



Butcher's Pet Care

Gender Pay Gap Reporting

At Butcher's Pet Care, we strive to ensure everyone is rewarded fairly for their work and enjoys the same access to all opportunities.

The gender pay gap measures the difference between men and women's average earnings and is expressed as a percentage of men's pay.

Gender pay reporting is different to equal pay

Equal pay is different. It deals with the pay variances between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. The UK government has introduced a requirement on all employers to publish their gender pay gap by April 2018. The calculations below align to these new requirements and covers the period from April 2016 to April 2017.

Our pay gap results

Mean pay gap:

Mean Average	
Male	
Female	
<i>BPC Pay Gap</i>	4%

Median pay gap:

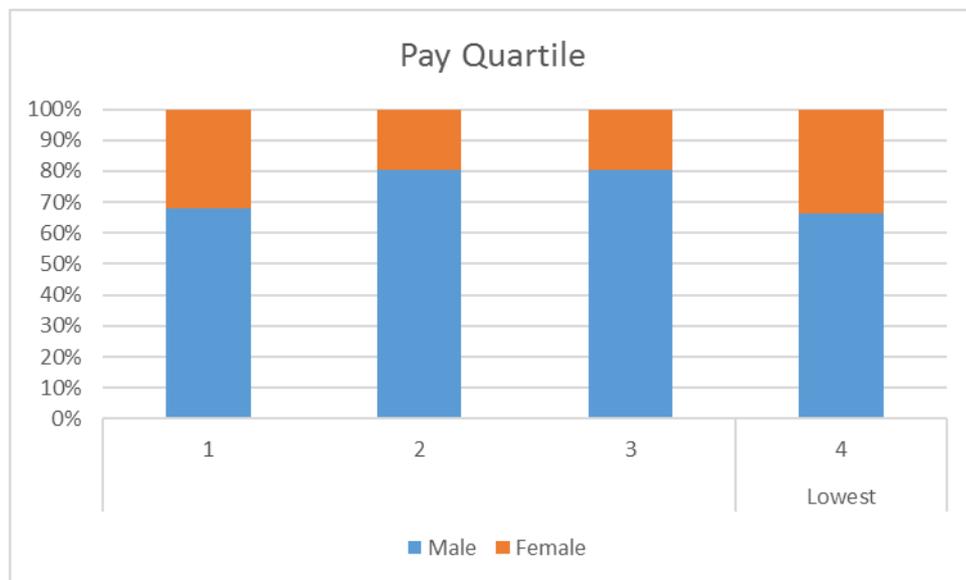
Median Average	
Male	
Female	
<i>BPC Pay Gap</i>	0%

The personal choices our team make around their working patterns have been a key driver in our gender pay gap. In particular, when we looked at the impact of shift patterns and working hours (Daytime vs. late & night working), we found more male colleagues working these shifts and so earning additional premiums (such as shift allowance payments).

The gender pay gap is largely attributed to the fact that more male colleagues are working in the first three quartiles, which are higher paid, when compared to the fourth quartile.

This is shown in the chart below which ranks all our colleagues pay from lowest to highest and then divides it into four equal groups with the first group (Quartile 1) being the highest paid.

This analysis shows that there are proportionally more male colleagues than female colleagues in the top three quartiles.



Bonus pay

Proportion of People Who Receive a Bonus	
Male	90%
Female	58%

Many people within the business receive some form of a bonus, whether it is based on attendance and or company/production performance. There are a number of office based roles within the business that are delivered by predominately Female colleagues, which are not eligible for any form of a bonus.

Action Plan

During 2018, we will continue to recruit people in line with our Equal Opportunities policy, focusing on the best person for the job role regardless of gender and continue to offer equal pay for equal work.

We will also review our current bonus scheme to ascertain if it is feasible to incentivise all of our employees

We will develop our competency based succession planning that will identify progression opportunities within our teams

Derek Evans
Managing Director
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