



## Dogs Trust Gender Pay Report 2020

### 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 (snapshot date 5<sup>th</sup> April 2020) at Dogs Trust is 5.9%, which is based on median hourly pay and is significantly better than the 2020 national average benchmark of 17.0% ([ONS](#)).

	ONS Whole Economy 2020	Dogs Trust 2018	Dogs Trust 2020
<b>Mean (average) GPG</b>	15.5%	17.6%	14.8%
<b>Median (middle) GPG</b>	17.0%	6.4%	5.9%

This table also shows our mean pay gap, which has reduced over two years by almost 2.8 per cent and continues to be just below the whole economy benchmark. Women play an important part in the way Dogs Trust operates. Dogs Trust's workforce is around 81% female, and more than half (55%) of our senior leadership team are women.

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 we have an enhanced maternity pay, adoption and shared parental leave pay schemes, 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. Whilst 81% of all our employees are women, 90% of our part time staff are women. Entry level jobs and other non-managerial posts generally lend themselves better to flexible work opportunities than the more senior positions. It remains a societal norm that flexible work opportunities continue to be particularly attractive to women with caring responsibilities, and so it follows that with more women working part time or job sharing our gender pay gap will be affected. We remain committed to continuing to offer flexible working opportunities wherever we can and to extend flexibility across a wider range of posts as opportunity arises.

**Dogs Trust Pay Quartiles by Gender**

The reporting process requires us to split our workforce into four equal quarters. Our 1,410 relevant employees at the snapshot date fall into quartiles of either 352 or 353. The gender pay split in each of the quartiles is as outlined in the table below and demonstrates a similar picture across all lower, lower middle and upper middle quartiles with a slight variance in the upper quartile, in line with our 19:81 ratio of men to women across all levels of the organisation.

<b>Quartile</b>	<b>2020 Male</b>	<b>2020 Female</b>
<b>Lower</b>	15.5%	84.7%
<b>Lower Middle</b>	17.6%	82.4%
<b>Upper Middle</b>	18.1%	81.9%
<b>Upper</b>	25.6%	74.4%

Women are crucial to the success of the organisation. In 2020 80% 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.

Following the pandemic, in roles that allow, our future of work will be a model of hybrid working allowing continued greater flexibility of when and where people work.

## **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 and training to our managers and review their decision-making criteria to check for conscious or unconscious bias.

We continue to work on our reward structure and are currently in the process of implementing job grades and pay ranges which should be in place by the end of 2021 and which will further enhance consistency whilst making the process more transparent.

## **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 9.4%.

The median bonus gender pay gap is 6.0%.

The proportion of males receiving a bonus is 86.3%.

The proportion of females receiving a bonus is 88.6%.

## **Summary**

There is a slight improvement across both our mean and median figures since we last reported in 2019.

We continue to be below the ONS Whole Economy both on Mean and Median.

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

Our pay structure is managed centrally, and we are 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. This year we have introduced the new role of Head of Organisational Development which will help to ensure that appropriate Learning & Development opportunities better reach all employees, that any assumptions that management posts must be full-time continue to be challenged and that flexible working opportunities are made available where historically this may not have been practical.

## **Declaration**

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



Signed

30<sup>th</sup> September 2021