



**2025**

**Gender pay gap 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. This only includes colleagues who received a bonus.

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

We report on the following measures:

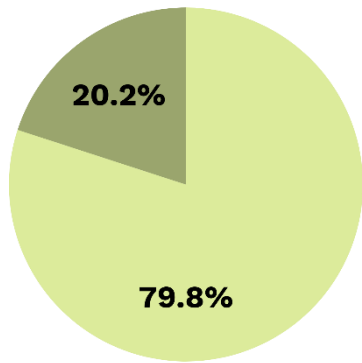
- |  |  |
|--|--|
| <b>1</b> Percentage of men and women in each hourly pay quartile | <b>4</b> Percentage of men and women receiving a bonus |
| <b>2</b> Mean pay gap using hourly pay                           | <b>5</b> Mean pay gap using bonus pay                  |
| <b>3</b> Median pay gap using hourly pay                         | <b>6</b> Median pay gap using bonus pay                |

The mean 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.

Data for this report was taken at a snapshot date of 5 April 2025.

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.

## Workforce profile



At the snapshot date, our workforce was 79.8% female and 20.2% male.



← **Chart 1: Gender breakdown**

Shows the breakdown of female and male Dogs Trust employees in April 2025

## 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 1,722 relevant employees (at snapshot date) fall into quartiles of 430-431.

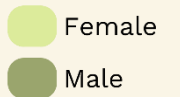
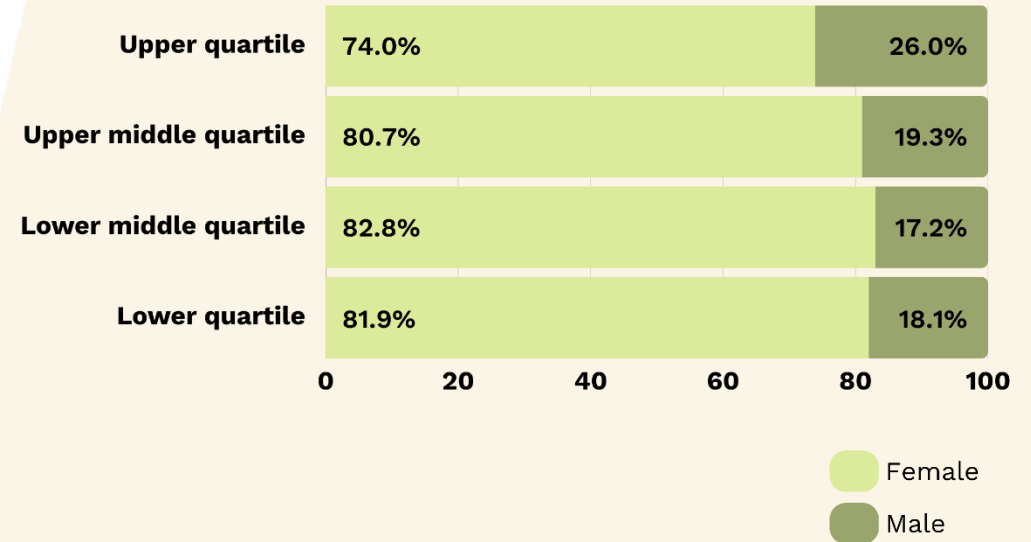
2025				
Quartiles	Headcount		Headcount (%)	
	Men	Women	Men	Women
Upper quartile	112	319	26.0%	74.0%
Upper middle quartile	83	347	19.3%	80.7%
Lower middle quartile	74	357	17.2%	82.8%
Lower quartile	78	352	18.1%	81.9%
<b>Total</b>	347	1,385		

↑ **Table 1: Pay quartiles breakdown**

Shows the pay quartiles breakdown by headcount and headcount percentage (%) for Dogs Trust 2025.

↓ **Chart 2: Pay quartiles by percentage**

Shows the pay quartiles breakdown for Dogs Trust 2025.



# What is our gender pay gap for 2025?

## Gender pay gap

Our 2025 gender pay gap is shown in the table below:

Metric	UK (2025) <sup>1</sup>	Dogs Trust 2025	Dogs Trust 2024
Mean	12.8%	11.8%	12.4%
Median	12.8%	7.7%	9.3%

### ↑ Table 2: Gender pay gap

Shows Dogs Trust gender pay gap for 2025 and 2024 with UK 2025 figures.  
<sup>1</sup> Provisional figures

Dogs Trust's mean pay gap for 2025 was 11.8% (a slight decrease from 12.4% in 2024). Women on average receive 88p for every £1 men receive.

The median pay gap for 2025 was 7.7% (a decrease from 9.3% in 2024). Women on average receive 92p for every £1 men receive.

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

## Bonus pay gap

Our 2025 bonus pay gap is shown in the table below:

Metric	Bonus pay gap 2025	Bonus pay gap 2024
Mean	9.6%	-4.0%
Median	0.0%	0.0%

### ↑ Table 3: Bonus pay gap

Shows Dogs Trust bonus pay gap for 2025 and 2024.

The bonus mean gender pay gap for 2025 was 9.6% (a change from -4.0% in 2024). The bonus median gender pay gap for 2025 was 0% (unchanged from 2024).

The proportion of male employees who received a bonus for 2024 was 95.5% (a change from 91.9% in 2024). The proportion of female employees who received a bonus for 2024 was 93.8% (a change from 92.6% in 2024).

Dogs Trust paid a one-off payment in January 2025 to all employees as a result of moving the annual pay review date. Such a payment must be treated as a bonus for gender pay gap reporting. This payment was a fixed amount for all eligible employees, prorated for part-time employees, which is the reason that the median bonus pay gap is 0%.

Removing the retail bonus scheme in 2024 (where a high proportion of recipients were female), along with a higher proportion of male employees receiving a payment under our recognition scheme has resulted in our mean bonus pay gap increasing.



## What has impacted our gender pay gap?

Our mean gender pay gap has slightly decreased from 12.4% (2024) to 11.8% (2025). Our median gender pay gap has slightly decreased from 9.3% (2024) to 7.7% (2025).

This slight decrease is due to a continued tightening of Dogs Trust's pay policy and the introduction of a number of new roles at a senior level which have been filled by women.

Our mean bonus gender pay gap has increased from -4.0% (2024) to 9.6% (2025). Our median bonus gender pay gap did not change (0%).

This increase is due to the withdrawal of the retail bonus scheme, and the slightly higher proportion of men who received bonuses through the employee recognition scheme.



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

Whilst both our mean and median gender pay gaps have decreased, we are committed to continuing to improve gender equity at Dogs Trust. 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.

- We have developed several development pathways to support career progression.
- We have expanded our equality and inclusion training offer to embed awareness and understanding across the charity.

Our updated programme of activity includes continuing to review our approach to flexible working and developing a gender equity action plan to further address factors that impact our gender pay gap.

We review our activities throughout the year to monitor progress and adapt to any changes that may impact gender equity at Dogs Trust.

# Declaration

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



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