

## Cats Protection believes that all employees should be treated fairly and equally

Pay bands are agreed using a clear scoring system to ensure that equal pay is received for equal work.

Of course, Cats Protection is always asking the question 'Can we do better?' The legal requirement to report on our gender pay gap gives us a further opportunity to focus on that question with regard to pay and gender.

### What our 2021 report shows

Our mean gender pay gap has seen a small increase of 0.3% to 13.1%.

There are a number of causes that make up these figures, including the fact that Cats Protection continues to have a higher percentage of males in the upper quartile (and therefore in higher paid roles) than in the other three quartiles.

It also continues to be the case that far more women hold part-time employment generally across the UK, and this is reflected in our own workforce.

### Our bonus gap

We do not operate any formal bonus schemes within the organisation. However, on occasion if approved by the Executive Management team and our Trustees, we may make a one-off payment. In 2021 a minimal payment was made to employees in recognition of the exceptional circumstances and challenges throughout the COVID-19 pandemic.

### Can we do better?

While our gender pay gap is not an equal pay issue, the fact that males and females are not represented equally across our roles means we will continue to look at ways to improve our results.

In 2021 the actions we set out to achieve were, again, largely overtaken by bigger events so we want to use the coming year to re-commit to the following:

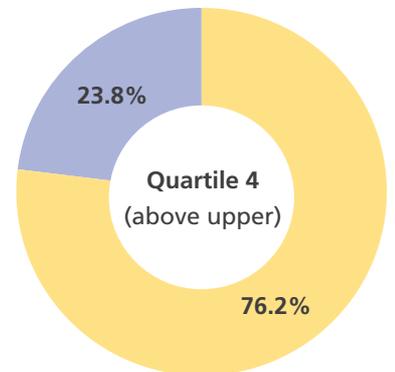
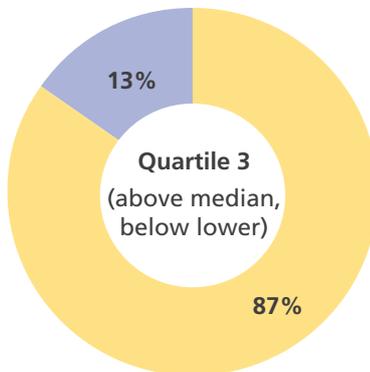
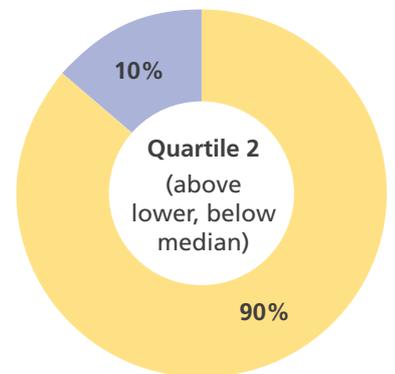
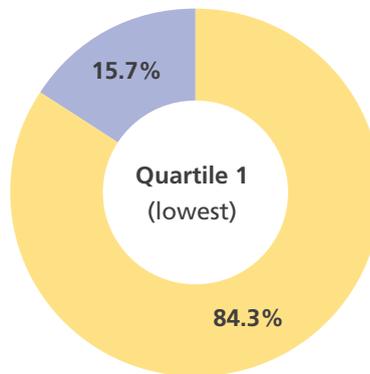
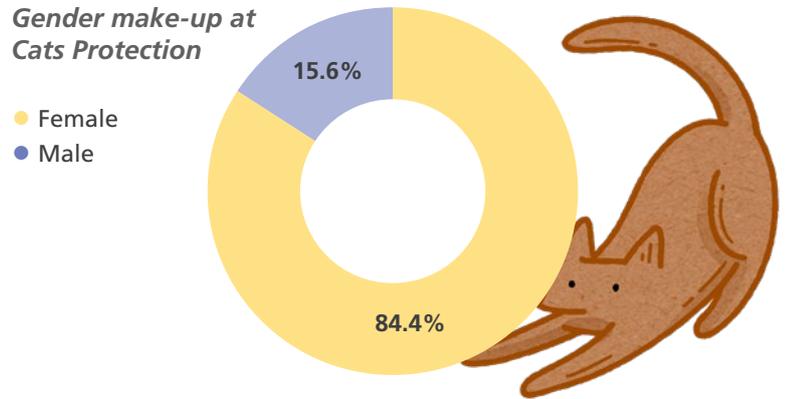
- overhauling our reward and recognition strategy while ensuring that any changes do not adversely impact women
- look more closely at women returning from maternity leave to see if there is a detrimental impact on their career prospects within Cats Protection
- getting better at helping recruiting managers to think about different ways that roles can be filled, including more flexible working options for men that would allow equal parenting
- continuing to monitor and review the impact of our pay policies across the organisation



**Dominic Sullivan**  
Acting CEO  
Cats Protection

# Cats Protection gender pay gap data

Gender make-up at Cats Protection



Based on analysis of 923 employees at 5 April 2021

	Our gender pay gap (hourly rate)		Our gender bonus gap	
	Mean	Median	Mean	Median
Female	£14.06	£11.41	0%	0%
Male	£16.19	£13.32		
Pay gap	£2.13 per hour	£1.91 per hour		

