

The Scottish SPCA's Gender Pay Gap Report - 2025

The Gender Pay Gap Report was introduced in 2018 as an initiative that sheds 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 publish and report on its' gender pay gap annually. This report covers the 2025 - 2026 reporting cycle.

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

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

The Society's current mean and median gender pay gaps are identified below:

| | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|-------------------------------------|-------|-------|-------|-------|-------|-------|------|-------|-------|
| Mean gender pay gap in hourly pay | 25.7% | 19.7% | 18.8% | 22.3% | 20.2% | 20.7% | 8.2% | 12.1% | 7.2% |
| Median gender pay gap in hourly pay | 20.0% | 20.8% | 12.1% | 21.3% | 14.1% | 11.3% | 5.0% | 11.4% | 13.9% |

The data shows that the Society's mean gender pay gap has decreased by 4.9% on the 2024 figure and has decreased by 18.5% since reporting began in 2017.

The Society's median pay gap is 13.9% which has increased from 2024 data by 2.5%. Over the course of the gender pay gap reporting initiative, our median gender pay gap has decreased by 6.1% from 20% to 13.9%.

There are several organisational factors which have an impact on our gender pay gap:

- Our gender representation has a direct impact – our workforce is predominantly female, with women making up 80.8% of our staff.
- 193 employees are employed in the 2 lower pay quartiles. Of that figure, 165 are women (85.5%).
- While there is a significantly higher proportion of women in every quartile including the upper quartile, 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, and a greater proportion of women in the lower pay quartiles compared with the upper pay quartiles.

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

In 2018, we committed to review our pay and grading structure and the job evaluation project has been concluded. This new structure was implemented across the Society in 2022 and had positive impact on delivering fair pay. The implementation of this project aimed to ensure that the Society has an equal, transparent and affordable pay and grading structure for all employees. We are confident that we pay our female and male colleagues equally for carrying out the same or similar work.

Broader Context

In 2024, the gender pay gap for full-time employees in Scotland widened from 1.4 per cent in 2023 to 2.2 per cent in 2024. This is due to men's hourly earnings (excluding overtime) increasing at a faster rate than women's hourly earnings (excluding overtime).

The gender pay gap in the UK narrowed from 7.5 per cent in 2023 to 7.0 per cent in 2024. (gov.scot)

More information is available at <https://www.gov.scot/publications/annual-survey-of-hours-and-earnings-2024/pages/gender-pay-gap/>

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

Why is there a gender pay gap?
#GenderPayGap

- Women still take on the majority of care duties
- Women account for 76% of all part time workers
- Women are still more likely to be in low paid and low skilled jobs
- Fewer women work in high-paid sectors such as:
 - Engineering
 - IT
 - Technology
- Women continue to be underrepresented in senior management and leadership roles

While some of the factors above play their part in the Society's pay gap figures, we would note that females are well represented in people management roles and leadership roles within the Society with women making up 73.7% of senior posts.

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 Viva Engage and the Government's Website (<https://gender-pay-gap.service.gov.uk>)

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