



Dogs Trust Gender Pay Gap Report 2022

(March 2023)

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What is the Gender Pay Gap?

Since 2017, it has been mandatory for all organisations in the UK (public, private and voluntary) with a headcount of 250 or more to report their gender pay gap. The report is produced on an annual basis. The gender pay gap is a separate matter from Equal Pay.

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

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

Data for the gender pay gap is captured at a “snapshot” date, which is either 31st March (mainly public authority organisations) or 5th April (private, voluntary and all other public authority organisations). The data for the bonus gender pay gap covers the period within the 12 months ending on the snapshot date. The snapshot date for the 2022 report was 5th April 2022.

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?

To comply with regulations, 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 figures in this report have been reached by using the guidance set out in the gender pay gap reporting legislation. 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. Further information is available on the UK Government website.

Workforce Profile

At the snapshot date (5th April 2022) our workforce was 80% female (a decrease from 82% in 2021) and 20% male (an increase from 18% in 2021).

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 1418 relevant employees (at the snapshot date) fall into quartiles of either 354 or 355.

Quartiles	Headcount		Headcount (%)	
	Men	Women	Men	Women
Upper Quartile	97	257	27.4%	72.6%
Upper-Middle Quartile	62	293	17.5%	82.5%
Lower-Middle Quartile	60	294	16.9%	83.1%
Lower Quartile	60	295	16.9%	83.1%

Table 1 Pay quartiles breakdown by headcount and headcount percentage (%) for the Dogs Trust 2022 gender pay gap.

The male representation in the upper quartile is 27.4% (an increase from 25.6% in 2021). The female representation in the upper quartile is 72.6% (a reduction from 74.4% in 2021). This shows the Dogs Trust proportionally has more men in the upper quartile than women, and this has increased from 2021.

Pay Quartiles 2022

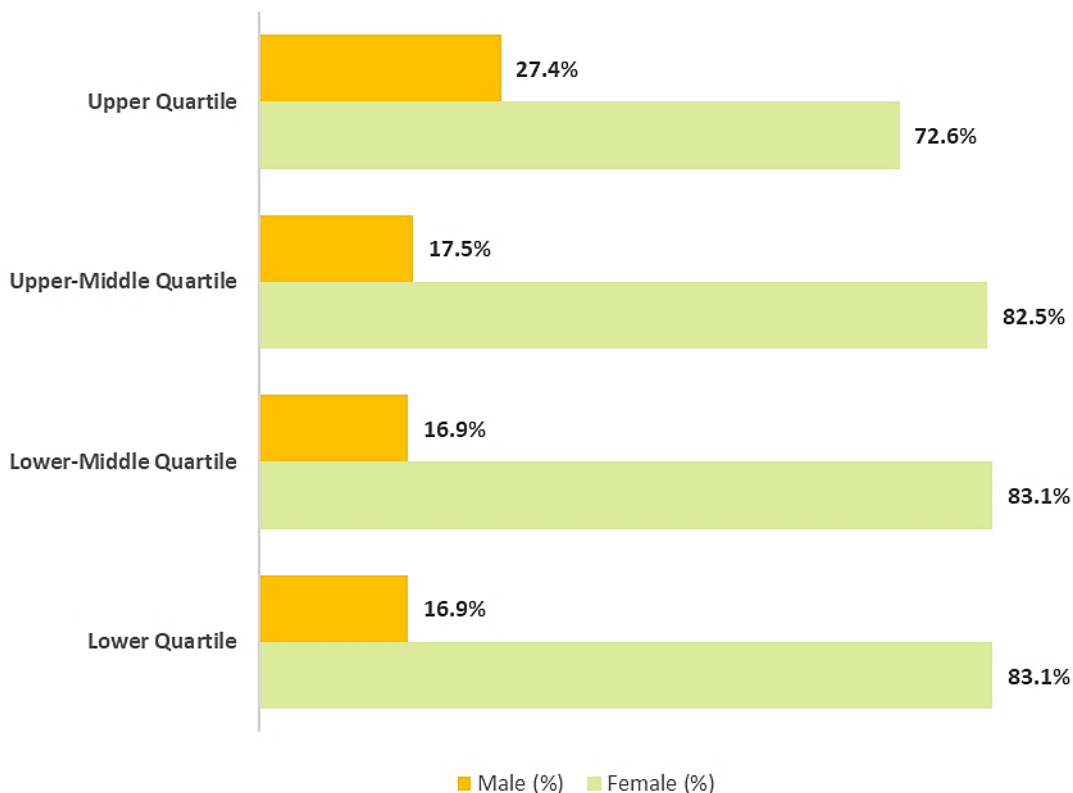


Chart 1 pay quartiles breakdown for the Dogs Trust 2022 gender pay gap.

What is the Dogs Trust Gender Pay Gap for 2022?

Gender Pay Gap

Our 2022 gender pay gap is shown in the table below:

	UK (2022) ¹	Dogs Trust 2021	Dogs Trust 2022
Mean	13.9%	16.1%	17.1%
Median	14.9%	5.7%	10.6%

Table 2 Dogs Trust 2022 gender pay gap for 2021 and 2022 with UK 2022 figures.

The mean gap for 2022 was 17.1% (a slight increase from 16.1% in 2021). Women received 83p for every £1 men received. Our mean gap is higher than the UK average of 13.9%.

The median gap for 2022 was 10.6% (an increase from 5.7% in 2021). Women received 89p for every £1 men received. Our median gap is lower than the UK average of 14.9%.

Bonus Gap

Our 2022 bonus pay gap is shown in the table below:

	2021 Bonus Pay Gap	2022 Bonus Pay Gap
Mean	20.5%	-33.7%
Median	6.9%	-44.5%

Table 3 Dogs Trust 2022 bonus gender pay gap for 2021 and 2022.

The bonus mean gender pay gap for 2022 was -33.7% (a change from 20.5% in 2021).

The bonus median gender pay gap for 2022 was -44.5% (a change from 6.9% in 2021).

The proportion of men who received a bonus for 2022 was 13.6% (a change from 97.5% in 2021).

The proportion of women who received a bonus for 2022 was 11.6% (a change from 97.3% in 2021).

In the reporting years prior to 2022, the bonus data included an annual bonus payment to all employees. This universal bonus payment stopped in December 2020. The bonuses available for colleagues for the 2022 bonus pay gap reporting period were limited to the retail bonus scheme and awards paid to colleagues who have performed exceptionally in their area. These are discretionary performance awards. The total number of awards paid in 2022 reporting year is small in relation to our overall workforce. Our retail cohort is traditionally very female dominated, with few males in management positions. This will likely explain the high level of negative gap in this area.

There was no access to a general bonus scheme beyond those mentioned above for all colleagues in the year ending April 2022.

¹ Provisional figures

Why has our Gender Pay Gap changed?

An increase in the number of men in senior positions has had an impact on our gender pay gap due to the increase in the proportion of men in the upper quartile (34.8% of the total male population). A number of these roles were not within the structure for 2021 reporting, which has increased their impact on the overall figure.

The Executive team is split evenly between male and female.

What steps are Dogs Trust taking to address the Gender Pay Gap?

We are very disappointed that both our mean and median gender pay gap for 2022 have increased, and we are committed to a programme of activity to address this. Our action plan includes:

1. We will monitor the number and range of candidates who apply for roles within Dogs Trust. Analysing this information means that we will be able to track the proportion of male and female applicants who apply for different types of roles, and the relative proportions who are shortlisted and appointed.
2. Considering carefully how and where we advertise for roles in traditionally male dominated functions and areas to maximise interest from women candidates in these areas.
3. Ensuring any agencies on our preferred supplier list have strong equality, equity, diversity and inclusion credentials and will themselves seek to target and promote candidates from underrepresented groups.
4. Minimise conscious/unconscious bias across the organisation through additional awareness raising and ensuring that all recruiters undertake mandatory training prior to being involved in recruiting for roles within their teams.
5. In 2022 Dogs Trust formally introduced 'Smarter Working' for those roles where it was possible to do so, following its success during the pandemic. This mix of office and home working is continuing to develop and embed as common practice. In addition, we are ensuring that we can extend ways to positively support flexible working patterns beyond this.

Declaration

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

