

Guide Dogs Gender Pay Gap 2017

Our Results

The mean gender pay gap is 12.77%

The median gender pay gap is 9.74%

The definition of bonus payments includes performance related pay increases.

Our performance related pay relates to consolidated increases in pay and not one-off cash payments. Performance related pay is based on an assessment of an individual's contribution during the year and results in a percentage increase in pay. Pay is managed within a pay scale with a minimum and maximum for any particular job.

Please see below our results on bonus pay:

The mean gender pay gap for bonus pay is 14.74%

The median gender pay gap is 19.6%

Our Explanation

We have a higher percentage of female employees in every pay quartile. However, this difference is greater in the lower and middle lower pay quartiles and this affects our gender pay gap.

The following table shows the percentage of male and female employees in each quartile of the Guide Dogs pay range. This table has 5 rows and 3 columns.

Quartile	Male	Female
Lower	18.62%	81.38%
Middle Lower	12.89%	87.11%
Middle Upper	21.49%	78.51%
Upper	32.18%	67.82%

Next Steps...

We will be carrying out in depth analysis into the roles within our organisation, our grading structure and our pay award process. Within all of these aspects we will be looking at the split between men and women to gain a better understanding of why our gender pay gap exists and reviewing our policies and practice to ensure they actively support our aim of achieving gender pay parity.

Declaration

I confirm that the data in this report is accurate and has complied with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Mike Holt', with a large loop at the bottom.

Mike Holt, Director of People and Performance