

Gender pay Gap Report

For period April 2020



Introduction

Treating people the way we like to be treated is a central theme in how we work at Dobbies. Sharing our Gender Pay Gap Report continues to be an important aspect of engaging with our team about equality.

The data that is behind this years report is a little different to previous years. The date for which the pay information was determined was April 2020 – a month in which our centres were closed and much of our team on furlough. Therefore the number of relevant team members whose pay was utilised in the calculations was a small percentage of our regular team numbers.

It is encouraging that we remain consistent with other retailers in the UK and the change in our median pay gap has been reviewed and is entirely driven by the smaller numbers of individuals who were working at this time. We remain comfortable that everyone at Dobbies is paid in respect of their role and contribution to the business and are treated equally. We continue to look to understand the reasons for any gap and, where possible, will address them.

As with any report, the benefit remains in the actions we continue to take. Our continued engagements with our teams throughout the UUK, our investment in development and training and our commitment to fairness and equality remain and are key to addressing any gap.

This report is a true and accurate record of the data held as at April 2020.

Katie Crook

People Director

October 2021

Understanding the Gender pay Gap

What is the Gender Pay Gap

The Gender Pay Gap is a measure of the difference between the average pay of men and women across an organisation expressed as a percentage of male earnings.

This is not the same as equal pay. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

How are the median and mean gaps calculated

Using the calculations set out in the regulations we initially analysed the pay data of over 4000 colleagues. Imagine a picture where all our female colleagues stood side by side with the highest paid on the right and the lowest on the left. The same for our male colleagues. The Median Gender Pay Gap is the difference in average pay between the female & male colleagues in the middle of their respective lines.



The Mean Gender Pay Gap is the difference between the average hourly rate of men & women. These median & mean calculations are also carried out when comparing bonus pay over a 12 month period. The proportion of men & women awarded any bonus pay is also reported.

Factors affecting the Gender Pay Gap

The causes of the Gender Pay Gap are many and varied. They often overlap and are frequently outside the control of any one employer.

An organisation with a higher proportion of men in senior roles will have a gender pay gap. Women generally make up the majority of the part time workforce, whose hourly pay rates tend to be lower than those of full time workers. In addition, women are much more likely to take time out of the labour market for family reasons, slowing the pace at which they typically progress to more senior and better paid roles.

National Average

The overall National Average Median Pay Gap is 15.5% and the Mean Pay Gap is 14.6%. For the retail sector the National Average Median Pay Gap is 7.1% and the Mean Pay Gap is 16.2%

(Based on estimates from ASHE Survey 2020 from The Office for National Statistics)

Our results

Year ending 5 April 2020

Summary

Our gender pay gap compares favourably to the retail & UK averages, both median & mean

Median Gender Pay Gap

Dobbies	Retail average*	UK average*
30%	7.1%	15.5%

Mean Gender Pay Gap

Dobbies	Retail average*	UK average*
18%	16.2%	17.6%

Bonus Gap

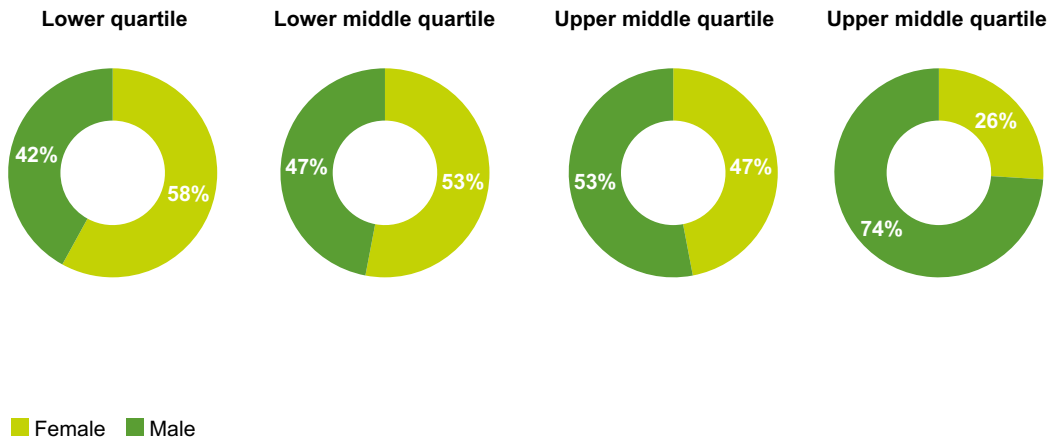
Median Gender Bonus Gap	-25%
Mean Gender Bonus Gap	42%

% of team members receiving a bonus

Female	0.5%
Male	1.7%

Quartiles

Quartiles are calculated by listing every team member's average rate of pay and ranking them highest to lowest: the upper quartile contains team members with an average rate of pay in the top 25%, upper middle 25%-50%, lower middle 50%-75% and lower 75%-100%



* Based on estimates from ASHE Survey, 2020

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