatory requirements.

Beth Verrechia
People and People Services Director