



2024

Gender pay gap report



Contents

- What is the gender pay gap?.....2
- Workforce profile.....3
- Pay quartiles.....3
- What is our gender pay gap for 2024?5
 - Gender pay gap5
 - Bonus pay gap.....6
- What has impacted our gender pay gap?.....7
- What steps are we taking to address our gender pay gap?.....8
- Declaration9

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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:

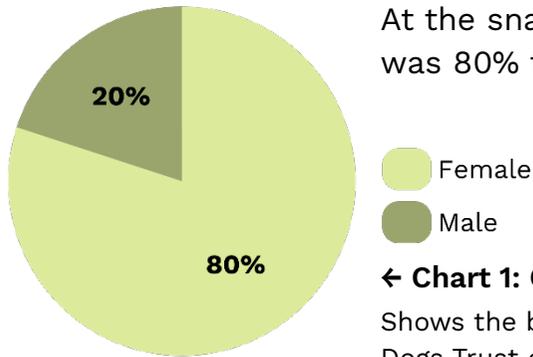
- | | |
|--|--|
| 1 Percentage of men and women in each hourly pay quartile | 4 Percentage of men and women receiving a bonus |
| 2 Mean pay gap using hourly pay | 5 Mean pay gap using bonus pay |
| 3 Median pay gap using hourly pay | 6 Median pay gap using bonus pay |

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 2024.

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 80% female and 20% male.

← Chart 1: Gender breakdown

Shows the breakdown of female and male Dogs Trust employees in April 2024

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 1,640 relevant employees (at the snapshot date) fall into quartiles of 410.

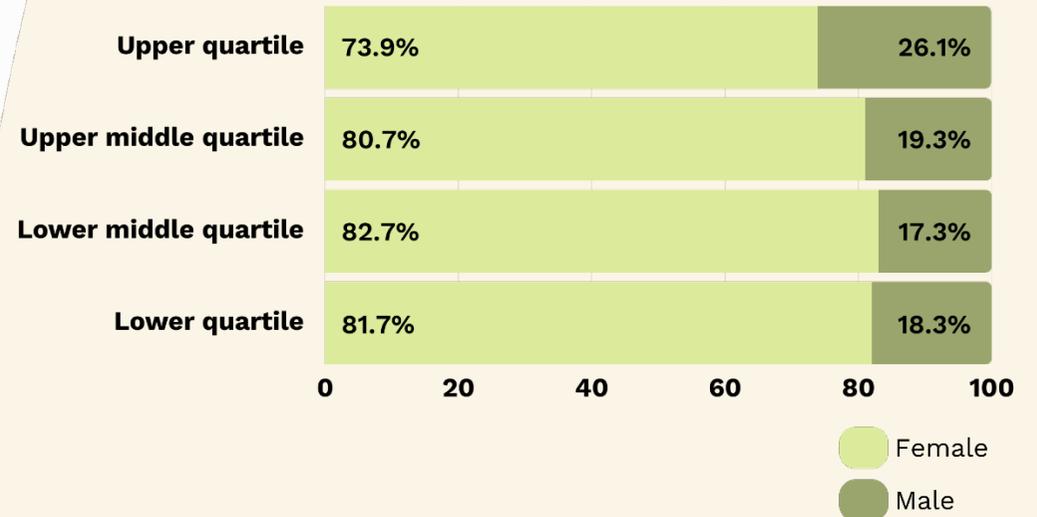
2024				
Quartiles	Headcount		Headcount (%)	
	Men	Women	Men	Women
Upper quartile	107	303	26.1%	73.9%
Upper middle quartile	79	331	19.3%	80.7%
Lower middle quartile	71	339	17.3%	82.7%
Lower quartile	75	335	18.3%	81.7%
Total	332	1,308		

↑ Table 1: Pay quartiles breakdown

Shows the pay quartiles breakdown by headcount and headcount percentage (%) for Dogs Trust 2024.

↓ Chart 2: Pay quartiles by percentage

Shows the pay quartiles breakdown for Dogs Trust 2024.



What is our gender pay gap for 2024?

Gender pay gap

Our 2024 gender pay gap is shown in the table below:

Metric	UK (2024) ¹	Dogs Trust 2024	Dogs Trust 2023
Mean	13.8%	12.4%	15.0%
Median	13.1%	9.3%	14.5%

↑ Table 2: Gender pay gap

Shows Dogs Trust gender pay gap for 2024 and 2023 with UK 2024 figures.

¹ Provisional figures

Dogs Trust's mean pay gap for 2024 was 12.4% (a decrease from 15.0% in 2023). Women on average receive 88p for every £1 men receive.

The median pay gap for 2024 was 9.3% (a decrease from 14.5% in 2023). Women on average receive 91p for every £1 men receive.

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

Bonus pay gap

Our 2024 bonus pay gap is shown in the table below:

Metric	Bonus pay gap 2024	Bonus pay gap 2023
Mean	-4.0%	-3.8%
Median	0.0%	0.0%

↑ Table 3: Bonus pay gap

Shows Dogs Trust bonus pay gap for 2024 and 2023.

The bonus mean gender pay gap for 2024 was -4.0% (a change from -3.8% in 2023). The bonus median gender pay gap for 2024 was 0% (unchanged from 2023).

The proportion of male employees who received a bonus for 2024 was 91.9% (a change from 84.6% in 2023). The proportion of female employees who received a bonus for 2024 was 92.6% (a change from 83.7% in 2023).

In January 2024, Dogs Trust paid a one-off payment as part of the 2024 pay award payment. Such a payment must be treated as bonus for gender pay gap reporting. This payment was a fixed amount for all eligible employees, prorated for part-time employees, with an agreed minimum. This payment has impacted the 2024 bonus pay gap figures as over 80% of all employees received a bonus payment.

At the end of 2023, Dogs Trust withdrew the retail bonus scheme as we made major changes to the pay structure for this team. The final bonuses for this scheme (covering April to December 2023) are included in the above figures. The predominantly female workforce in retail will likely have contributed to the difference in the mean bonus payments.



Due to the one-off payment as part of the pay award being universal (subject to eligibility criteria) and a uniform amount, this accounts for the zero difference in the median payment.

Our bonus pay gap figures show on average female employees received a higher bonus than male employees.



What has impacted our gender pay gap?

Our mean gender pay gap has decreased from 15.0% (2023) to 12.4% (2024). Our median gender pay gap has decreased from 14.5% (2023) to 9.3% (2024).

This is due an increase in the number of male employees in the lower quartile, and an increase in the number of female employees in the upper middle quartile.

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.

- 1** We have reviewed and updated our supporting parents and carers suite of policies.
- 2** We have expanded our internal colleague networks to include a menopause network. This is in addition to our existing gender equality network and parents and carers network.
- 3** We have developed and launched an Aspiring Managers programme to support the career development of junior employees.

Our updated programme of activity includes further developing our career pathways to support employees and continuing to review our approach to flexible working.

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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