

# Gender Pay Gap Report 2023

Data Snapshot: 5 April 2023  
Report Published March 2024



# Summary



As an organisation who employs over 250 employees, we are legally required to publish a Gender Pay Gap Report annually

Bruce's Doggy Day Care is committed to the fair treatment and reward of all colleagues , addressing inequality and ensuring equality of opportunity for all colleagues.

Our pay approach is based on the principles of consistency, fairness and transparency, supporting the fair treatment and reward of all colleagues irrespective of gender.

The purpose of publishing this report is to continue to focus on reducing any gap that exists. However, it is important to firstly understand how the representation of gender differs within the animal care sector to that of the working population of England. The UK workforce is made up of almost a 50/50 male to female split. This picture is not reflected in the doggy day care sector. Bruce's currently has 10 day care centres ,and we have a workforce gender split of 71.2% female and 28.8% male.

## Notes

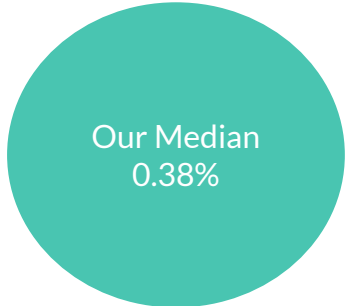
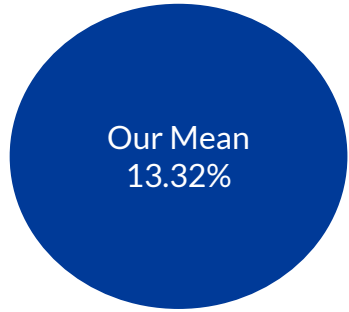
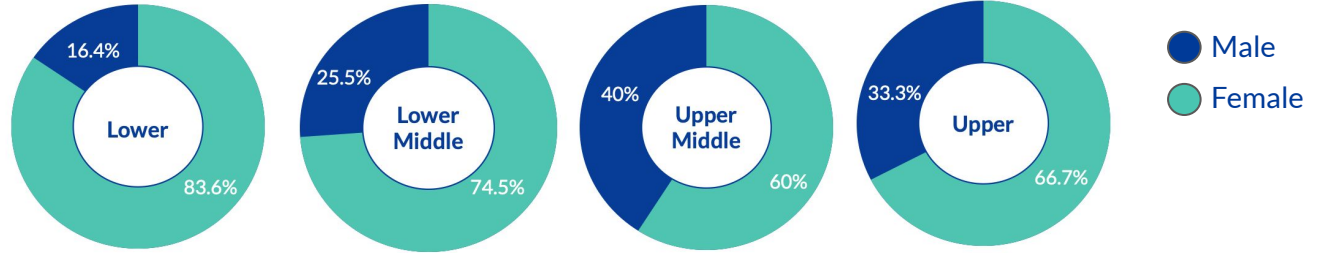
All data in this report is reflective of our workforce on the reporting date of 5th April 2023.

This report is based on legal gender categories, but we acknowledge that our people may identify differently.

The gender pay gap shows the difference in the average pay between all men and women in a workforce, regardless of role.

# Gender Pay Gap Report

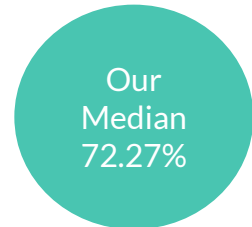
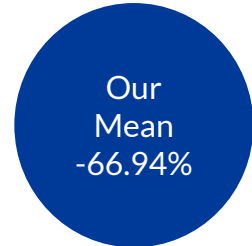
Proportion of female and males in each quartile and hourly pay



A minus hourly pay gap indicates that the pay gap is in favour of females, a plus figure means the pay gap is in favour of males.

## Bonus Data

In terms of Gender Pay Reporting, Bonus pay is defined as any remuneration over and above base salary that is in the form of money including vouchers, productivity and performance recognition. Overtime pay is not counted as bonus pay.



% of female and male receiving a bonus

