

Welcome to the Scottish SPCA's Gender Pay Gap Report - 2020

The Gender Pay Gap Report was introduced in 2018 as an initiative which shines a light on the key workforce issue of pay disparity between men and women. Every organisation with 250 or more employees has a statutory duty to annually publish and report on its' gender pay gap. This report covers the 2020-21 reporting cycle.

The Scottish SPCA fully supports this important legislation and welcomes the transparency which gender pay gap information will bring.

The gender pay gap is the difference in average pay between the men and women in the workforce. The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

I am pleased to advise that the Society's mean gender pay gap has dropped since 2017 from 25.7% to 22.3% in 2020:

	2017	2018	2019	2020	+/- percentage points
Mean gender pay in hourly pay	25.7%	19.7%	18.8%	22.3%	+3.5%
Median gender pay in hourly pay	20.0%	20.8%	12.1%	21.3%	9.1%

The data shows that the Society's mean gender pay gap has increased slightly by 3.5% on the 2019 figure. The mean gender pay gap has decreased since our first report by 3.4%.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay employees and that of female full-pay employees. The Society's median pay gap is 21.3% which has increased from 2019 data by 9.1%. Over the course of gender pay gap reporting initiative, our median gender pay gap has increase by 1.3% from 20% to 21.3%.

There are a few reasons for this

- The gap is as a direct result of our gender representation – our workforce is predominantly female with women making up 79% of our staff.
- 200 employees are employed in the 2 lower pay quartiles. Of that figure, 177 (88.6%) are women.
- There are a higher proportion of women in every quartile including the upper quartile. This illustrates that the overall pay gap is a result of the low proportion of men in more junior roles.
- There are a greater proportion of men in the upper pay quartile compared with lower pay quartiles.
- There are a greater proportion of women in the lower pay quartiles compared with the upper pay quartiles.

The Scottish SPCA's report provides key data and explains some of our organisational factors which have an impact on the Society's gender pay gap figures. Gender pay is

different to equal pay, which means men and women must be paid the same for equal or similar work.

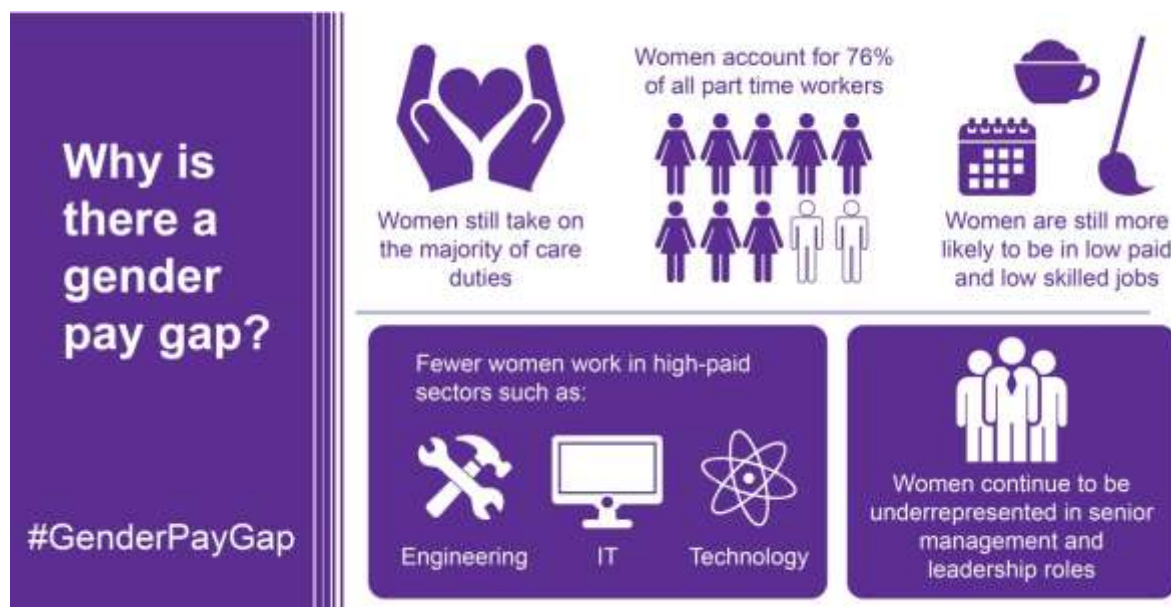
We are confident that we pay our female and male colleagues equally for carrying out the same or similar work. In 2018, we committed to review our pay and grading structure and the job evaluation project is entering the final phase – this will ensure that the Society has a fair, equal, transparent and affordable pay and grading structure. This work is ongoing.

The national median average gender pay gap is 15.5% in 2020 (ONS). The figure for Scotland is 10.9% (gov.scot)

- that means that women's median average hourly pay rate is 15.5% lower than men's mean average hourly pay rate. The Scottish Parliament has published a Fair Work Action Plan to address what is a multi-faceted issue and has reported a gender pay gap in Scotland at 10.9%.

More information is available at <https://www.gov.uk/report-gender-pay-gap-data>.

I attach some key stats produced from the Scottish Government's research to explain some of the factors which contribute to the national gender pay gap:



Unlike the national trend however, the Society's figures confirm that females are well represented in senior management and leadership roles within the Society with women making up nearly 62% of senior posts. This is an increase from the 2018 report, where women made up 60% of senior posts.

However, we remain dedicated to equality and are currently identifying steps that will help address the gap and ensure that all our employees, regardless of gender and other factors have access to the same opportunities. This includes the Society's recent introduction of the Real Living Wage.

If you have any questions on the Gender Pay Gap Report, please contact the People and Culture team. You can also access the Scottish SPCA's Gender Pay Gap Report which has also been published on Workplace and the Government's Website (<https://gender-pay-gap.service.gov.uk>)

Iain Skelton, Acting Director of People & Culture