

## **Battersea Dogs & Cats Home Gender Pay Report 2017**

Battersea Dogs & Cats Home is committed to diversity amongst both our staff and volunteers. Gender equality is a significant part of this commitment, and gender pay gap reporting is an important element of transparency in helping us to achieve this.

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required by law to publish an annual gender pay gap report.

Our analysis shows that the difference between men and women's earnings at Battersea Dogs & Cats Home is 11.4% (mean) or 5.7% (median) based on hourly rates of pay at the snapshot date of 5 April 2017. This is significantly below the UK mean of 17.4% and median of 18.4%<sup>1</sup>.

At Battersea, 83.3% of our staff are women and 16.7% are men. We are proud that our female staff are well represented across all the pay quartiles and are in a majority at the most senior level - the Chief Executive and four out of our six Directors are women.

We have a clear policy of paying men and women equally for doing the same or equivalent jobs at Battersea. We evaluate all jobs using a clear and robust externally validated job evaluation system, we have a strong pay and grading framework and we benchmark pay for roles using voluntary sector salary surveys (such as the Croner Charity Rewards survey and the XpertHR Voluntary Sector Salary Survey). We are therefore confident that the gender pay gap does not arise from paying men and women at Battersea differently for doing equivalent jobs.

However, our research shows that at Battersea, as in the UK economy as a whole, our gender pay gap is the result of the roles which men and women work in and the salaries that these roles attract. In terms of actual numbers of staff, the proportions of men and women at each level at Battersea are very similar. However, men are slightly more likely to be in senior specialist roles with high market pay rates than in front-line roles at the lower end of the organisation, and this has resulted in both our mean and median gender pay gap.

### **Gender Pay Gap Data**

**Mean gender pay gap = 11.4%**

This is significantly below the UK Mean of 17.4%

**Median gender pay gap = 5.7%**

This is significantly below the UK Median of 18.4%

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<sup>1</sup> Office for National Statistics Annual Survey of Hours and Earnings: 2017, published October 2017.

## Distribution of Staff by Pay Quartile

### Total

|                    | Men               | Women              |
|--------------------|-------------------|--------------------|
| <b>Total Staff</b> | 16.7%<br>72 staff | 83.3%<br>358 staff |

### By Quartile

| Quartile            | Men               | Women             | Description   |
|---------------------|-------------------|-------------------|---|
| <b>Upper</b>        | 22.2%<br>24 staff | 77.8%<br>84 staff | all employees whose pay places them above the upper quartile                            |
| <b>Upper Middle</b> | 13.9%<br>15 staff | 86.1%<br>93 staff | all employees whose pay places them above the median but at or below the upper quartile |
| <b>Lower Middle</b> | 13.1%<br>14 staff | 86.9%<br>93 staff | all employees whose pay places them above the lower quartile but at or below the median |
| <b>Lower</b>        | 17.8%<br>19 staff | 82.2%<br>88 staff | all employees whose pay places them at or below the lower quartile                      |

### Percentages of staff receiving a bonus by gender

- Mean women's bonus pay is 0% lower than men
- Median women's bonus pay is 0% lower than men
- Proportion of men receiving a bonus = 0%
- Proportion of women receiving a bonus = 0.3%



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