

# Gender pay report

2020-2021

# GENDER PAY GAP

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Closing it together



# Foreword- CEO –Jo Malone

## Legal obligations – gender pay gap explanation

The Equality Act 2010 (Gender Pay Gap Information)

This report sets out our gender pay gap statistics as at the snapshot date of 5th April 2020. Since April 2017, all companies with more than 250 colleagues are required to provide these statistics. This report illustrates our gender pay position and also outlines the initiatives we have in place to encourage gender diversity across the Group. VetPartners gender pay gap reflects pay for Men and Women across our UK organisation. It is not a comparison of pay rates for men and women doing work of equal value. VetPartners total Median gender pay gap is 41%, the UK's gender pay gap in November 2020 was a median 15.5%.

***VetPartners workforce is aligned to the veterinary sector being made up of a high proportion of female veterinary nurses, receptionists, animal care assistants, & vets notwithstanding that our senior colleagues (clinical directors) are predominantly male, this is typical within the industry. Over the past several generations the proportion of woman studying veterinary surgery has substantially increased for example in 1960 only 5% of Veterinary surgeons were female, however now in 2021 over 60% of practicing vets registered with the RCVS are women. It is extremely likely that this statistic will continue to increase as 80% of students enrolling to study a veterinary degree course are women, the combination of these factors has notably influenced our gender pay gap and bonus gaps. In summary historically a higher proportion of males who graduated are now in senior positions, as female veterinary surgeons progress through their careers this will compound the closing of the gender pay gap along with our focus in the here and now. At VetPartners we believe that our people should mirror the diversity of our clients and the communities that we operate in. Over the past 12 months VetPartners has focused to address the gap and I am proud that the senior management team leading this organisation are an equal balance of genders.***

We are and will continue to be committed to our Equality, diversity & inclusion strategy and enhancement of colleagues pay benefits.

I endeavour to move the gap in the right direction for our colleagues, and I look forward to communicating our progress.

Jo Malone

Chief Executive officer

VetPartners

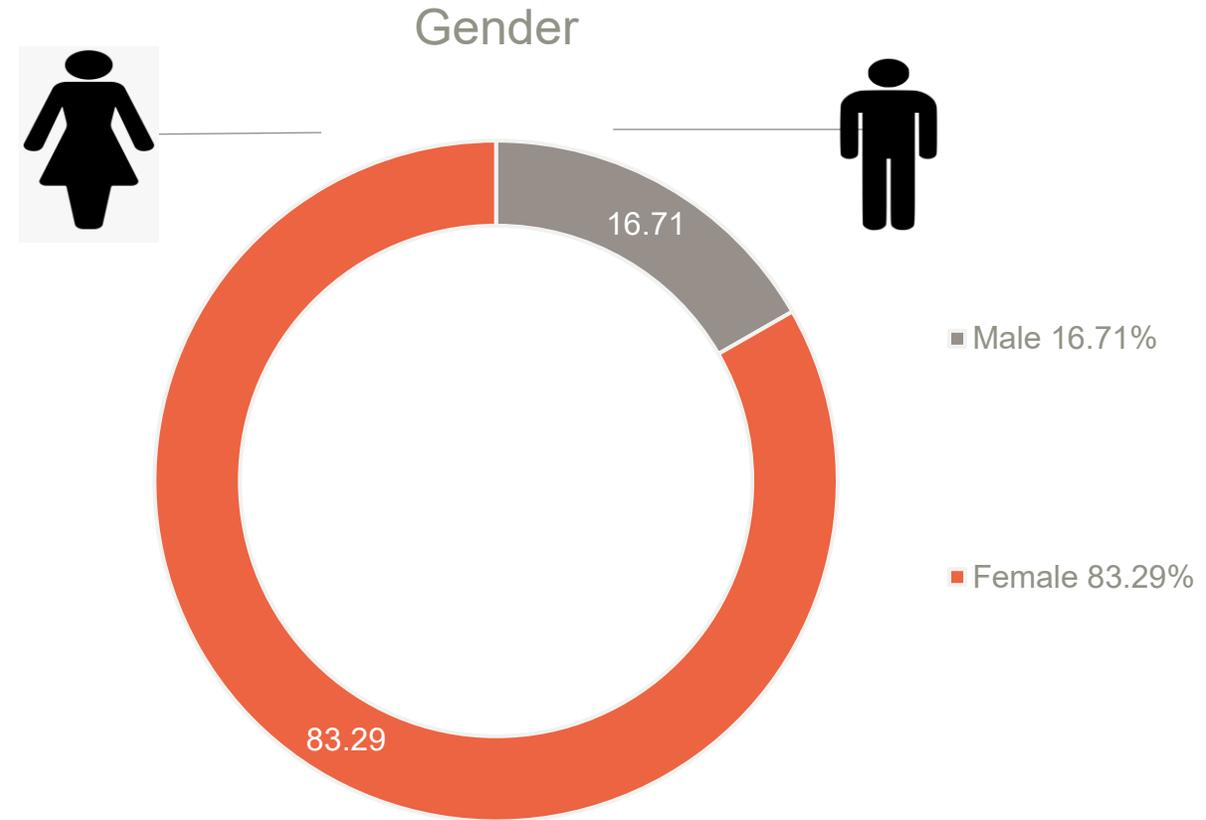
# Awareness of our pay gap

## Colleagues included in the gender pay gap data

All our UK based Colleagues are included in the calculation, not included are our French, & Italian colleagues.

## VetPartners demographics

Our gender split in VetPartners is shown beside and is relative to the veterinary sector, our gender pay is considerably impacted by the significantly high number of females employed verses male.



# Salary

Gender pay calculations are based on colleague's basic pay not inclusive of any statutory pay, or overtime.



**UK Mean gender pay gap  
6.5%**



**VetPartners Mean gender pay  
gap 41%**



**UK Median gender pay gap  
15.5%**



**VetPartners Median gender pay  
gap 48%**

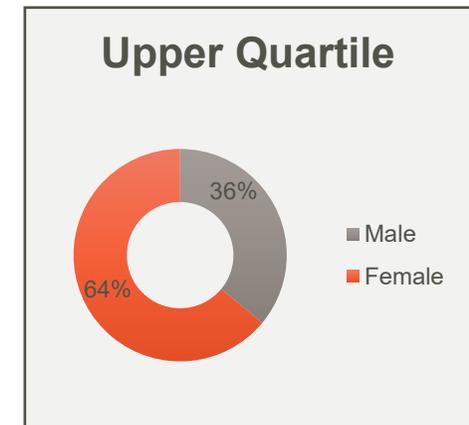
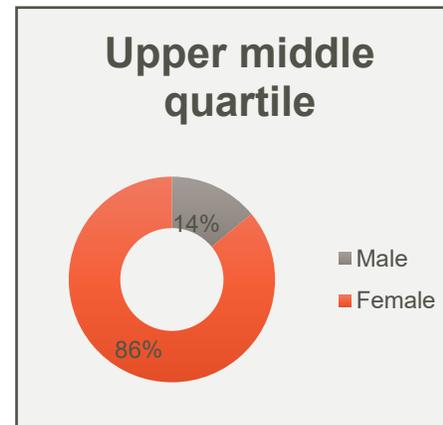
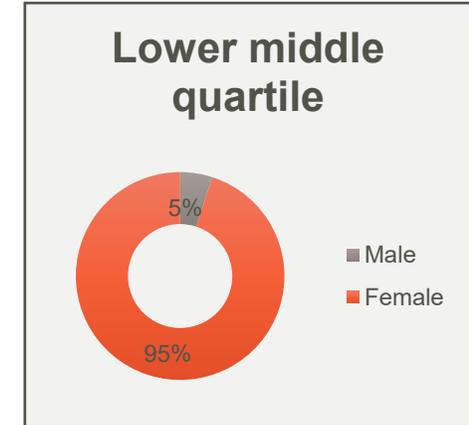
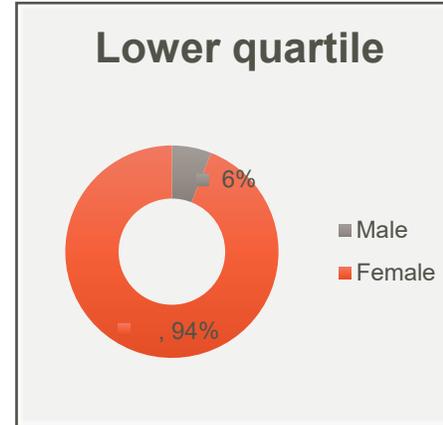
# Quartile distribution

These charts show the proportion of males and females across VetPartners in four equally sized groups, sorted by level of pay.

This data shows that there are a significantly higher number of female colleagues in all four quartiles.

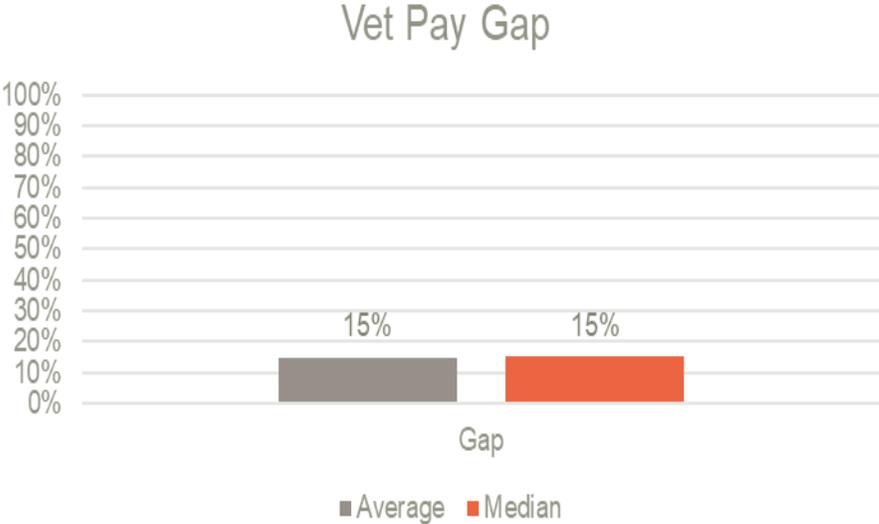
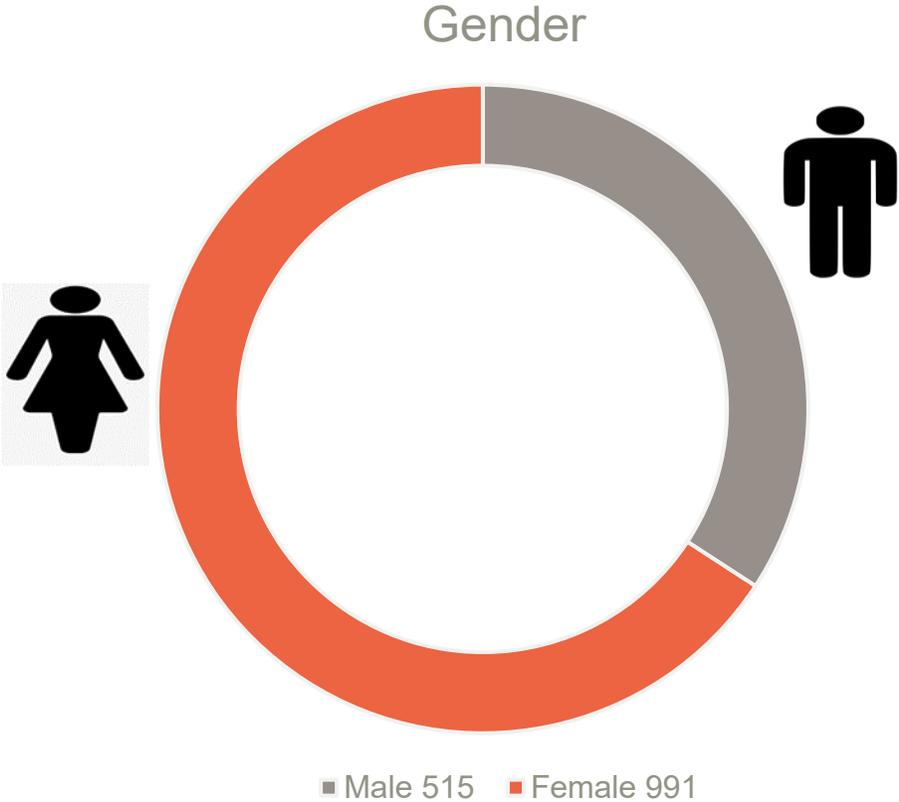
The upper quartiles shows a higher mix of males than in the lower three quartiles, this demonstrates that there is a lower proportion of females in senior roles than in VetPartners as a whole.

Quartile distribution		
Q1	6%	94%
Q2	5%	95%
Q3	14%	86%
Q4	36%	64%



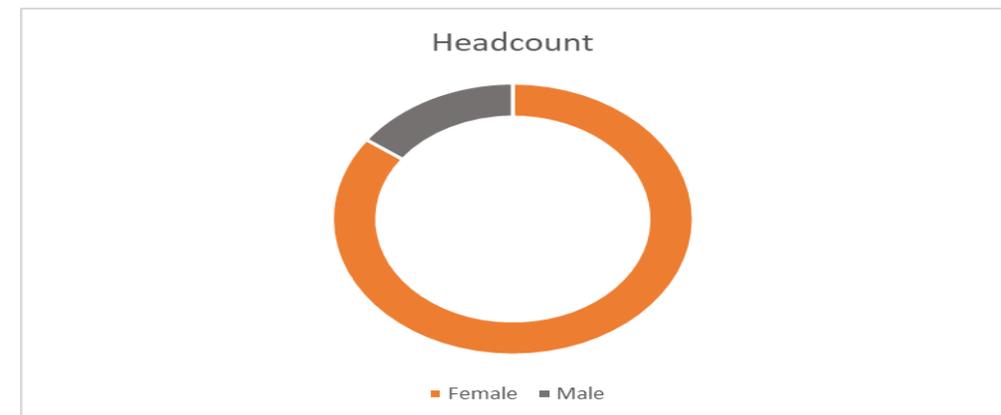
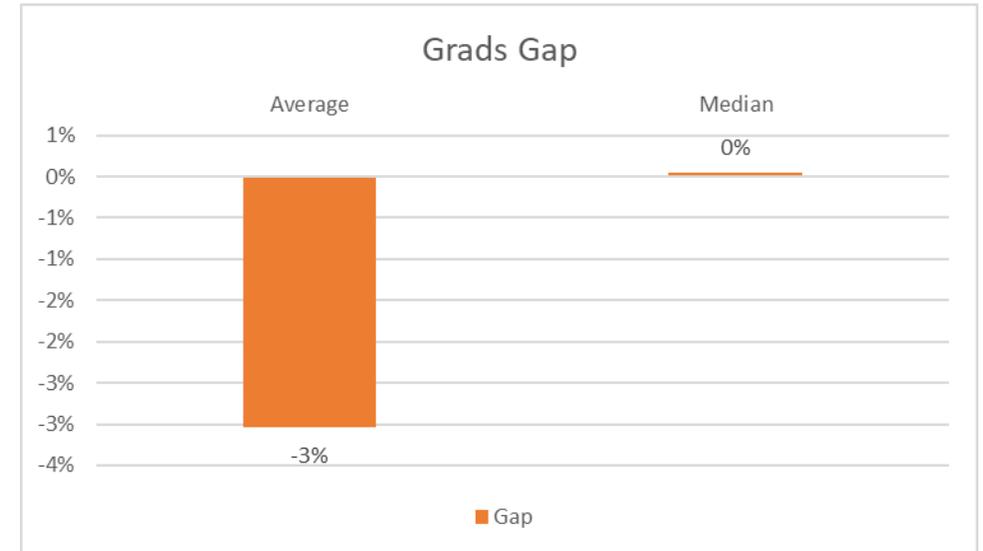
# Veterinary surgeons gender pay gap

We have conducted a gender pay gap for our “veterinary surgeons including graduates & Clinical directors ” as a whole population as the role accounts for 28.5% of our workforce. The role has a 66% female gender mix. This data shows that we have a much smaller differential than the overall company Median of 48% vs Veterinary surgeons. Median gap of 15% this is lower than the national average of 15.5%



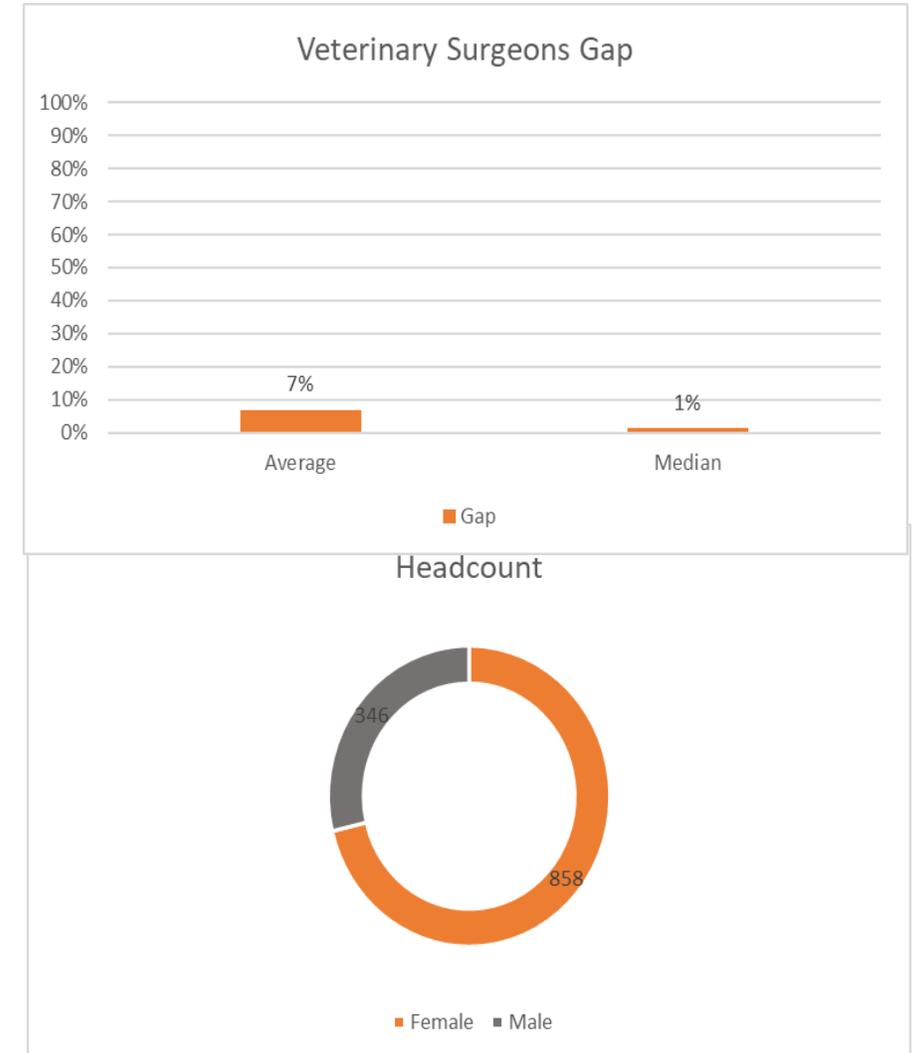
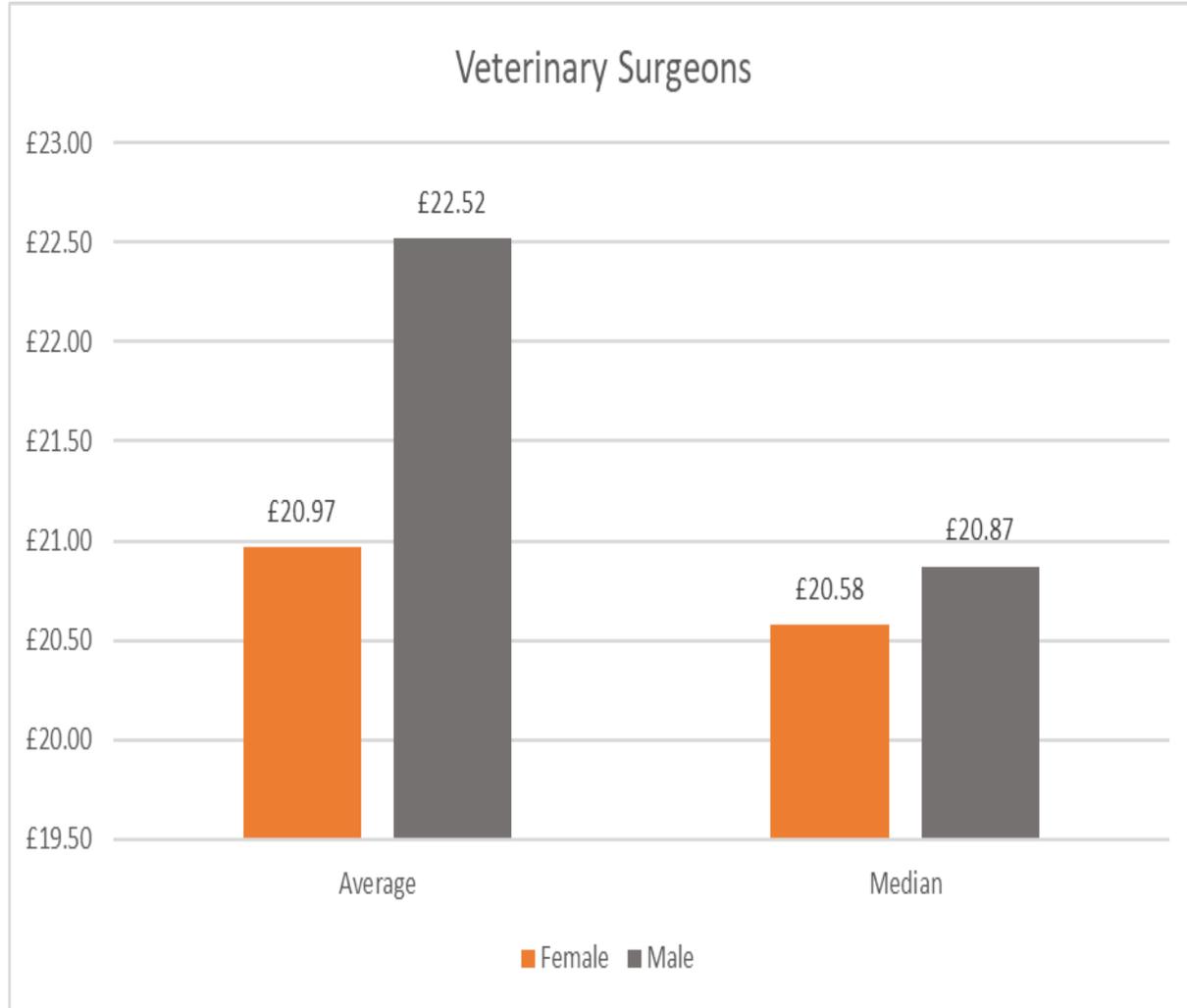
# Graduate Veterinary surgeons

We have concluded that we have a Mean gender pay -3% in favour of our female colleagues. Our Median gender pay gap is zero.



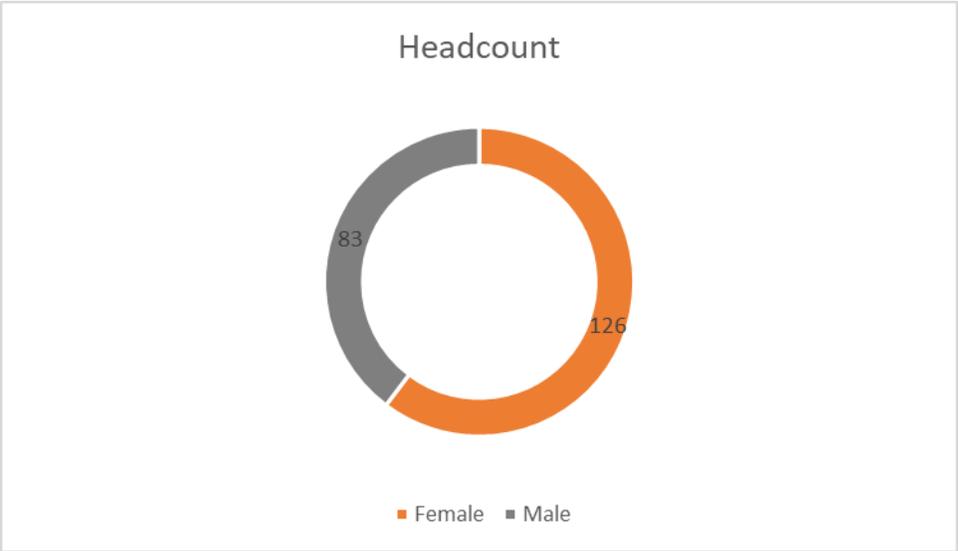
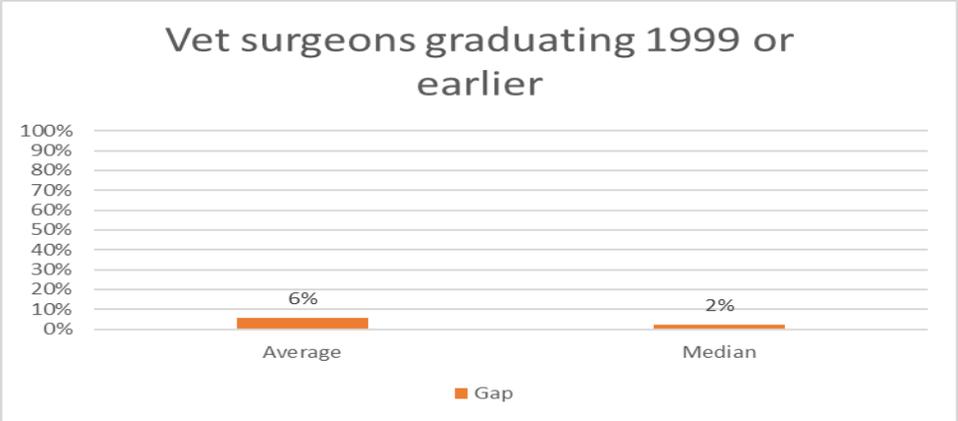
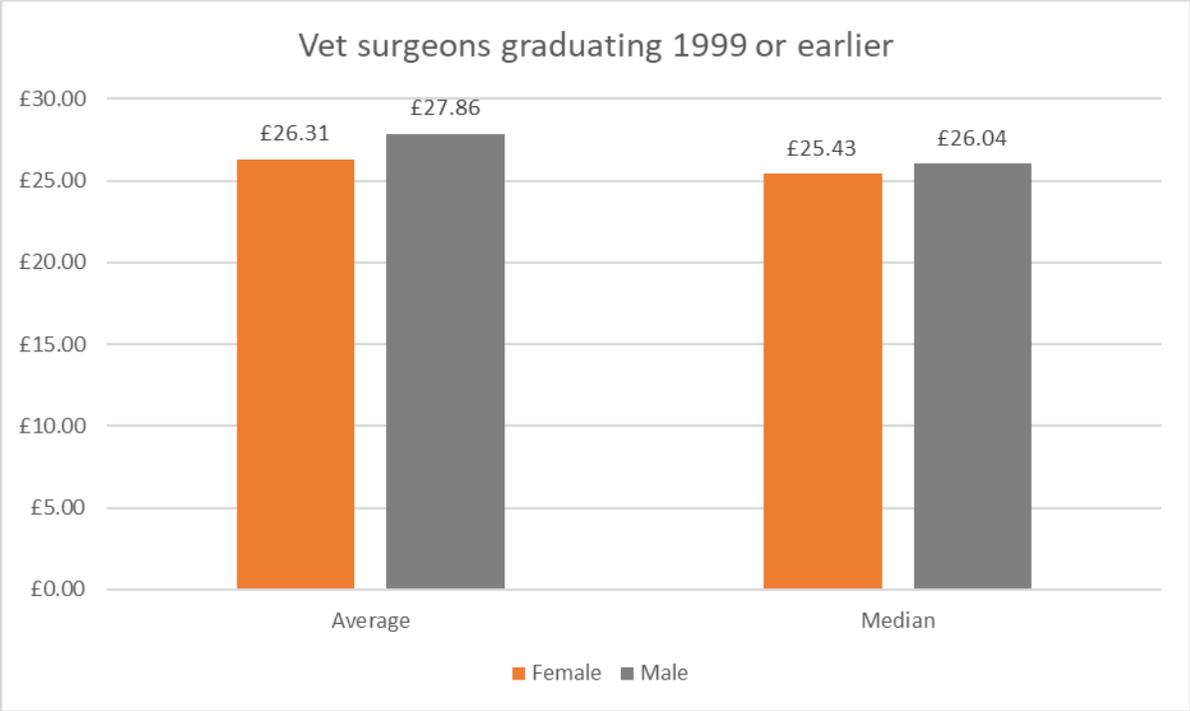
# Veterinary surgeons

We have concluded that for our veterinary surgeons excluding Graduate and Clinical Directors, we have a mean gender pay gap of 7% and a median gender pay gap of 1%.



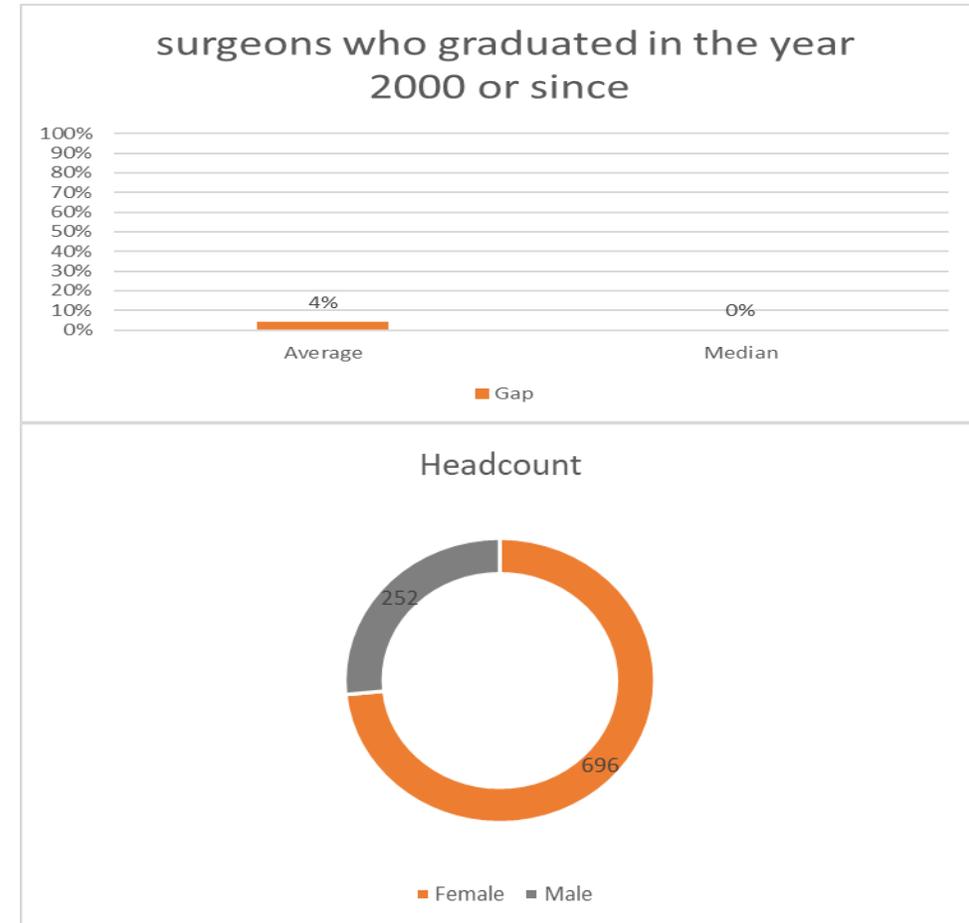
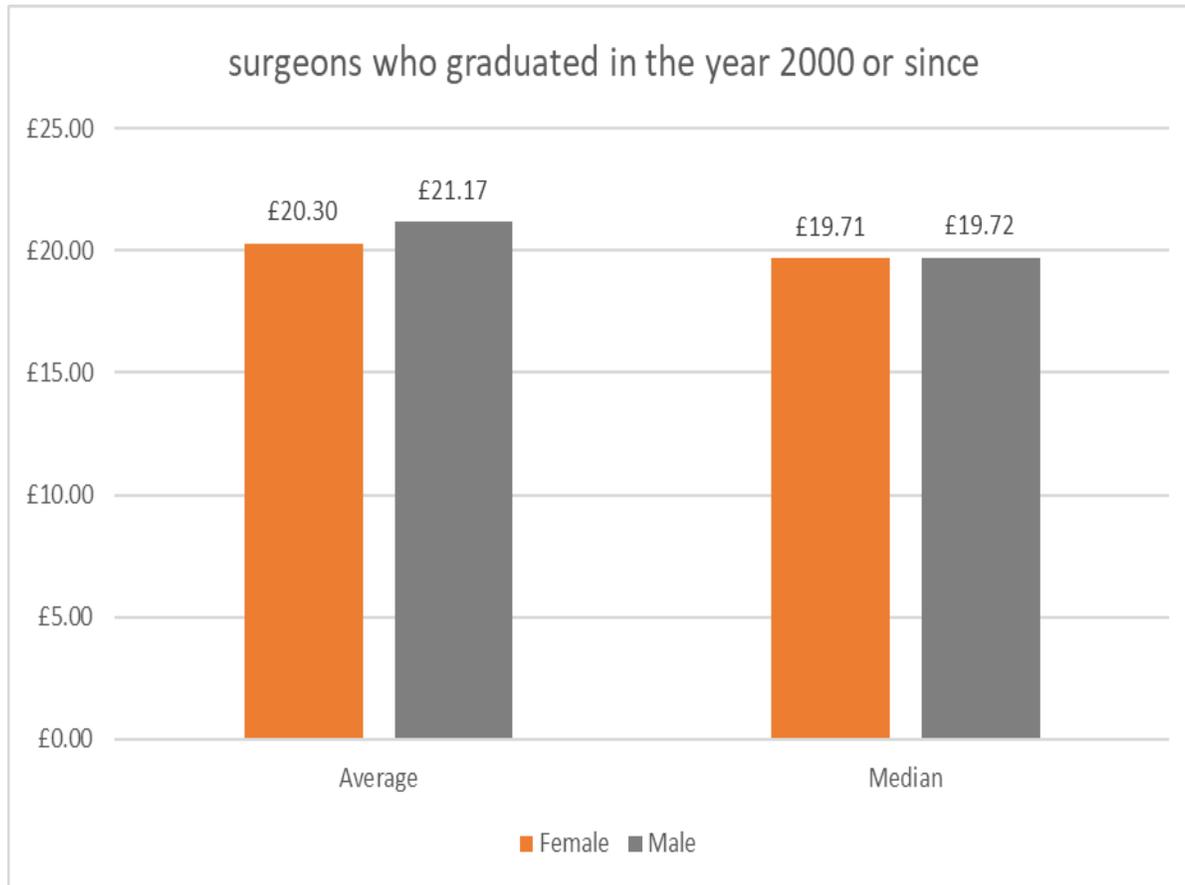
# Veterinary surgeons graduating in 1999 or earlier

We have concluded that we have a mean gender pay gap of 6% and a median gender pay gap of 2%.



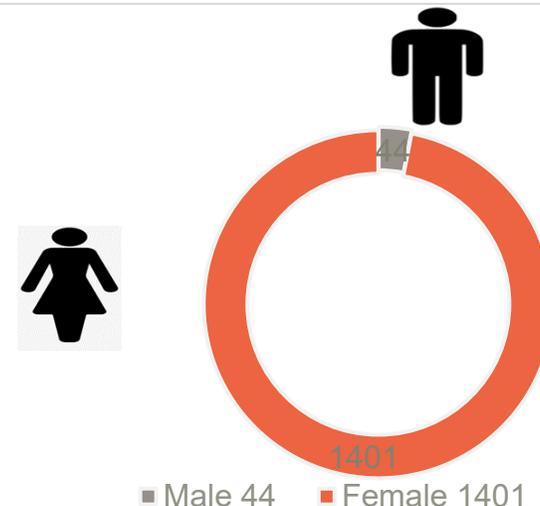
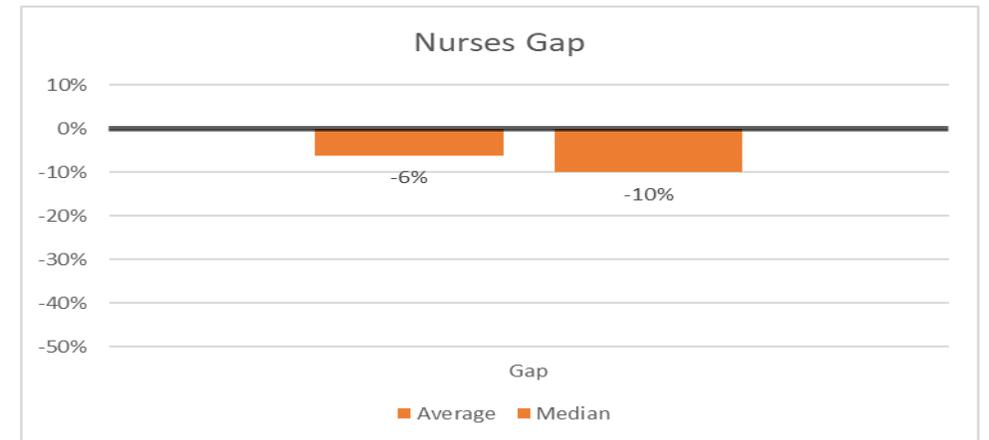
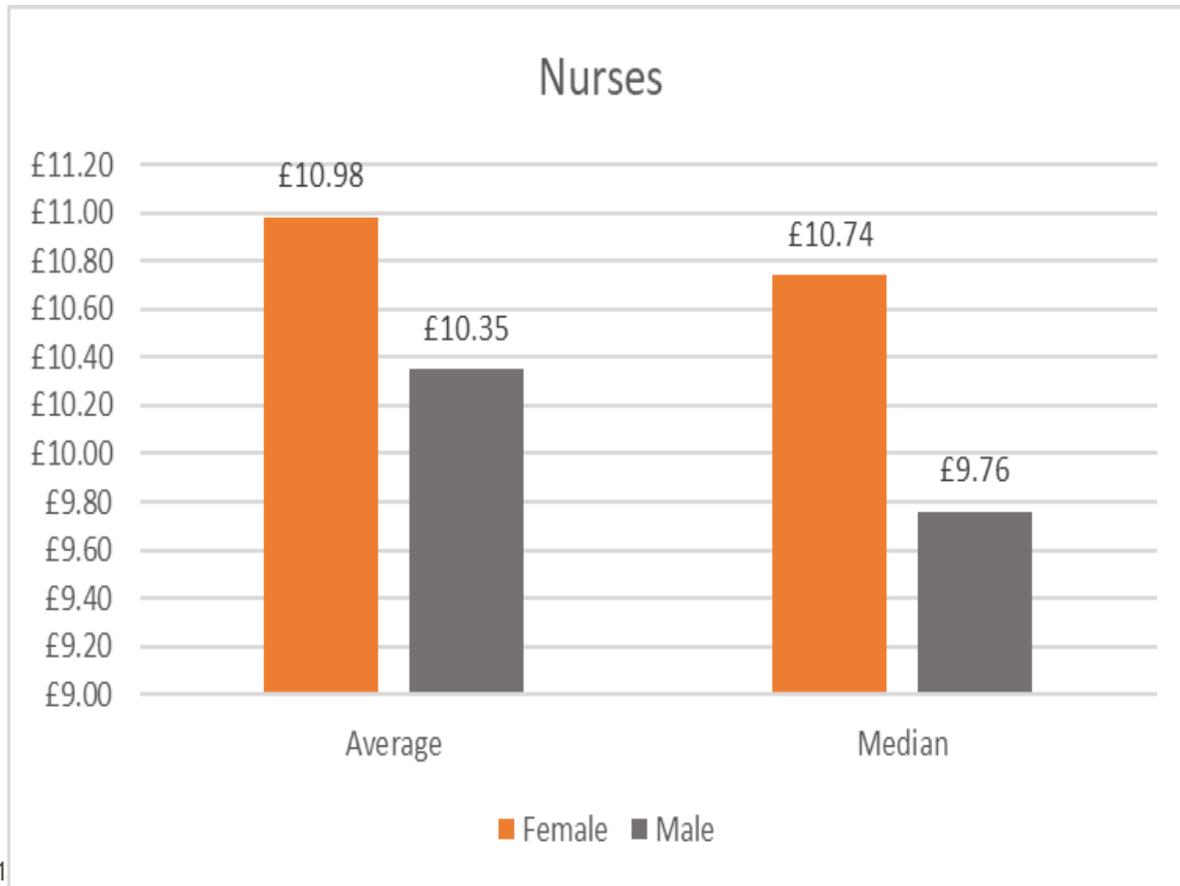
# Veterinary surgeons who graduated in the year 2000 or since.

We have concluded in our population of veterinary surgeons graduating in the year 2000 or since have Mean gender pay gap of 4% and our Median gender pay gap is zero.



# Nurses gender pay gap

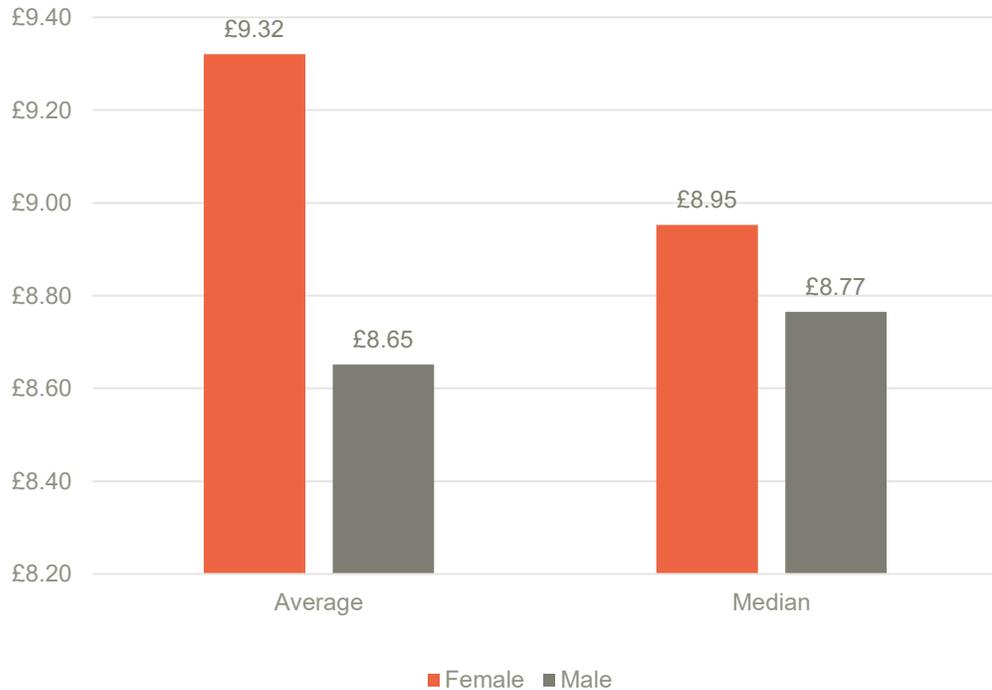
We have conducted a gender pay gap for our veterinary nurses as the role accounts for 22% of our workforce. The role has a 97% female gender mix. This data is heavily influenced by the small percentage of males in nursing roles. The data also shows that our male nurse population are in mostly Student nurse roles with lower remuneration.



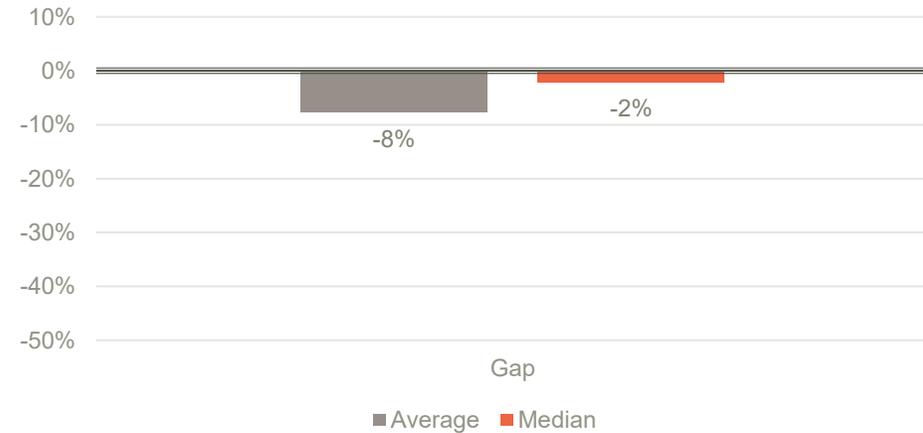
# Receptionists

On Average male Receptionists earn 8% less than females that means that for each £1 that men earn women earn £1.08.

Receptionist



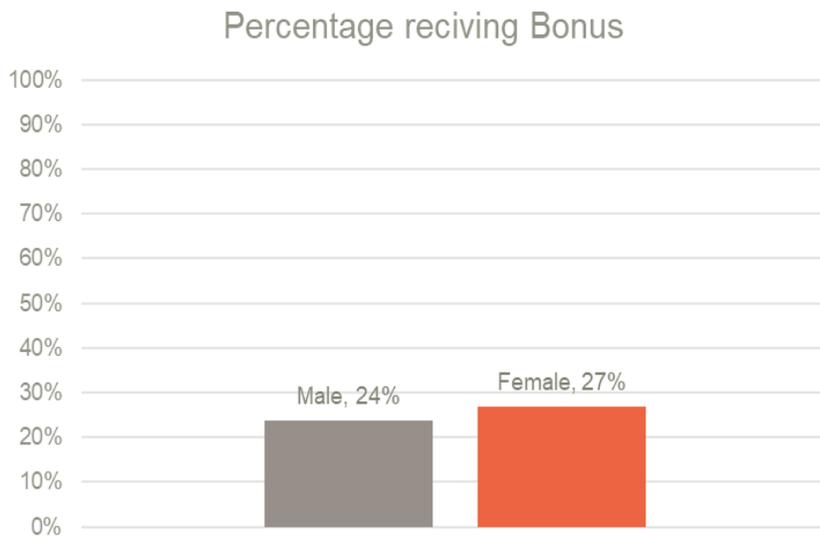
Receptionist Gap



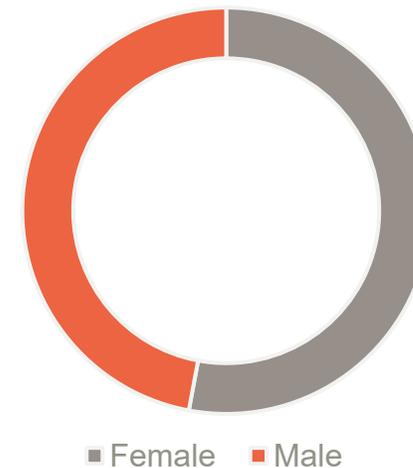
# Bonus gender pay gap

These payments are inclusive of awards linked to , Profit sharing, Incentives , productivity & performance.

27% of our female employee's received bonuses last year compared to 24% of our male employee's, whist more females than males receive a bonus the value as a % of basic salary is less.

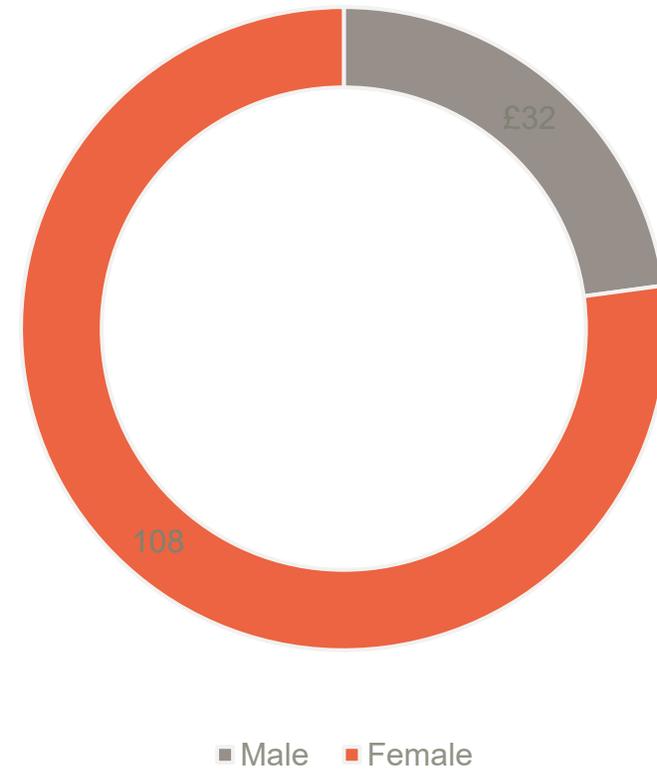
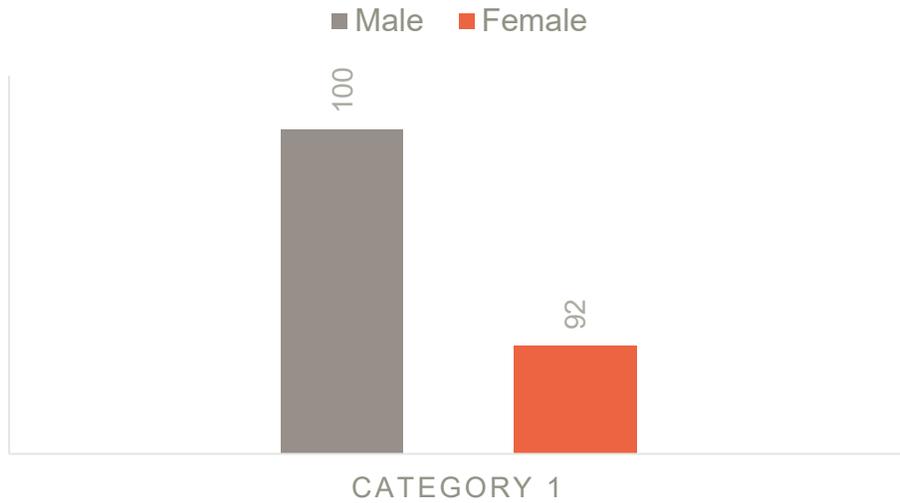


gender pay gap bonus



## Bonus- Median

In this organisation, women earn 92p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 8% lower than men's.



## Interpretation of the data

- The mean and median average can be generally explained by the observation that whilst men account for 16.71% of employees, they make up only 11% of the lower two quartiles combined, 14% of the upper middle quartile and 36% of the upper quartile.
- The veterinary industry is female dominated, with the minority male population generally in higher paid Clinical Director roles due to historical factors referred to in the foreword on page 2.
- VetPartners median gender pay gap is 48% in favour of males compared to the national average of 15.5%.
- VetPartners mean gender pay gap is 41% in favour of males compared to the national mean average of 6.5%.



**vetPartners**

## VetPartners commitment to closing our gender pay gap

**We are committed to ensuring that our working environment is as inclusive and diverse as possible and recognise that there are further opportunities to reduce the gender pay gap. We have taken several steps to reduce the gap and will continue to encourage gender diversity across the Group.**

**Some of our initiatives are outlined below**

**During our recruitment process**, our recruitment teams endeavor to generate a gender balanced candidate pool to hiring line managers. We are continuing to partner with colleges & universities to engage with future potential colleagues as they are forming their decisions about their careers and get early engagement with our organization and the opportunities that we can offer. We have reviewed our recruitment collateral and social media stories to include more female representation and bring to life some great flexible working stories as positive examples to the external market. This year we will be refreshing our careers pathways, which will enable us to celebrate the important roles & success stories that female colleagues play in our business.

### **Diversity training**

We have delivered EDI training to line managers via live workshops, these workshops are recorded so all colleagues can access the learning via our Learning management system.

### **Career development**

Our career development programs, were slowed down in FY21 due to the pandemic with only online courses available to colleagues. We are now in the process of reviewing our management training.

### **Women in senior roles**

The number of women in senior roles has continued to steadily increase year on year and we continue to review the number of women who are appointed into and promoted into more senior roles. At Management Board level we have a 50:50 gender split.

### **Reward**

Across our businesses we have strong reward practices and processes to ensure that we are fair to all. In FY22 we will implement our first market related pay review, enabling us to address any identified pay anomalies. This approach, which will continue to be adopted going forwards, is key to enabling us to address any pay equality issues across the group. VetPartners recently enhanced maternity, paternity and adoption benefits and in particular a return-to-work bonus for returning to work following maternity leave.

VetPartners is a diverse and inclusive place to work, and we are confident that these actions will continue to support us in maintaining this