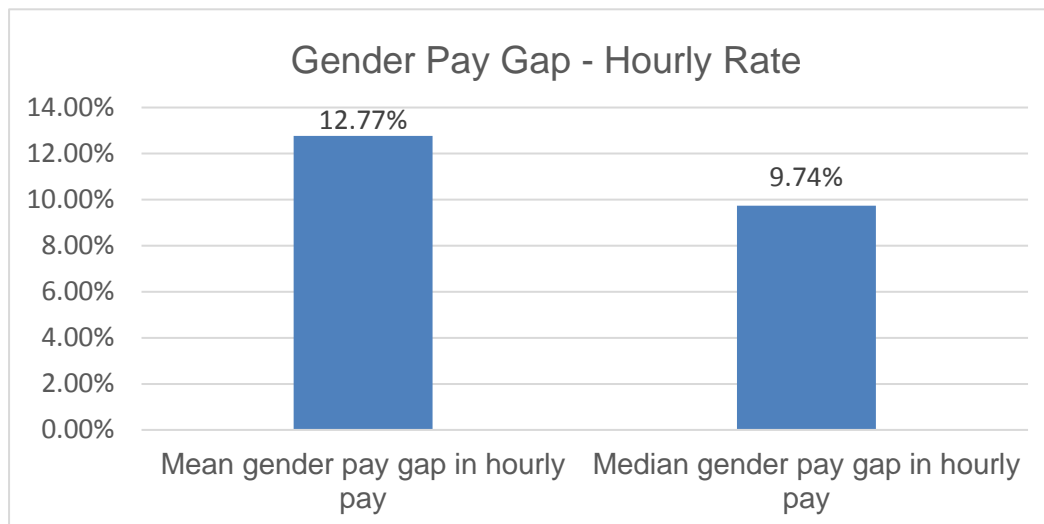


Guide Dogs Gender Pay Gap 2017

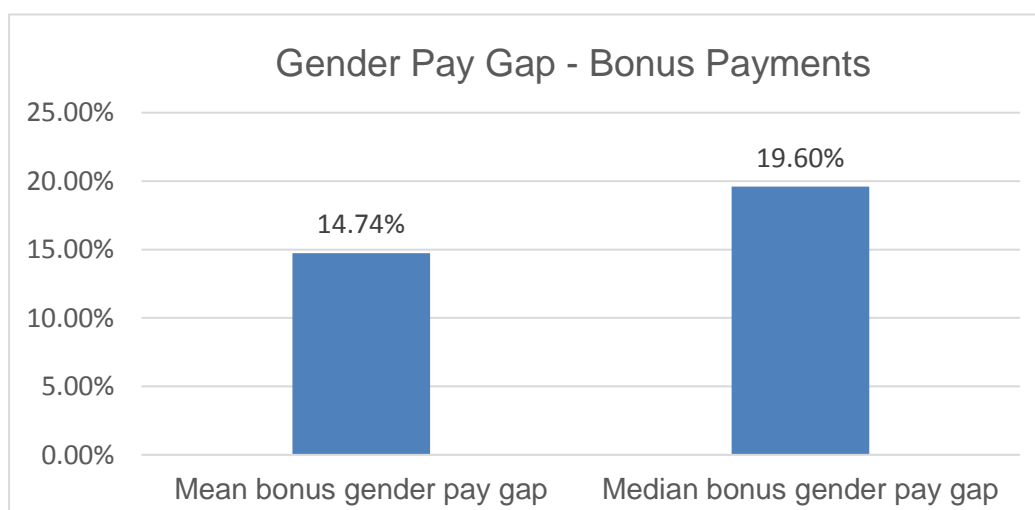


Our Results

The graphs below provide a summary of our results. The top graph shows our mean and median percentage difference in hourly rate. The bottom graph demonstrates our mean and median percentage difference in bonus payments between male and female employees.

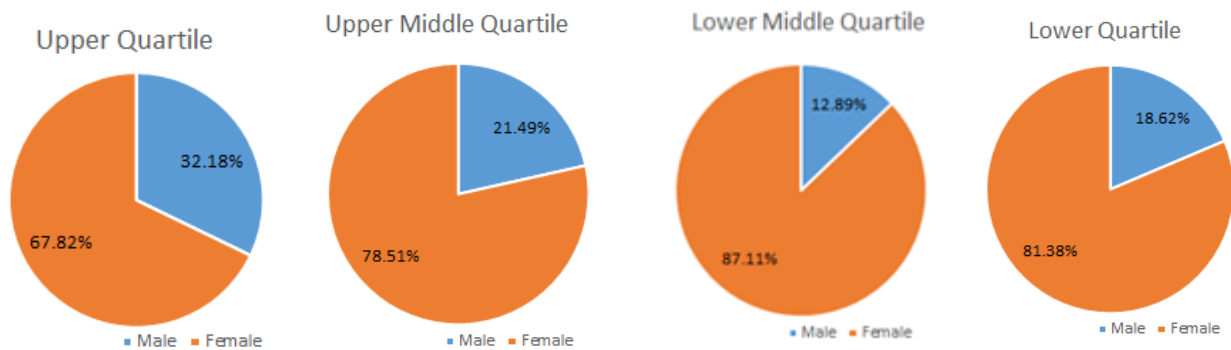


The definition of bonus payments includes performance related pay increases. Our performance related pay relates to consolidated increases in pay and not one-off cash payments. Performance related pay is based on an assessment of an individual's contribution during the year and results in a percentage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



Understanding Our Gender Pay Gap

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



Our 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.

Mike Holt, Director of People and Performance