

VODG Executive Pay & Rewards Benchmarking Programme 2026-27





Voluntary Organisations Disability Group

VODG is a membership body representing organisations within the voluntary sector who work alongside disabled people.

Our members' work is focused on enabling disabled people of all ages to live the lives they choose.

Our vision is for an ambitious, trusted and vibrant voluntary sector that works together to enable disabled people to live the lives they choose.

In pursuit of this vision, our mission is to support our members to achieve excellence, and to influence those who can improve the environment in which they operate.

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Introduction

Thank you for your interest in supporting the evolution of VODG’s benchmarking programme.

Over several years, VODG has supported benchmarking activity across our diverse membership—drawing on member insight, sector expertise, and trusted relationships to deliver meaningful comparative data. Building on this experience, the programme is evolving to offer a more structured and consistent approach, with benchmarking activity designed and delivered in collaboration with members.

Following strong engagement in previous benchmarking exercises, particularly in executive pay and reward, members have expressed a clear appetite for more structured, repeatable, and sector-specific insight. In response, this next phase of activity is being shaped by member priorities and underpinned by a consistent and robust methodology.

This proposal sets out the next phase of work, focused on delivering high-quality benchmarking that is responsive to member need, supports greater consistency in data and insight, and creates deeper opportunities for shared learning across the membership.

VODG’s Role and Delivery Approach

VODG will lead and deliver the Executive Pay & Rewards Benchmarking Programme on behalf of the membership.

Our role is to ensure the programme is robust, credible, and grounded in the realities of the voluntary disability sector. This includes:

Programme design and leadership

VODG will design the benchmarking framework, ensuring it reflects sector priorities, governance needs, and emerging issues in executive pay and reward.

Data collection, analysis and interpretation

VODG will be responsible for collecting, cleaning, analysing, and interpreting all data. This ensures consistency, independence, and a high-quality evidence base across the dataset.

Member-informed validation

We will work collaboratively with participating members and associates to sense-check the data, validate emerging findings, and ensure accurate interpretation of results.

Shaping the right questions

Through ongoing engagement with CEOs, HR leads, and sector experts, VODG will refine and evolve the dataset to ensure the programme continues to ask the most relevant and meaningful questions.

Insight generation and sector leadership

VODG will synthesise findings into clear insights, highlighting trends, challenges, and implications for the sector, and supporting informed discussion at board and executive level.

Facilitation of peer learning

VODG will convene members to explore findings collectively, supporting shared learning and sector-wide understanding of pay and reward practice.

This approach ensures that the benchmarking programme is not only a data exercise, but a member-led, sector-informed insight service, with VODG acting as both delivery partner and trusted steward of the data.

Background & Demand

In May 2025, VODG convened a CEO Breakfast focused on executive pay and rewards. A key outcome from this discussion was a strong appetite for a structured benchmarking exercise.

VODG subsequently coordinated a pilot benchmarking survey across members, with analysis delivered in partnership with Avenues Group. The findings were shared at a follow-up CEO session in November 2025, where members explored headline trends and discussed practical application.

Feedback from participants highlighted:

- The value of sector-specific benchmarking
- The importance of robust and consistent data collection
- A desire for more detailed and repeatable insights

This programme builds on that pilot, transitioning from a one-off exercise to a more robust and sustainable benchmarking service.

Benefits of Participation

Participation in the VODG Executive Pay and Rewards Benchmarking Programme provides:

- **Sector-relevant insights**
Compare executive pay and reward structures with similar organisations across the VODG membership
- **Improved decision-making**
Support remuneration committees, boards, and executives in making informed pay and reward decisions
- **Consistency and credibility**
Use a structured and standardised dataset designed specifically for the voluntary disability sector
- **Access to peer learning**
Participate in facilitated sessions to explore trends, challenges, and approaches with other senior leaders
- **Confidentiality and trust**
All data is handled securely, with outputs anonymised unless otherwise agreed



Programme Overview

1. Core Pay & Rewards Benchmarking Dataset

Covering:

- Base salary (by role)
- Bonus/performance-related pay
- Pension contributions
- Annual leave
- Benefits (e.g. car allowance, health insurance, life assurance)
- Working patterns and flexibility

2. Organisational Context Data

To enable meaningful comparison:

- Turnover
- Headcount
- Geography
- Service type
- Executive team structure

3. Insight & Reporting

Participants will receive:

- A comprehensive benchmarking report
- Comparative analysis by:
 - role
 - organisation size
 - other relevant characteristics
- Key trends and sector insights

Methodology

The programme will use a structured and standardised data collection methodology designed to improve consistency and comparability.

Key principles include:

- **Role-based data collection**
Each executive role is captured individually using a consistent framework
- **Standardised inputs**
Numeric and structured data fields minimise ambiguity and improve analysis
- **Validation and guidance**
Clear definitions and support will be provided to ensure consistency across submissions
- **Support sessions**
Participants will have access to guidance materials and Q&A sessions during data collection



Outputs

Participants will receive:

- Benchmarking report
- Summary of key sector trends
- Access to a member-only discussion sessions

Costs & Subscription Model

This programme is offered as a paid benchmarking service.

The cost per organisation will depend on the organisation's turnover:

Turnover	Cost
Under £5m Turnover	£199
£5m - £30m Turnover	£250
£31m - £50m Turnover	£350
£51m - £99m Turnover	£450
Over £100m Turnover	£499

Costs include:

- Survey design and data collection
- Data validation and cleaning
- Analysis and reporting
- Member engagement and learning sessions

Operating Principles

- Participation is open to VODG members only
- Data will be anonymised in reporting unless explicitly agreed otherwise
- Outputs will only be shared with participating organisations
- A minimum participation threshold may apply
- Organisations must submit a minimum dataset to be included



Timeline

Survey live:	Early July
Survey closes:	Late September
Analysis:	October
Report Design:	October
Member report published:	November
Follow-up webinars/ insights sessions:	December/January

Next Steps

To participate in the VODG Executive Pay and Rewards Benchmarking Programme:

- Complete the subscription form www.vodg.org.uk/payandreward26
- Nominate a lead contact

Further details and onboarding guidance will be shared upon confirmation.





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