



Gender pay gap

2023 report

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What is the gender pay gap?

The gender pay gap report is the measurement of the average hourly pay difference between male and female employees in the workforce. It is separate from Equal Pay.

The bonus pay gap measures the difference in bonus pay paid to male and female employees across a 12-month period. Only colleagues who received a bonus are included in the calculations.

Data for this report was taken at a snapshot date of 5 April 2023.

The report is produced on an annual basis.

A negative percentage figure indicates that women, on average, are paid more than men. A positive percentage figure indicates that men, on average, are paid more than women. A zero-percentage figure indicates there is no pay gap.



Dogs Trust recognise that gender is not binary and that there are many people who are non-binary or intersex. This report follows the current statutory requirements for gender pay gap reporting; consequently, this does not differentiate pay data for colleagues with other gender identities.

What do we need to provide?

We report on the following measures:

1. Percentage of men and women in each hourly pay quartile.
2. Mean (average) pay gap using hourly pay.
3. Median pay gap using hourly pay.
4. Percentage of men and women receiving a bonus.
5. Mean (average) gender pay gap using bonus pay.
6. Median gender pay gap using bonus pay.

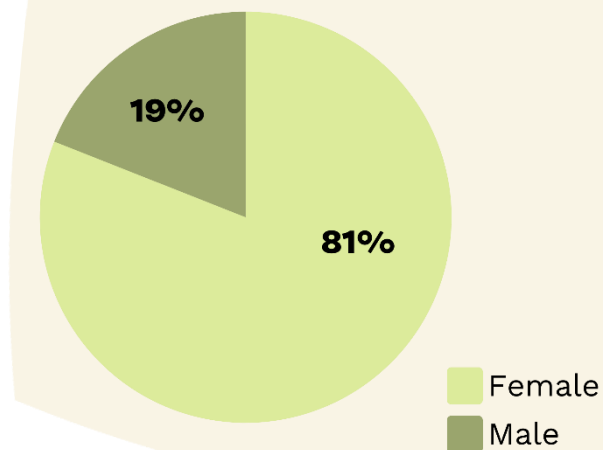
The mean (average) is calculated by dividing the total hourly pay by the total number of employees. The median is calculated by finding the middle value of employees' hourly pay.

Workforce profile

At the snapshot date, our workforce was 81% female (a slight increase from 80% in 2022) and 19% male (a decrease from 20% in 2022).

Chart 1: Gender breakdown →

Chart 1 shows the breakdown of female and male staff in Dogs Trust in April 2023



Pay quartiles

The pay quartiles are the proportion of men and women, split as evenly as possible, across four pay quartiles, categorised lowest to highest based on hourly pay. Our 1,626 relevant employees (at the snapshot date) fall into quartiles of either 406 or 407.

2023				
Quartiles	Headcount		Headcount (%)	
	Men	Women	Men	Women
Upper quartile	105	301	25.9%	74.1%
Upper middle quartile	84	323	20.6%	79.4%
Lower middle quartile	71	335	17.5%	82.5%
Lower quartile	57	350	14.0%	86.0%
Total	317	1,309		

Table 1 shows the pay quartiles breakdown by headcount and headcount percentage (%) for the Dogs Trust 2023 gender pay gap.

Chart 2: Pay quartiles 2023

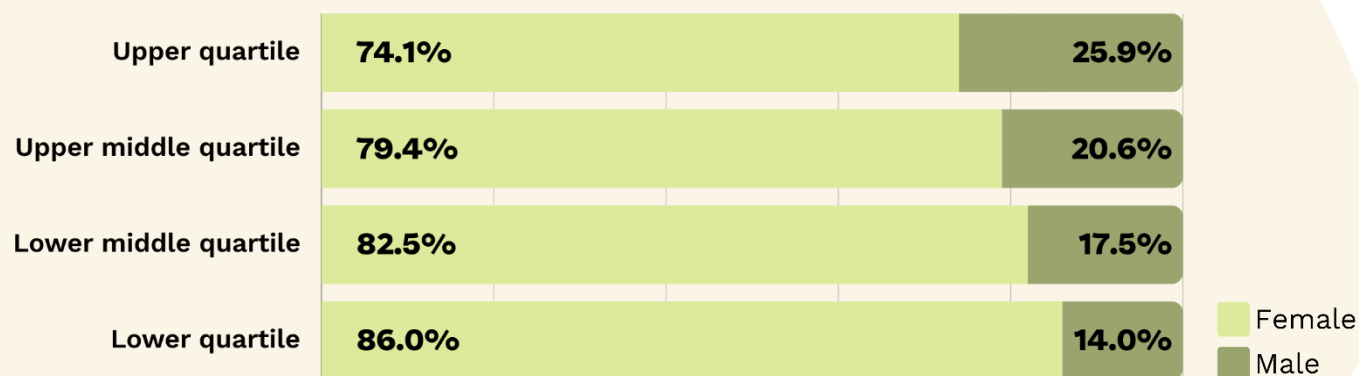


Chart 2 shows the pay quartiles breakdown for the Dogs Trust 2023 gender pay gap.



What is our gender pay gap for 2023?

Gender pay gap

Our 2023 gender pay gap is shown in the table below:

Metric	UK (2023) ¹	Dogs Trust 2022	Dogs Trust 2023
Mean	13.2%	17.1%	15.0%
Median	14.3%	10.6%	14.5%

Table 2 Dogs Trust 2023 gender pay gap for 2022 and 2023 with the UK 2023 figures.

The mean gap for 2023 was 15.0% (a decrease from 17.1% in 2022). Women on average earn 85p for every £1 men receive.

The median gap for 2023 was 14.5% (an increase from 10.6% in 2022). Women received 86p for every £1 men received.

Both our mean and median pay gaps are higher than the UK average (provisional data).

¹ Provisional figures

Bonus gap

Our 2023 bonus pay gap is shown in the table below:

Metric	2022 Bonus pay gap	2023 Bonus pay gap
Mean	-33.7%	-3.8%
Median	-44.5%	0.0%

Table 3 Dogs Trust bonus pay gap for 2022 and 2023.

The bonus mean pay gap for 2023 was -3.8% (a change from -33.7% in 2022). The bonus median pay gap for 2023 was 0% (a change from -44.5% in 2022).

The proportion of men who received a bonus for 2023 was 84.6% (a change from 13.6% in 2022). The proportion of women who received a bonus for 2023 was 83.7% (a change from 11.6% in 2022).

In October 2022, Dogs Trust paid a one-off, non-consolidated payment to eligible staff in response to the cost-of-living crisis. Such a payment must be treated as bonus for gender pay gap reporting. This payment was a fixed amount for all eligible colleagues, prorated for part-time colleagues, with an agreed minimum. This payment has impacted the 2023 bonus gap figures as over 80% of all colleagues received a bonus payment of some kind.

Other bonus payments include our retail and recognition schemes where 144 individuals received a payment. The male/female split of recipients was 22/122 or 15%/85%.

The number of payments made and standard nature of this payment, alongside the other bonus payments, accounts for the dramatic change from 2022 to 2023.

Our 2023 bonus pay gap mean figures show on average women received a higher bonus than men.



What has impacted our gender pay gap?

Our mean gender pay gap has decreased from 17.1% (2022) to 15.0% (2023).

This is due to an increase in the number of female colleagues in the upper quartile, in more senior roles, and the reduction in the proportion of male colleagues in the upper quartile. In 2023, the Executive team was majority female (55%) compared to 2022 when it was evenly split between men and women.

Our median gender pay gap has increased from 10.6% (2022) to 14.5% (2023).

While our female colleagues are well represented in managerial and heads of service roles, a larger proportion of male colleagues are in the upper quartiles (as seen in table 1 on page four), as opposed to a more even split between the quartiles for female colleagues.

Female colleagues are overrepresented in our lowest pay quartile.

What steps are we taking to address our gender pay gap?

Whilst our mean gender pay gap has decreased, we are disappointed our median gender pay appears to be trending upwards. In our last report we committed to a programme of activity to address our gender pay gap. Our colleagues are important to us and our dogs, and we want to ensure we continue being an employer of choice.

Since our last report we have taken the following steps.

- 1** We have analysed anonymised recruitment data to monitor trends and patterns in our applicant pool, giving us a better understanding of our recruitment pipeline and where we can improve.
- 2** We have introduced a suite of people policies including: our equality, equity, diversity, and inclusion policy; respect at work (anti-bullying and anti-harassment); periods and menopause; supporting colleagues experiencing domestic abuse.
- 3** We have expanded our internal colleague networks to include a parents and carers network and a gender equality network.

Our updated programme of activity includes:

- reviewing our job titles to ensure minimisation of gendered language in an aim to attract a wider pool of candidates.
- continuing to improve our data quality by monitoring different aspects of workforce data (secondments and promotions), which will enable us to track this information throughout the employee journey.
- Reviewing our people policies including those that support parents and carers.



Declaration

I, Owen Sharp, Chief Executive Officer, confirm that the information in this report is accurate.

A handwritten signature in black ink, appearing to read 'Owen Sharp', is written on the page.