

# BATTERSEA'S GENDER PAY GAP 2020

OCTOBER 2021

**As an employer where women make up 81% of the workforce, Battersea is committed to gender equality, and gender pay gap reporting is an important element of transparency in helping us to achieve this.**

Since statutory pay gap reporting commenced in 2017, the gender pay gap at Battersea has been considerably lower than the UK mean and median, and this remains the case in 2020.

Our analysis, based on median hourly rates of pay for men and women at the snapshot date of 5 April 2020, shows that the median gender pay gap for Battersea in 2018 is 8.8% which is well below the UK median pay gap of 15.8% reported by the Office for National Statistics. We are proud that our female staff are well represented across all the pay quartiles including at the most senior level – at the snapshot date, the role of Chief Executive, and two of our five Director posts, were held by 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 robust externally validated job evaluation system, we have a strong pay and grading framework and we benchmark pay for equivalent roles across the voluntary sector using the XpertHR Voluntary Sector and Top Charities Salary Surveys. We are therefore confident that the gender pay gap does not arise from paying men and women at Battersea differently for doing equivalent jobs.

Our research shows that at Battersea, whilst the proportions of men and women at each level are broadly similar to our overall workforce gender profile, men are slightly over-represented (26.5%) in our top pay quartile which represents senior specialist roles with high market pay rates. There is also a slightly lower proportion of men (14.5%) compared with our overall workforce gender profile in our lowest pay quartile, representing entry-level roles, in common with the wider animal welfare charity sector. This has resulted in both our mean and median gender pay gap. This difference in the proportion of men and women in the highest and lowest pay quartiles has increased slightly from 2019, hence the change in our gender pay gap figures from 2019 to 2020.

We are committed to actions to close our gender pay gap. We have recently introduced a new online recruitment platform that enables us to collect diversity monitoring information from applicants and to anonymise applicant data whilst shortlisting. This will enable us to monitor the gender balance of candidates and whether any shifts in gender balance are



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occurring at each stage of the selection process and if so to create strategies to address these. We will explore opportunities to work across the animal welfare sector on strategies to shift the overall gender balance and to make entry level animal-facing roles attractive to men, as the gender imbalance in animal care roles is common across all animal welfare charities. This work forms part of a wider organisational initiative, embarked on in 2020, to make Battersea a truly diverse and inclusive organisation.

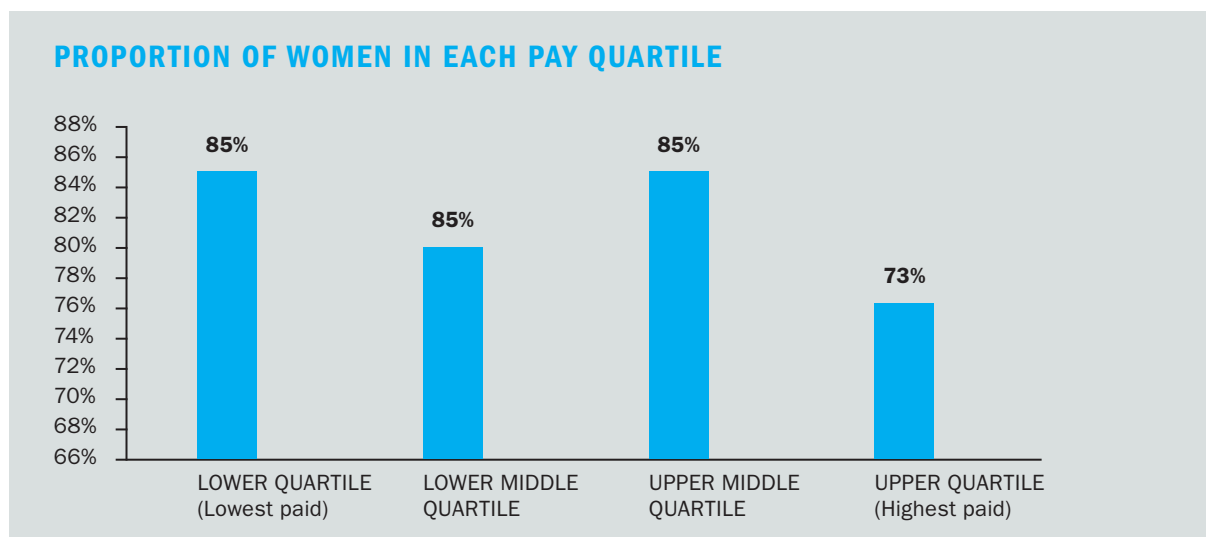
## 2020 HOURLY GENDER PAY GAP

At Battersea, women earn 91p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 8.8% lower than men’s.

When comparing mean (average) hourly pay, women’s mean hourly pay is 14.6% lower than men’s.

## THE PERCENTAGE OF WOMEN IN EACH PAY QUARTILE IN 2020

In Battersea, women occupy 73% of the highest paid jobs and 85% of the lowest paid jobs.



## BONUS PAY GAP

In 2020 we paid a proportion of our performance related pay award for staff rated as ‘very good’ (0.5% of basic salary) or ‘exceptional’ (1% of basic salary) as a non-consolidated lump sum. This is deemed to be a bonus pay for the purposes of gender pay gap reporting. 31.9% of women and 33% of men at Battersea received bonus pay in 2020.

Women earn 97p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 3.3% lower than men’s.

When comparing mean (average) bonus pay, women’s mean bonus pay is 17.2% lower than men’s.

## STATEMENT

I confirm that Battersea is strongly committed to the principle of gender pay equality and has prepared its 2020 gender pay gap results in line with mandatory requirements.

**BRYONY GLENN**  
DIRECTOR OF HUMAN RESOURCES