



## Dogs Trust Gender Pay Report 2021

### Introduction

All employers with 250 or more employees need to publish their gender pay gap data every year. This is required under the Equality Act 2010 (Gender pay gap information) regulations 2017. We must provide this data for a snapshot date of 5 April 2021. It's a separate matter to equal pay.

### What is the gender pay gap at Dogs Trust?

Our gender pay gap is shown in the table below:

	ONS Whole Economy 2021*	Dogs Trust 2020	Dogs Trust 2021
Mean (average) GPG	14.9%	14.8%	16.1%
Median (middle) GPG	15.4%	5.9%	5.7%

\*Provisional figures for 2021

The table shows our mean gender pay gap is 16.1%, increased from 14.8% in 2020. This is slightly above the ONS whole economy benchmark figures for 2021. We are disappointed that the gap has slightly increased, largely due to a decrease in the number of male employees in roles in the lower pay quartile, and the impact of the closure of our retail shops due to the pandemic. Our median pay gap is 5.7%, a small reduction from 5.9% in 2020, and significantly better than ONS whole economy figures.

Female employees are critical to the success of Dogs Trust, and we are committed to equal employment opportunity. Our workforce is 82% female, unchanged from 2020; 50% of our senior leadership team and 77% of our Rehoming Centre Managers are female. Many of our roles are part time, which enables us to support our people who want to work flexibly, and 91% of our part-time workers are female. We offer enhanced maternity pay as well as adoption and shared parental leave pay schemes, to further support employees who need time off to raise a child.

## Pay Quartiles by Gender

The table below shows the gender split by pay quartiles. Our 1278 relevant employees (at the snapshot date) fall into quartiles of either 319 or 320.

Quartile	2021 Male	2021 Female
Lower	14.1%	85.9%
Lower Middle	18.8%	81.3%
Upper Middle	17.9%	82.1%
Upper	25.6%	74.4%

The gender split is similar to our total workforce composition in lower and upper middle quartiles, however we have fewer male employees in the lower quartile, and fewer females in the upper quartile. Many of our centre based and retail roles are undertaken by women and fall into the lower pay quartile. This has led to a slight increase in the mean gender pay gap, compared to 2020.

## Bonus Gender Pay Gap

During 2020-21, we awarded an end of year discretionary bonus to all eligible employees. We also award additional occasional one-off payments where contribution has been exceptional. We also operate a bonus scheme for our retail teams. Our retail operations were curtailed during 2020 and in the first half of 2021 due to Covid-19 lockdown restrictions and many of our retail colleagues were placed on furlough. This means that the retail bonus scheme paid less than in previous years. With lockdown restrictions having been eased and now removed in the second half of 2021, we expect to set and award the retail bonus scheme for 2022 on a full year trading basis.

The mean bonus gender pay gap is 20.5%.

The median bonus gender pay gap is 6.9%.

The proportion of males receiving a bonus is 97.5%.

The proportion of females receiving a bonus is 97.3%.

## **Steps to address the gender pay gap**

We implemented a new grading framework in 2021, and we evaluate all our roles against objective job evaluation methodology which will help us ensure we are consistent and fair in all our pay and grading decisions. We will be developing a new Pay and Reward policy during 2022 to ensure transparency and consistency.

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 are reviewing our approach to flexible working for our office-based roles in light of changes in the way we have worked during the pandemic. We aim to support people to work in an agile and flexible way, which will support work/life balance and wellbeing. We continue to challenge any assumptions that senior posts must be full-time and to agree flexible working arrangements wherever possible.

## **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', written in a cursive style.