

BATTERSEA'S GENDER PAY GAP 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.

This commitment is part of our wider organisational commitment to diversity and inclusion. We are proud that our female staff are well represented across all pay quartiles including at the most senior level – at the snapshot date three of our six Director posts were held by women.

Under legislation introduced in 2017, UK employers with more than 250 employees are required to publish their gender pay gap annually. The gender pay gap is the difference between the average (mean or median) earnings of men and women across the workforce, regardless of the nature of their work.

Although both mean and median measures can be useful, the median is usually a more helpful indicator of the gender pay gap in an organisation as the mean can be affected by a few very low or very high pay rates and it may therefore present a skewed picture of average pay among men and women, and may fluctuate more if there are changes in staff at the most junior and/or the most senior levels.

OUR GENDER PAY GAP

Since statutory gender 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 2021. Our analysis, based on hourly rates of pay for men and women at the snapshot date of 5 April 2021, shows that the median gender pay gap for Battersea in 2021 is 9.8%, which is well below the UK median of 15.4% reported by the Office for National Statistics.

The gender pay gap at Battersea has not changed significantly compared to 2020, and the underlying reasons for the gap remain the same. There is a much higher proportion of women than men in each pay quartile at Battersea and the proportion of men and women at each level are broadly similar to our overall workforce gender profile. However, men are slightly over-represented (25%) in our



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top pay quartile which represents senior specialist roles with high market pay rates and under-represented (12%) in lower paid entry level roles (in common with the wider animal welfare charity sector), compared with the overall gender split in Battersea's workforce. This is the cause of both our mean and median gender pay gap. With limited staff turnover at senior levels and a recruitment freeze on animal-facing operational roles throughout 2020 and much of 2021 due to the pandemic there has been limited opportunity to shift our workforce profile of women and men.

EQUAL PAY

The gender pay gap is not the same as equal pay. Equal Pay legislation states that it is unlawful to pay men and women differently for doing the same work and at Battersea we have a clear policy and processes to ensure that this is the case. We evaluate all jobs using a robust externally validated job evaluation system, we have a strong pay and grading framework, we benchmark pay with equivalent roles across the voluntary sector using the Cendex Voluntary Sector salary survey data, and market rates are reviewed regularly. 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 COMMITMENT TO CLOSE OUR GENDER PAY GAP

We are committed to actions to close our gender pay gap. We are progressing a number of workstreams to understand and manage the gender pay gap, including:

- Implementing continuous tracking of diversity monitoring data at recruitment. Our new online recruitment system which was introduced in Q2 2021 enables us to capture equal opportunities data more effectively and systematically, enabling us to monitor the gender balance of candidates and whether any shifts in gender balance are occurring at any stages of the selection process and if so to create strategies to address this.
- Integrating the following workstreams into our organisational diversity & inclusion action plan:
 - Exploring opportunities to work across the animal welfare sector on strategies to explore barriers to entry level animal facing roles for under-represented groups, including men, to correct the gender imbalance in our lowest paid roles
 - Exploring how we can enable progression for staff from backgrounds that are under-represented at senior levels, including women.
 - Reviewing how we can improve our support for parents and carers at Battersea, which may in turn enable our more senior roles to be more accessible to women who often have the burden of caring responsibilities.
- Piloting hybrid working for office-based roles at Battersea, enabling us to retain the work-life balance benefits of increased home working that were realised during the pandemic. We will be comprehensively evaluating the first half of the pilot in early 2022. One potential benefit that we will be evaluating is better work-life balance, which may in turn enable our senior roles, in particular, to be more attractive to women with caring responsibilities.
- Introducing Equality Impact Assessments for new people initiatives and we assessed 2022's pay award proposals in terms of the impact on gender pay.

The work on our gender pay gap forms part of a wider and significant organisational commitment to make Battersea a truly diverse and inclusive organisation.

2021 GENDER PAY GAP DATA

Hourly Pay

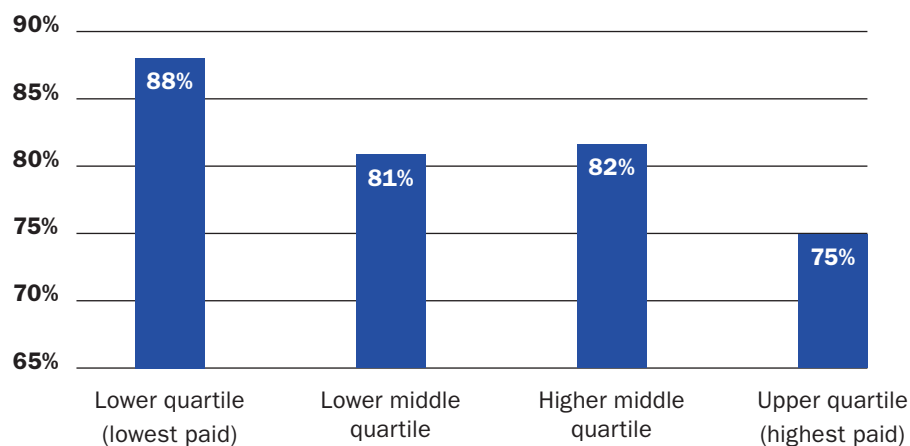
At Battersea, women earn 90p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 9.8% lower than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 13.7% lower than men's.

Percentage of Women in each Pay Quartile

At Battersea, women occupy 75% of the highest paid jobs and 88% of the lowest paid jobs.

PROPORTION OF WOMEN IN EACH PAY QUARTILE



Bonus Pay Gap

Battersea does not pay bonuses to any staff and therefore does not have a gender bonus pay gap.

STATEMENT

I confirm that Battersea is strongly committed to the principle of gender pay equality and has prepared its 2021 gender pay gap results in line with mandatory requirements.

Bryony Glenn

Director of Human Resources