

Dogs Trust gender pay report 2018

Introduction

The gender pay gap is the difference between men and women's hourly earnings, expressed as a percentage of men's earnings. All organisations with more than 250 people must report their gender pay gaps annually, following the Equality Act 2010 (Gender pay gap information) regulations 2017. It's a separate matter to equal pay for equal work.

What is the gender pay gap at Dogs Trust?

The gender pay gap at Dogs Trust is 6.4%, which is based on median hourly pay and is significantly better than the national average benchmark of 18.4% ([ONS](#)).

This table also shows the mean pay gap, which is also below the national average.

	ONS whole economy 2017	Dogs Trust 2018
Mean (average) GPG	17.2%	17.6%
Median (middle) GPG	18.4%	6.4%

Women play an important part in the way Dogs Trust operates. Dogs Trust's workforce is 81% female and, as of this year, more than half (55%) of our directors are women. We were founded by a woman and for 28 years we had a female CEO.

We are proud to have so many women working for us, and do everything we can to ensure we are an equal opportunities employer. Many of our roles are part time, which enables us to support our staff who wish to work flexibly, and additionally we offer enhanced maternity pay, and adoption and shared parental leave pay, to further support employees who may wish to have a family.

Our small gender pay gap is the result of the roles men and women undertake and the salaries associated with these roles. There are more women in entry level jobs because there are more of these roles available and because we attract more women to the organisation as a whole.

Dogs Trust Pay Quartiles by Gender

The reporting process requires us to split our workforce into four equal quarters. Our 1,240 relevant employees at the snapshot date fall into equal quartiles of 310. The gender pay split in each of the quartiles is as follows and demonstrates a similar

picture across all quartiles, in line with our 19:81 ratio of men to women across all levels of the organisation.

Quartile	2018	
	Male	Female
Lower	12.6%	87.4%
Lower middle	19.0%	81.0%
Upper middle	19.4%	80.6%
Upper	25.8%	74.2%

Women are crucial to the success of the organisation. In 2018 85% of our rehoming centre managers, deputy managers and assistant managers were female.

Flexible working at Dogs Trust

The vast majority of our part time employees (90%) are women. Dogs Trust is positive about flexible working and proud of its record in enabling women to return to work part time, or on other flexible bases, after maternity leave and retaining staff with caring responsibilities.

Entry level and shift-based work lend themselves very well to part time work and we have more part time employees amongst our predominantly female centre-based employees than we do in management jobs based at head office.

Decisions regarding pay

Our pay structure is managed centrally by Human Resources and in recruitment, as well as through annual budgeting and pay review processes, we provide guidance to our managers and review their decision-making criteria to check for conscious or unconscious bias.

Awarding bonuses

Bonuses are one offs for exceptional performance, driving the charity forward. We award a Christmas bonus which is discretionary and designed to reward the best conduct and attendance.

Dogs Trust Bonus Gender Pay Gap

The mean bonus gender pay gap is 11.7%.

The median bonus gender pay gap is 5.8%.

The proportion of males receiving a bonus is 85.7%.

The proportion of females receiving a bonus is 83.1%.

Steps to address the gender pay gap

Our pay structure is managed centrally and we're confident that salary decisions are made fairly, on the experience of the candidate and demands of the job, not gender. Our ambition is to retain the best possible workforce to achieve our organisational aim of promoting dog welfare, and we are proud to be an organisation that provides equal opportunities to all employees. We will continue to do everything we can to support women at all levels within the organisation including by monitoring and analysing salaries, and ensuring our female staff have even more opportunities to develop and be promoted to more senior roles within Dogs Trust.

Declaration

I, Jim Monteith, Interim Chief Executive confirm that the information in this report is accurate.

A handwritten signature in black ink, appearing to read 'Jim Monteith', is positioned above a horizontal dotted line.

Signed

March 29th 2019