



Gender Pay Gap Report

Pets change lives
We change theirs

BLUE FOR
PETS
CROSS

Context

As an employer of more than 250 employees we are required by law to publish an annual gender pay report. It is worth noting that gender pay gap differs from equal pay, in that equal pay is related to the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value. The gender pay gap shows the difference in average pay between men and women.

This is our fourth gender pay gap report. Since 2017 we have consistently reduced both the mean and medium rates; disappointingly this year our pay gap has increased, for both the mean and medium rates. It is worth that noting that any impact on the pay gap arising from the Covid-19 pandemic and the furlough scheme cannot yet be quantified.

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 2020 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 on 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 2020 we had 23 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. 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 good female representation at every level of the organisation including Director and Senior Manager level, for example, 57% of our Directors and 60% of the senior leadership team are female.



Gender Pay Gap Report

Pets change lives
We change theirs



Gender Pay Reporting

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

Hourly Rate

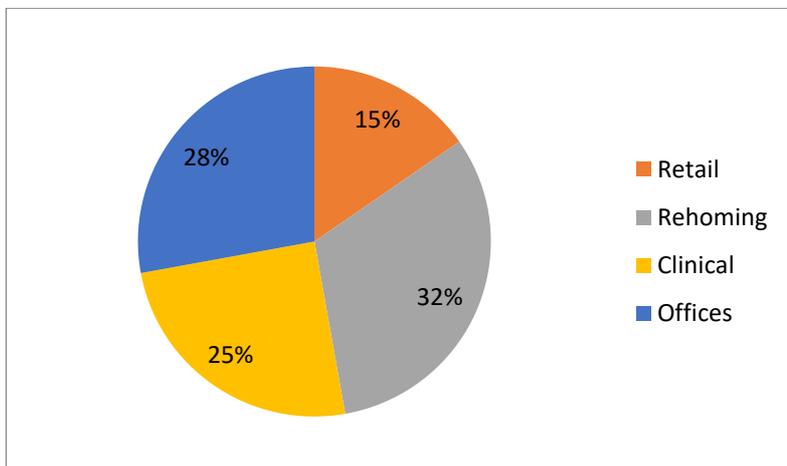
Women's hourly rate: 24.2% lower for the mean rate (increase of 1.3% on 2019)
25.4% lower for the median rate (increase of 5.6% on 2019)

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

Compared to 2019 figures the proportion of women in the organisation has remained the same at 85% whilst the total number of employees has increased. We are proud that we have a good female representation across all the pay quartiles.



Percentage employee split by area



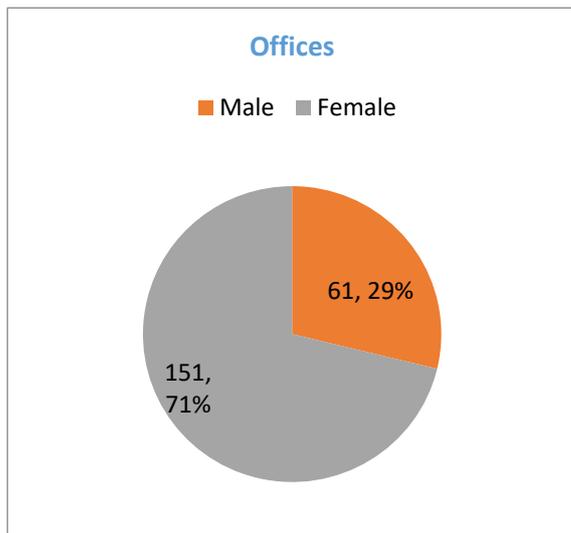
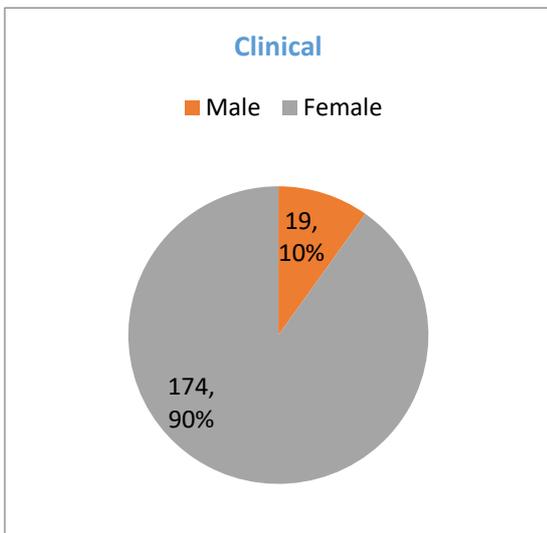
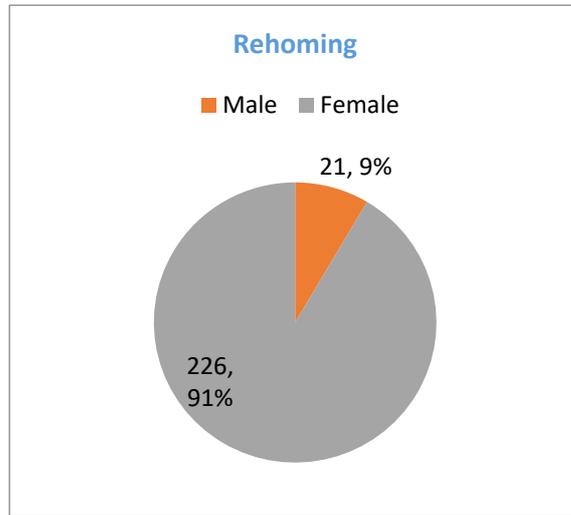
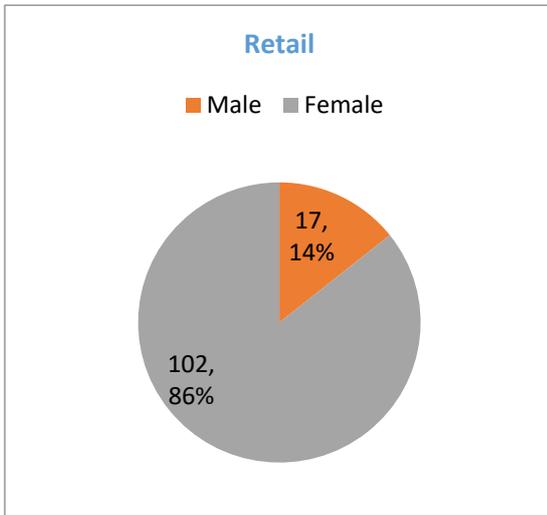


Gender Pay Gap Report

Pets change lives
We change theirs



Male/Female split by area



There is little change to the male/female split in all areas. The profile of the Executive Team has changed slightly this year with 57% being female as opposed to 62.5%.

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.



Gender Pay Gap Report

Pets change lives
We change theirs

BLUE FOR
PETS
CROSS

The biggest changes in 2020 have been:

- the reduction of the number of males in the lower pay quartiles; we saw a decrease from 12% in 2019 to 10.9% in 2020
- an increase in the number of males in the upper middle quartile, from 7.9% in 2019 to 11.9% in 2020

In summary, we have recruited more males into higher paid roles this year.

What have we done so far?

In our 2019 gender pay gap report we committed to the following actions to help reduce our gender pay gap. See below our progress to date:

- We have explored how we can further ensure that women returning to work are given the appropriate access to development opportunities, thereby making it easier for them to progress to the higher paid roles. We carried out research which analysed the last 40 women who took and completed their maternity leave and tracked their circumstances since returning to work. The data showed us that as an organisation we are open to, and seriously consider, flexible working as we offered this to 50% of the returners and we were also able to offer new or different roles where requested. The data also showed that of those who returned, only two people have subsequently been promoted.
- We have been continuously reviewing our recruitment processes with the aim of attracting more males into the organisation, especially vet nurses and AWAs. Since the last Gender Pay Gap Report we have introduced a number of new measures into our recruitment process, such as reviewing our job adverts and job descriptions and removing gender coding language. We also encourage our teams to have a mixed recruitment panel or interviewers wherever this is possible, and we have a bank of male and female trained Assessment Centre Assessors. We have included an EDI statement which appears on all our job adverts and on our careers pages and in addition to this we have recently finished editing a video for our careers pages which features more male employees.

What more can we do?

- In order, to further support women returners and ensure they have access to upskill and progress we will continue work on our Returnships programme. This will be a blended learning programme which will include, but not be limited to, online learning, coaching sessions, a development plan and an assigned mentor.
- We will maintain focus on ways in which we can attract more male applicants into the organisation, in particular to the lower paid roles. We will continue developing our careers pages and, in particular, update the images with a greater diversity in sex and ethnicity.
- We will continue to use diversity job sites when recruiting for senior roles.
- As part of the EDI work which commenced in 2020 the Sex workstream has identified a number of issues with particular relevance to addressing the gender pay gap. These will form the focus of their activities in 2021. These include the promotion of shared parental leave, and more support and flexibility for carers. We have identified the need for more robust policies to support carers at Blue Cross. In addition, we have also identified that we need additional support for menopausal women to ensure they can remain in the workplace.



Gender Pay Gap Report

Pets change lives
We change theirs



Statement

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

Beth Verrechia
People and Development Director