

Cats Protection gender pay gap

Cats Protection believes all employees should be treated fairly and equally.

All roles are benchmarked against the external market and pay bands are agreed using a clear scoring system to ensure equal pay is received for equal work. We continue to ask the question ‘can we do better?’ when it comes to pay and gender and the legal requirement to report on our gender pay gap gives us an opportunity to focus on that question.

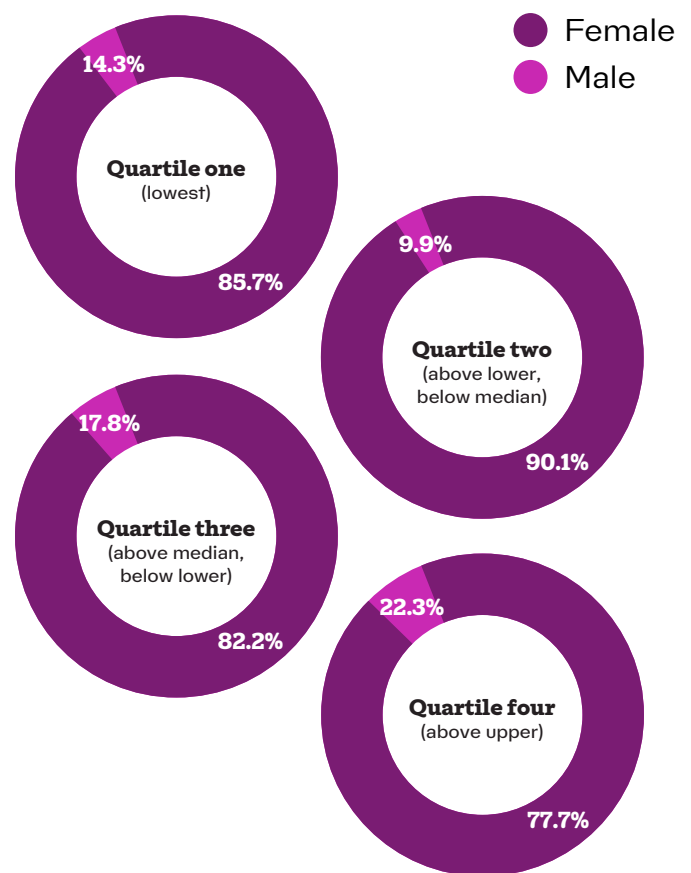
What our 2024 report shows:

Our mean gender pay gap has seen an decrease of 1.03% to 12.93%.

These figures are influenced by the organisational redesign of our Senior Leadership team, which saw a decrease in total members of the team, with an increased proportion of females at this level. 2024 also saw an increase in the percentage of males in the upper middle quartile (and therefore in higher paid roles) than in 2023. Our gender split has increased slightly, with our male population decreasing by 0.4%. It also continues to be the case that more women hold part-time employment generally across the UK, and this is reflected in our own workforce.

With 83.9% of our workforce female, we are proud to report we have a Senior Leadership team with a 60% representation.

Based on analysis of 1,170 employees at 5 April 2024



	Mean	Median
Female	£16.82	£14.23
Male	£19.32	£17.45
Pay gap	£2.50 per hour	£3.24 per hour
	12.93%	18.53%

Our bonus gap

We do not operate any formal bonus schemes within the organisation. In 2024, our focus remained on supporting our people through the cost-of-living crisis. We awarded at least a 4% cost-of-living increase to all employees, with our lowest paid employees receiving up to 8.4%.

Can we do better?

Our gender pay gap isn't an equal pay issue. The charity sector tends to attract more women, and that's reflected here at Cats Protection. A large proportion of our roles are in operational areas like cat welfare and retail, which are often part-time, lower paid, and predominantly filled by women. This naturally skews our gender pay gap results.

In 2024, we've been focused on promoting several key initiatives to support the physical, mental and financial wellbeing of all our people, including:

- **fair and equitable pay.** We continued to champion our Salary Policy, ensuring fairness in pay across the board. This included offering financial wellbeing products, a streamlined approach to job evaluations, and guidance on writing inclusive job descriptions to help create equal opportunities
- **gender equality.** We've continued our push for gender equality by rolling out a bias-free recruitment strategy, helping to ensure everyone has an equal chance in the workplace
- **career development.** Our Learn for Cats performance framework took another step forward, supporting the growth and development of our people. We also focused on promoting from within, offering new opportunities like a leadership apprenticeship scheme that's available to all
- **menopause support.** We've worked to raise awareness and support for our Menopause Policy, ensuring that women's career prospects within Cats Protection aren't impacted by this natural stage of life
- **hybrid and remote working.** We've kept promoting our flexible working culture, especially working with recruiting managers to encourage more men to consider flexible working options that support equal parenting



John May
Chief Executive

