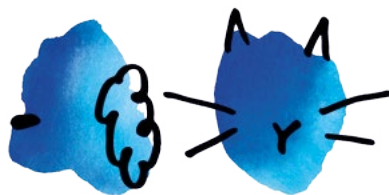


GENDER PAY GAP 2023



BATTERSEA
HERE FOR EVERY DOG AND CAT

INTRODUCTION

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 five of our nine staff in our top Director grade 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 fluctuated year on year however, the underlying reasons for the gap remain the same.

Our analysis, based on hourly rates of pay for men and women at the snapshot date of 5 April 2023, shows that the median gender pay gap for Battersea in 2023 is 13.3%, which is below the UK median of 14.3% reported by the Office for National Statistics.

Battersea is 81% female and has a much higher proportion of women than men in each pay quartile at Battersea. The proportion of men and women in each quartile are similar to our overall workforce gender profile except in the upper quartile. Whilst there is still a higher proportion of women (68%) than men in our upper quartile, the upper quartile, which represents senior specialist roles with high market pay rates, is 32% male which is more than the proportion of men in our total workforce (19%). This is the cause of both our mean and median gender pay gap.



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

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

- Continuous tracking of diversity monitoring data at recruitment. Our online recruitment system 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:
 - Undertaking an inclusive recruitment review to ensure positive candidate experience and opportunity for candidates from all backgrounds, including men and women
 - Implementation of hybrid working and ‘core hours’ for office-based roles at Battersea, enabling us to retain the work-life balance benefits of increased home working which may in turn enable our senior roles, in particular to be more attractive to women with caring responsibilities.
 - Creation of a Menopause staff network helping with education and awareness across the organisation to ensure all those experiencing menopause related symptoms receive compassionate and informed support, which may enable women to continue to be able to continue and progress their careers at Battersea.
 - Introducing Equality Impact Assessments for new people initiatives and we assessed 2023’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.

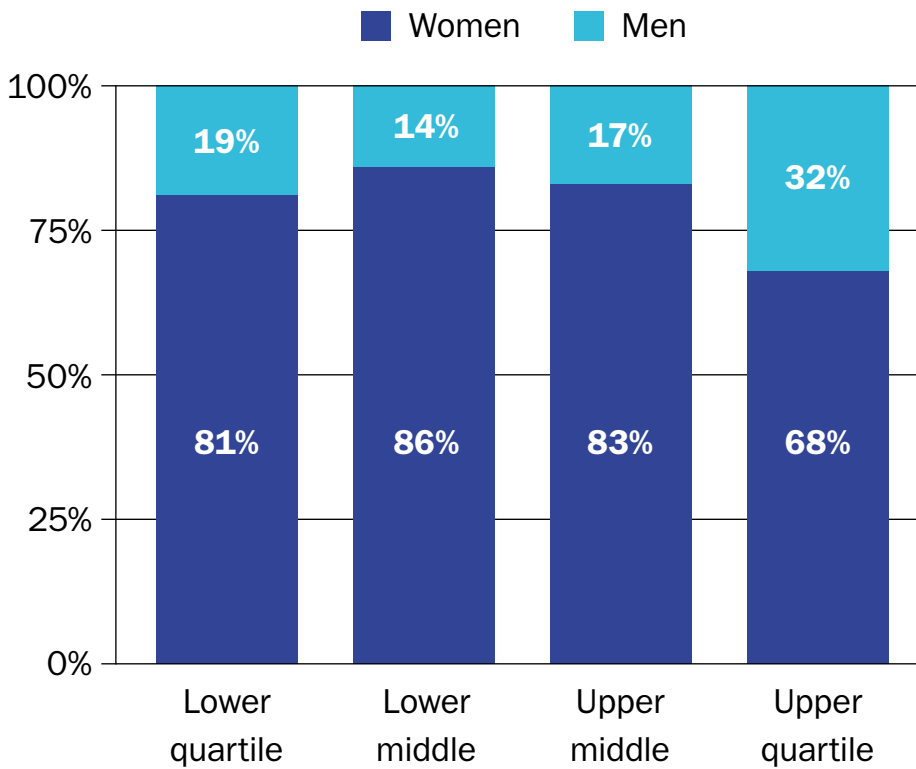
2022 GENDER PAY GAP DATA

Hourly Pay

At Battersea, women earn 87p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 13.3% lower than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 14.9% lower than men's.

Percentage of Women in each Pay Quartile



At Battersea, women occupy 68% of the highest paid jobs and 81% of the lowest paid jobs.

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 2023 gender pay gap results in line with mandatory requirements.

A handwritten signature in black ink that reads "Bryony Glenn". The signature is written in a cursive, flowing style.

Bryony Glenn
Director of Human Resources



BATTERSEA DOGS & CATS HOME

4 BATTERSEA PARK ROAD
LONDON SW8 4AA

BATTERSEA OLD WINDSOR

PRIEST HILL, OLD WINDSOR
BERKSHIRE SL4 2JN

BATTERSEA BRANDS HATCH

CROWHURST LANE, ASH
KENT TN15 7HH

Patron Her Majesty The Queen
President HRH Prince Michael of Kent, GCVO

Battersea Dogs & Cats Home is a registered
charity no. 206394