



UK Gender Pay Gap Report 2019

UK legal entities with 250 or more employees are required to report on their gender pay gap by law. The pay data is based on a snapshot taken on 5 April 2018. Outlined in this report is the RSPCA's Gender Pay Gap metrics, why the RSPCA has a Gender Pay Gap and the steps that the RSPCA are undertaking to address this gap.

Gender Pay Gap Metrics

The gender pay gap is the difference in the average pay between men and women in the RSPCA. If all female and male employees formed two lines, one consisting of women and one consisting of men, from the lowest paid to highest paid, the **median** gender pay gap compares the pay of the women and the men in the middle of their line. The number of women and men is not the same and, hence, a gender pay gap exists. The **mean** gender pay gap shows the difference in the average hourly rate of pay between women and men. Outlined below are the metrics for both median and mean:

	2018	2019
Mean Pay Gap	16.6%	15.7%
Median Pay Gap	17.5%	17.9%

Why is there a Gender Pay Gap?

The Society has a high proportion of female workers (72%) compared to male workers (28%). There are more women in lower banded jobs than men and, hence, this is creating a pay gap. Outlined below is the number of and percentage of male and female employees in each quartile.

	Male 2019	Female 2019
Lower Quartile	70 (18.62%)	306 (81.38%)
Lower Middle Quartile	81 (21.54%)	295 (78.46%)
Upper Middle Quartile	108 (28.72%)	268 (71.28%)
Upper Quartile	162 (42.97%)	215 (57.03%)
Total employees	421 (28%)	1,084 (72%)

What steps have the RSPCA undertaken to date and what future steps are the RSPCA undertaking to reduce the Gender Pay Gap?

What we've done:

- Brought Diversity and Resourcing specialists into our organisation to help the Society develop its approach to Diversity and Inclusion.
- Developed a new Respect Policy to update our policy position on Diversity and Inclusion.

What we're doing now:

- Reviewing our Inspectorate Recruitment and development process.
- Embedding Diversity and Inclusion into our updated People Strategy.
- Selecting and using advertising channels that enable applications from a broader demographic.
- As part of the Hiring Manager training toolkit, we are creating training and guidance on a variety of topics. Most relevant to gender pay is short listing criteria and unconscious bias e.g. Halo/Horns effect, first impressions, stereotyping.

What we're doing next:

- Piloting new Recruitment methods to reduce bias and increase diversity.
- Reviewing and developing our Flexible Working policy.
- Consideration is currently being given to introducing regionally based HR roles to closely partner with the organisation.