



Gender Pay Gap Report 2022



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.

We are pleased that our pay gap for both mean and median rates has decreased. This is largely because we have recruited more males into mid and lower paid roles during 2022.

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 2022 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 2022 we had 22 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. The 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 very good female representation at every level of the organisation including Director and Senior Manager level, for example, 50% of our directors and 63% of the Leadership Team are female.



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Gender Pay Reporting

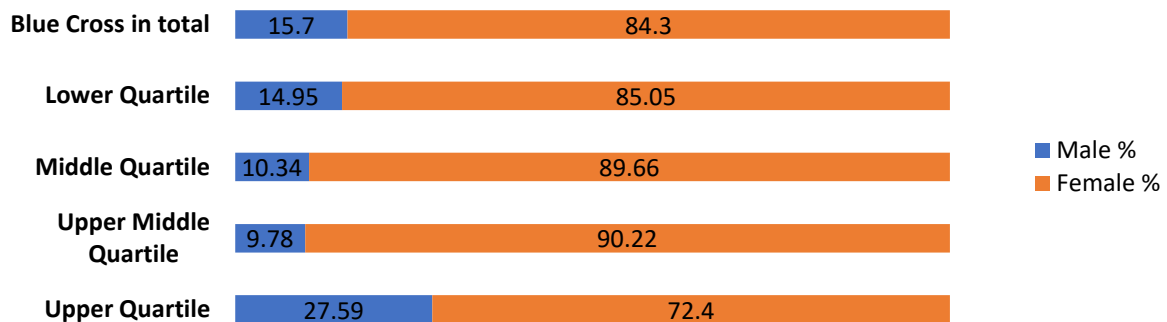
The following results have been calculated in line with mandatory requirements:

Hourly Rate

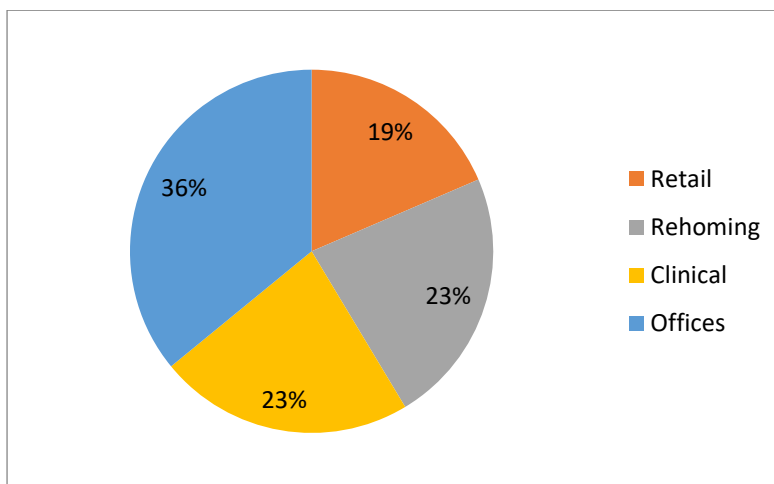
Women's hourly rate: 20.3% lower for the mean rate (decrease of 5.5% from 2021)
27.5% lower for the median rate (decrease of 1.6% from 2021)

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

Compared to 2021 figures, the proportion of women in the organisation has remained about the same at 84.3% whilst the total number of employees has decreased by 55. We are proud that we have a good female representation across all the pay quartiles.



Percentage employee split by area

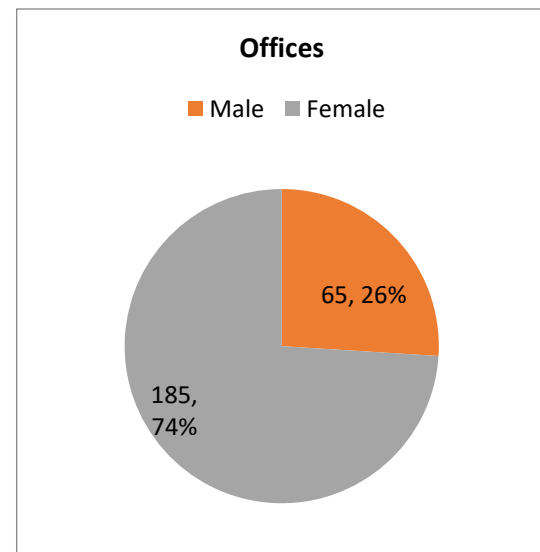
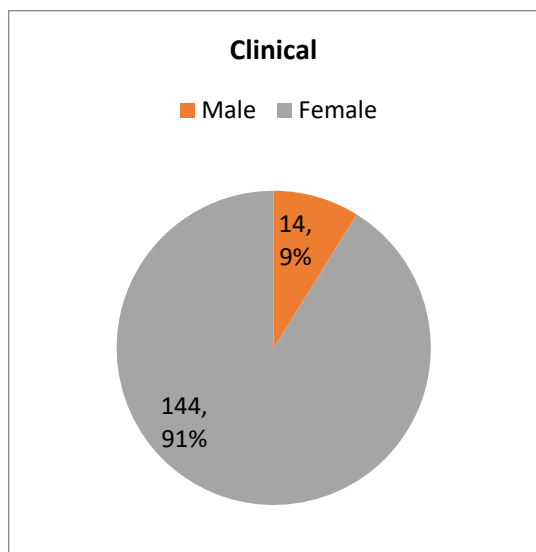
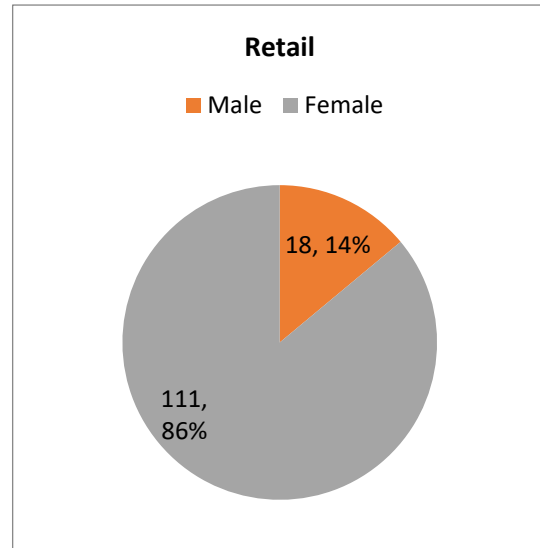
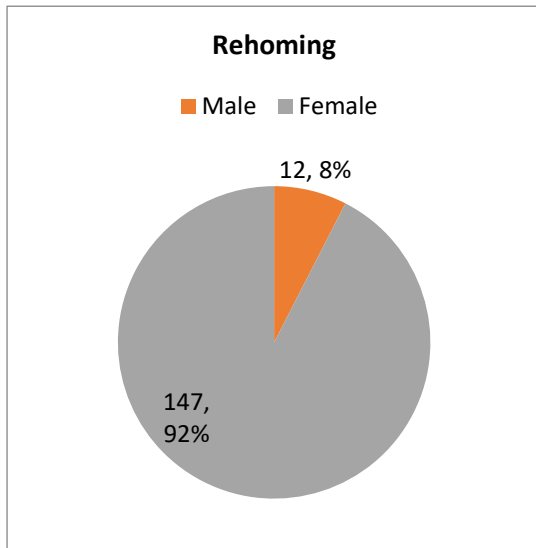




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Male/Female split by area



There is little change to the male/female split in all areas. The total number of employees in the Rehoming area has reduced substantially, however, the male/female split remains the same. The profile of the Executive Team remains the same as last year, being 50/50 male/female split.

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.



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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.

The biggest changes in 2022 have been:

- the reduction of the number of males in the upper and middle pay quartiles; we saw a decrease from 28.34% and 13.83% in 2021 respectively.
- an increase in the number of males in the upper middle and lower quartile, from 8.51 % and 9.04% respectively.

In summary, we have recruited more males into mid and lower paid roles this year.

What have we done so far?

In our 2021 gender pay gap report we committed to the following actions to help reduce our gender pay gap. See below our progress to date:

1. **Research a new recruitment applicant tracking system (ATS) to allow us to improve the candidate experience even more:** We are pleased that we have now selected an applicant tracking system, which will be in use from early 2023. One of the major advantages of the applicant tracking system is that we will be able to introduce blind shortlisting by anonymising the personal information in applications. We will also be able to have an enhanced talent bank so we can search for candidates based on skills and experience and use an automated skills match where the system can alert us to applicants who may be suitable for roles.
2. **Continue to use diversity job sites when recruiting for senior roles:** During 2022 we partnered with Diversifying.io to ensure that all roles are displayed on a wide range of job boards.

In addition to these actions in 2022 we also:

- Launched a support group for people returning to work following maternity / paternity leave. Career coaching is offered as part of this group.
- Developed a menopause and menstrual policy and launched a successful menopause support group. Training and awareness sessions on the menopause and how to support people through this have also been implemented.
- Continued with our approved recruiter programme, which ensures that recruiting managers are following a fair, consistent and non-discriminatory process.
- Increased the diversity of our Trustees.



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What more can we do in 2023?

1. We will continue to use diversity job sites when recruiting for senior roles. We are committed to recruiting more diverse board members over 2023.
2. We have committed to paying the Real Living Wage on a voluntary basis and are monitoring the effect of this on our Gender Pay Gap.
3. As part of our Inclusivity work, we will continue to focus on raising awareness of the menopause. In a report by the Fawcett Society, called *Menopause and the Workplace*, we are told that 1 in 10 women who have worked while going through menopause have left a job because of their symptoms, also 14% of women had reduced their hours at work, 14% had gone part-time and 8% had not applied for promotion. We will continue to focus on this important element of our workforce.
4. We will monitor the impact of the ATS and blind shortlisting and continue to focus our resourcing on attracting men to our mid and lower paid roles.

Statement

I confirm that Blue Cross is committed to the principle of gender pay equality and has prepared its 2022 gender pay gap results in line with mandatory requirements.

Beth Verrechia
People and Development Director