

Gender Pay Gap

2021



vetPartners

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 2021. 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 April 2021 was a median 12.1%.

VetPartners workforce is aligned to the veterinary sector being made up of a higher proportion of females in certain roles, such as veterinary nurses, receptionists, animal care assistant which are lower paid roles. That is the main driver of our gender pay gap. 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, 78% 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 gender pay gap and I am proud that the senior management team leading this organisation is of an equal balance, slightly in favour of females. 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

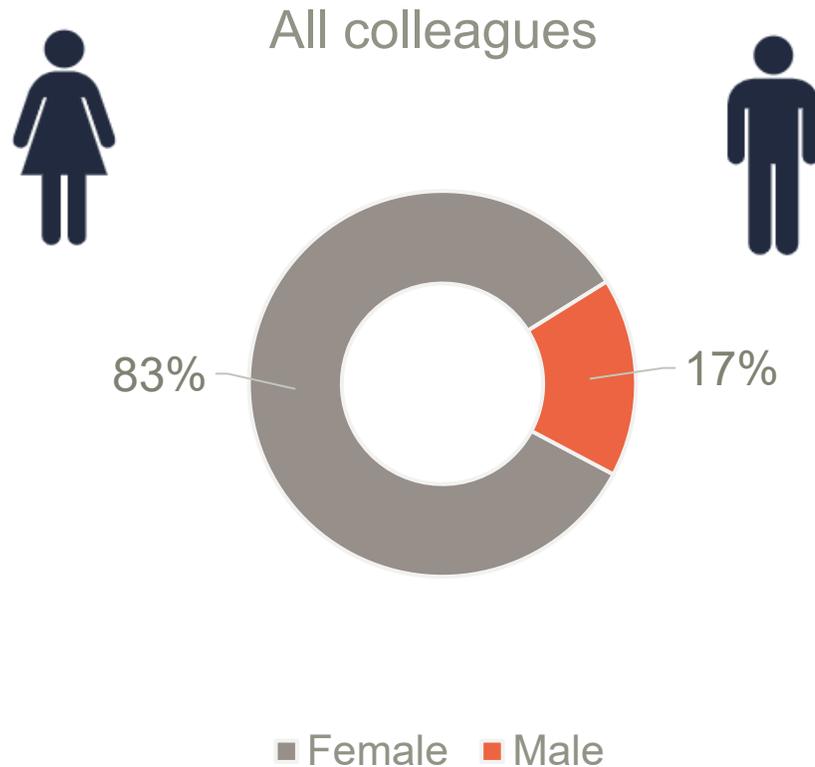
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Demographics

Awareness of our pay gap 2021

Colleagues included in the gender pay gap data

All our UK based Colleagues are included in the calculation, not included are our international colleagues.

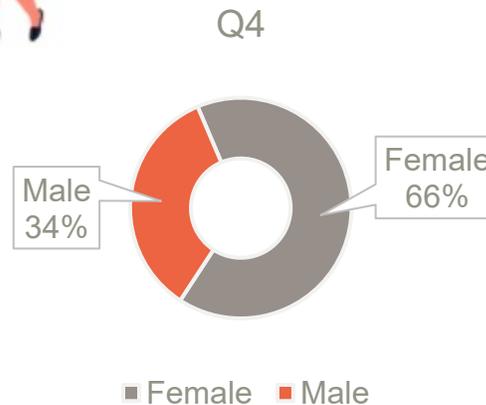
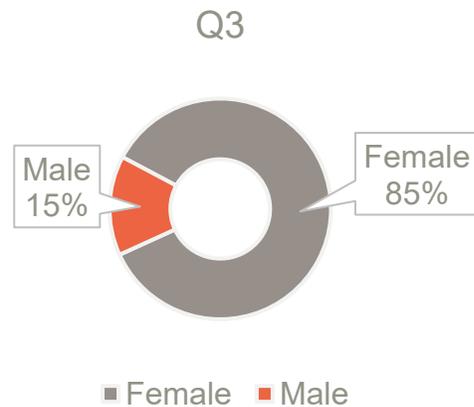
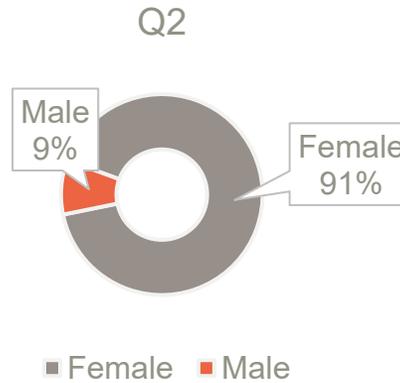
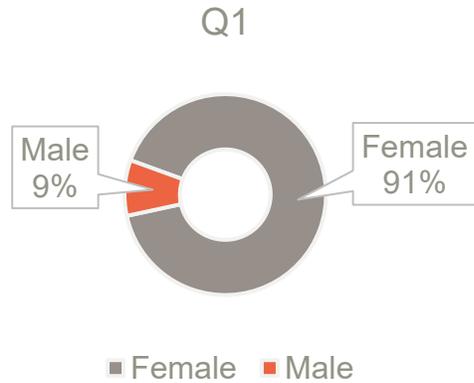


Our gender split is shown beside and it is relative to the veterinary sector with a significantly higher number of females employed vs males. Since 2020 our male split has improved by 0.29%.



Quartile distribution

2021



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, this demonstrates that there are a higher proportion of females in less senior roles such as customer care, reception and nurses.

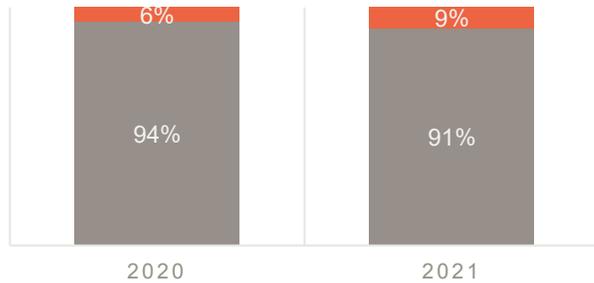
The upper quartiles shows a higher mix of males than in the lower three quartiles

Quartile distribution

2020 vs 2021

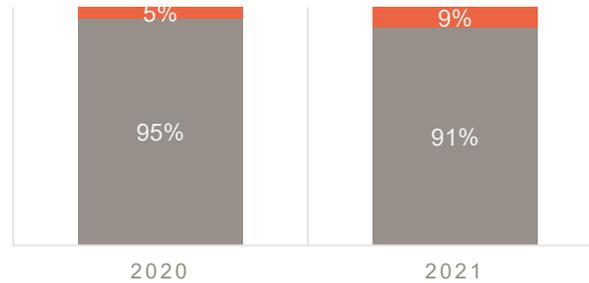
FIRST QUARTILE

■ Female ■ Male



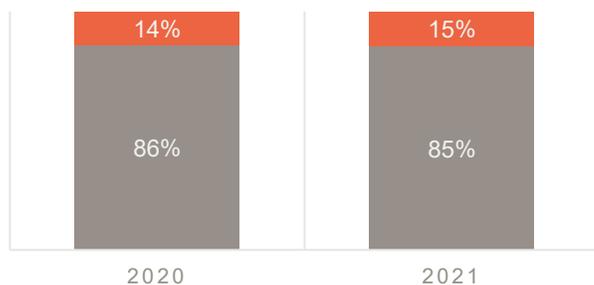
SECOND QUARTILE

■ Female ■ Male



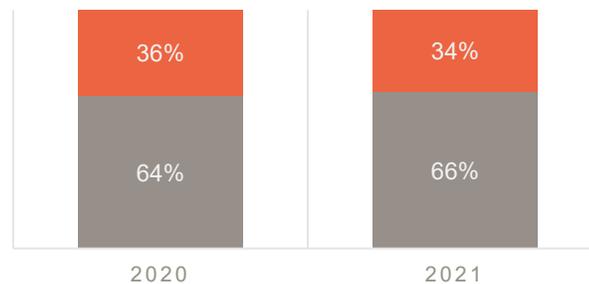
THIRD QUARTILE

■ Female ■ Male



FORTH QUARTILE

■ Female ■ Male



Comparing this year's data to last year we can see a small increment of male colleagues in our lower quartiles while we see an increase of females in the higher quartiles.

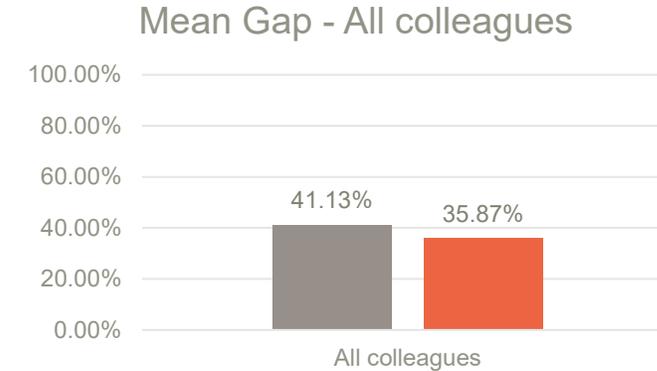
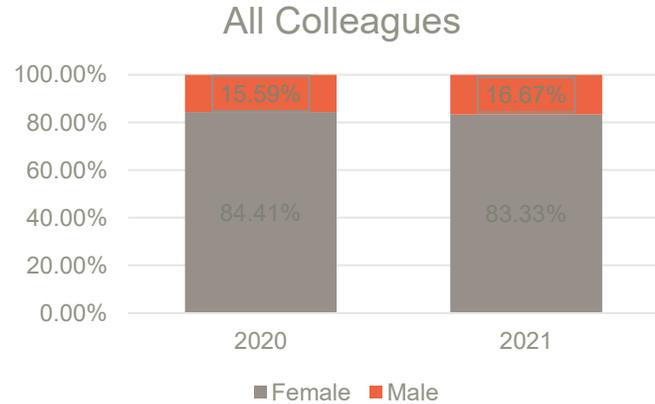
Senior generation of the sector transitioning to retirement and being replaced from our female dominated workforce into a more representative divide

All Colleagues

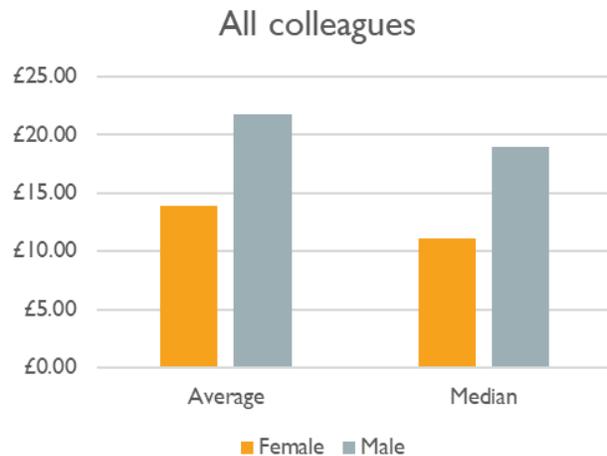
Average / median

2020 vs 2021

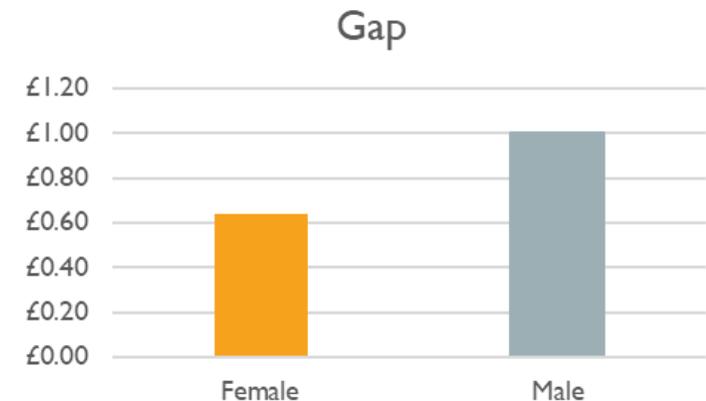
Whilst our pay gap is still significant it is encouraging to see that it has reduced by 5.26% compared to last year.



Our mean and median gap are still tilted towards our male colleagues with a mean pay gap of 35.87% and a median gap of 41.59%. Verses the 2020 report female colleagues have seen a shift from 52p to 64p (23%)



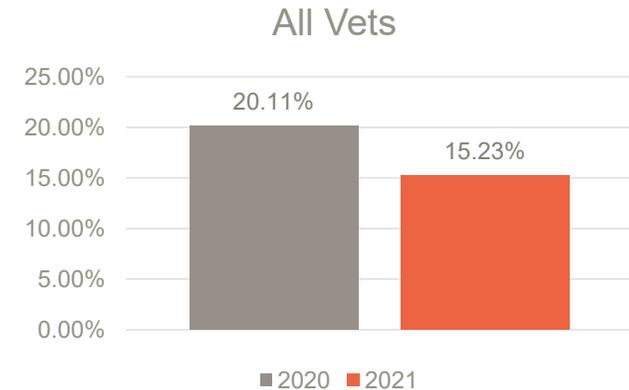
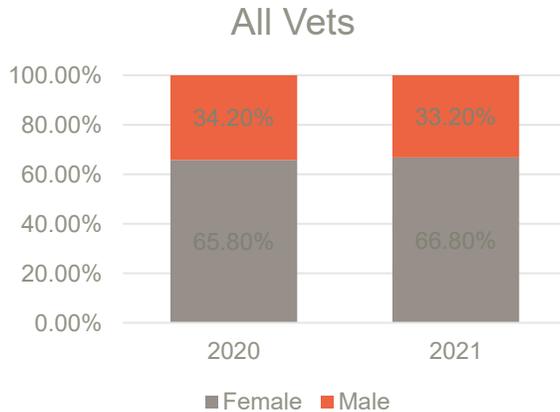
All colleagues	Female	Male	Gap
Mean	£13.92	£21.71	35.87%
Median	£11.06	£18.93	41.59%
Pound	£0.64	£1.00	



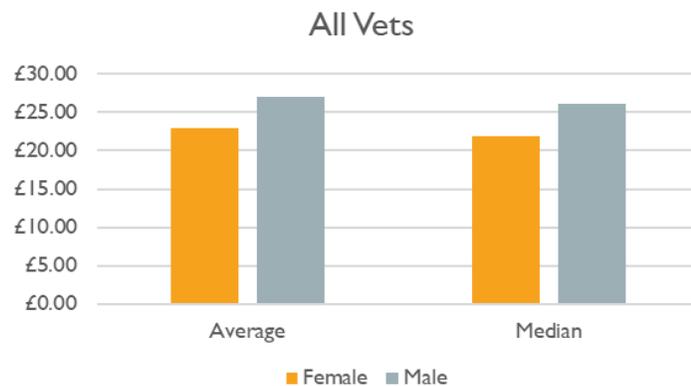
All Vets

Average / median

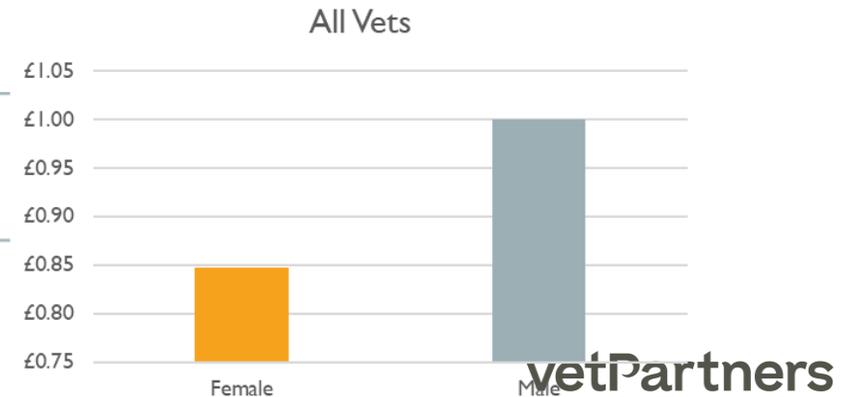
We have conducted a gender pay gap for our “veterinary surgeons including graduates & Clinical directors ” as a whole population as the role accounts for 27.57% of our workforce. The role has a 66% female gender mix. This data shows that we have a much smaller differential than the overall company Median of 41% vs Veterinary surgeons median gap of 15%, this is -2.9% vs the national median of 12.1%. Compared to 2020 the average pay gap between our vets reduced by 4.88%



When comparing all vets regardless of years in the industry or seniority our mean pay gap is 15.23% and median gap 16.08%



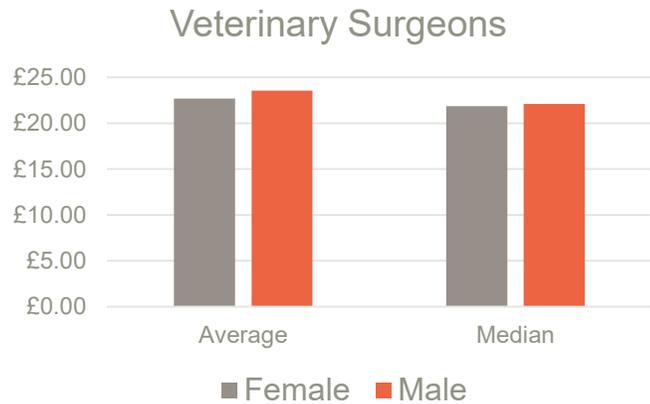
Vets	Female	Male	Gap
Mean	£22.88	£26.99	15.23%
Median	£21.95	£26.16	16.08%
Pound	£0.85	£1.00	



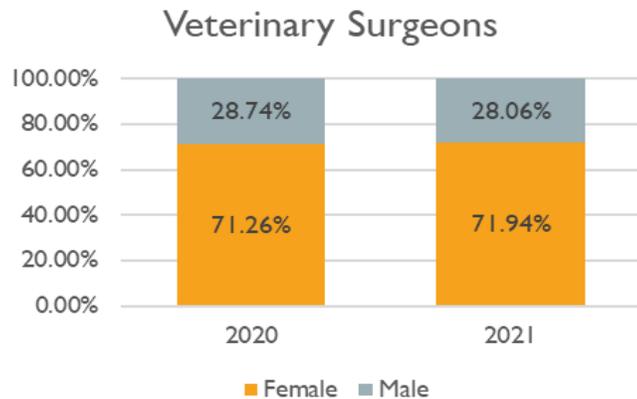
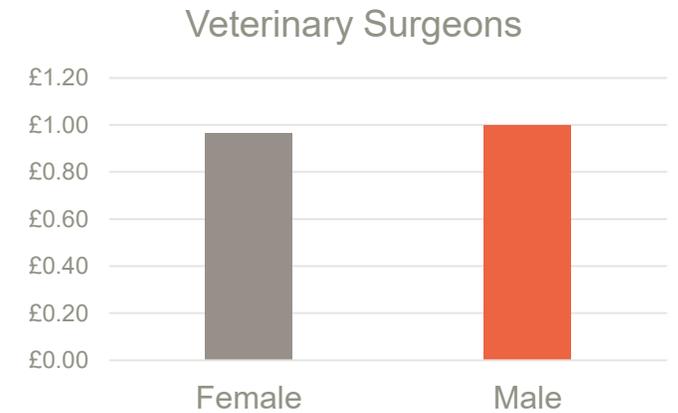
Veterinary Surgeons

Average / median

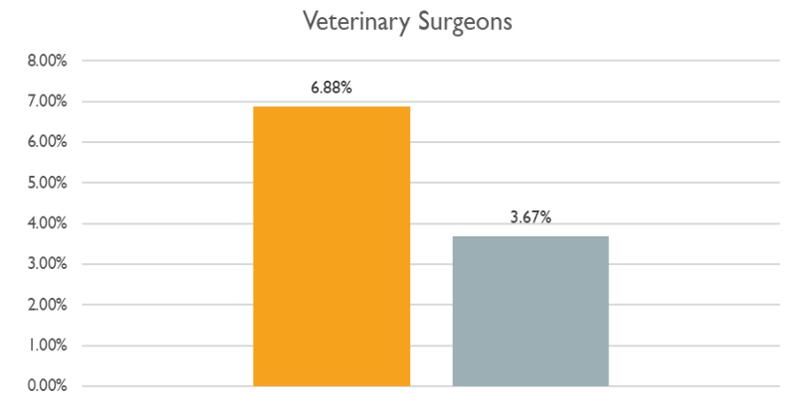
When comparing the vast majority of our veterinary surgeons (excluding new graduates and Clinical Directors) our mean pay gap is 3.67% and median gap 1.17%



Surgeons only	Female	Male	Gap
Average	£22.67	£23.54	3.67%
Median	£21.84	£22.10	1.17%
Pound	£0.96	£1.00	



Compared to 2020 the average pay gap between our vets reduced by 3.21%

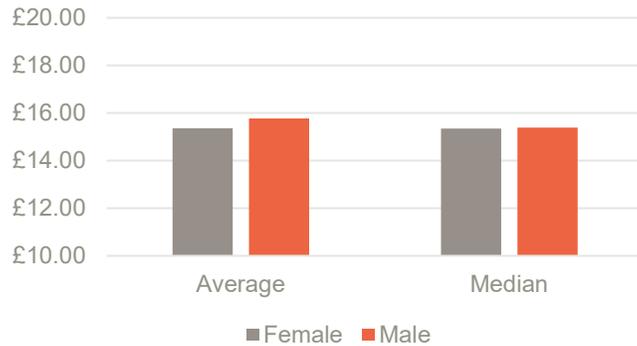


Graduate Vets

Average / median

Our graduate vets are showing a mean pay gap of 2.67% with a median gap of 0.27%

Graduate Vet



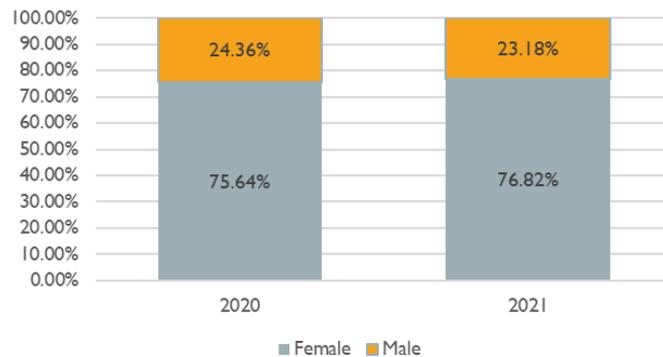
Graduate	Female	Male	Gap
Average	£15.35	£15.77	2.67%
Median	£15.34	£15.38	0.27%
Pound	£0.97	£1.00	

Graduate Vets



Compared to 2021 the average pay gap for graduate vets changed from being in favor of female vet to being in favour of males.

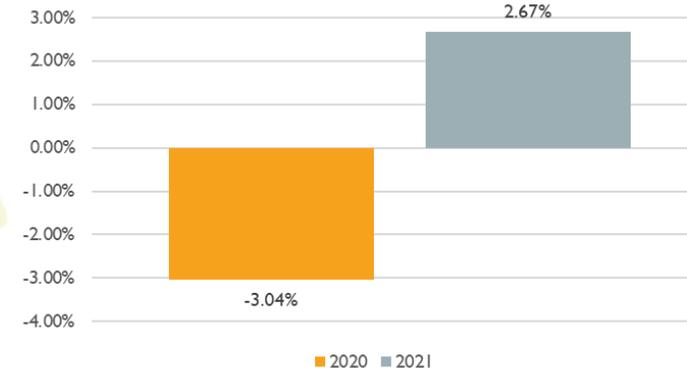
Graduate Vets



When comparing like for like the differences are based on seniority with the longest serving Graduates having higher hourly rates. No difference appears between males and females.



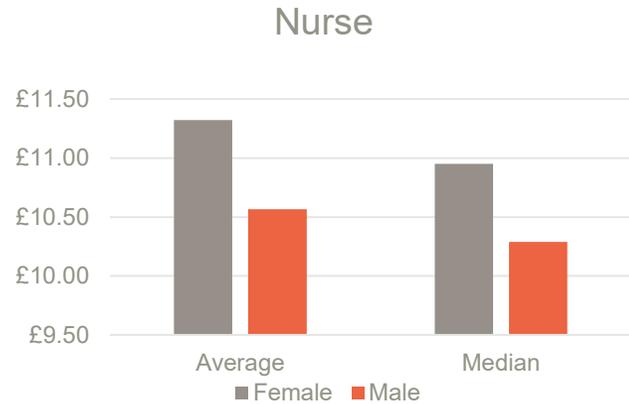
Graduate Vets



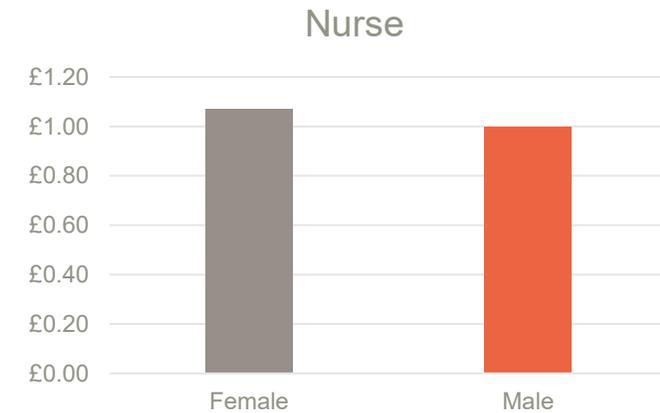
Nurses

Average / median

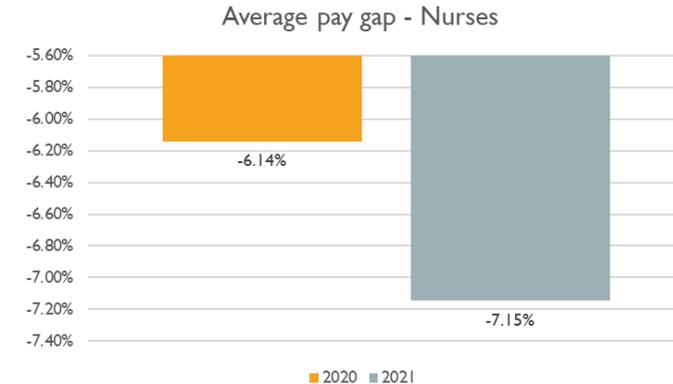
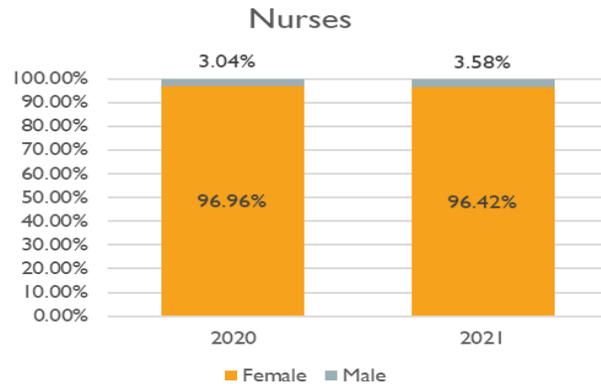
Our mean and median gap for Nurses are still tilted towards our female colleagues with a mean pay gap of -7.15% and a median gap of -6.44%



Nurse	Female	Male	Gap
Mean	£11.32	£10.57	-7.15%
Median	£10.95	£10.29	-6.44%
Pound	£1.07	£1.00	



Compared to 2020 the average pay gap tilted towards females by an extra 1.01%



Reception Team

Average / median

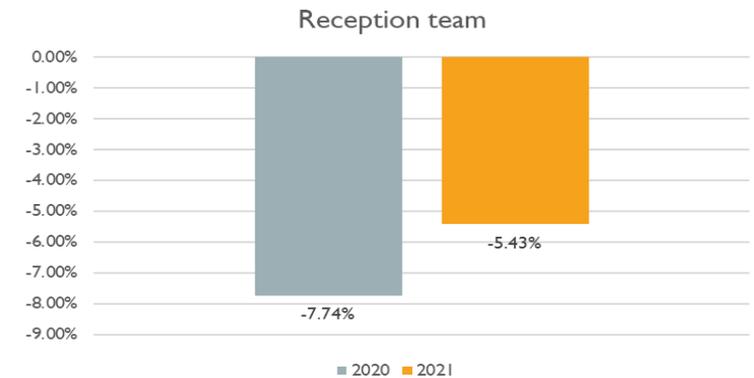
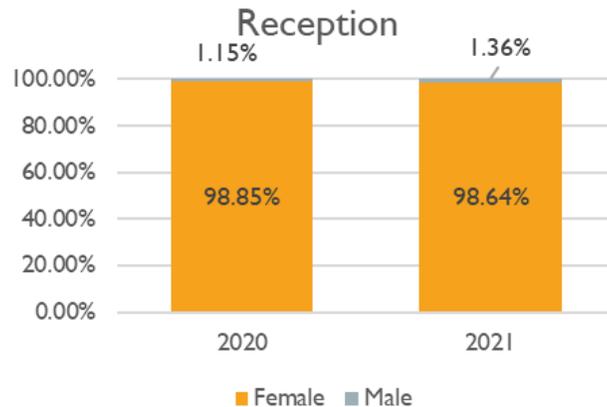
Reception team colleagues have a -5.43% pay gap in favor of female colleagues on hourly pay and a median of -1.06%



Receptionist	Female	Male	Gap
Average	£9.71	£9.21	-5.43%
Median	£9.30	£9.20	-1.06%
Pound	£1.05	£1.00	



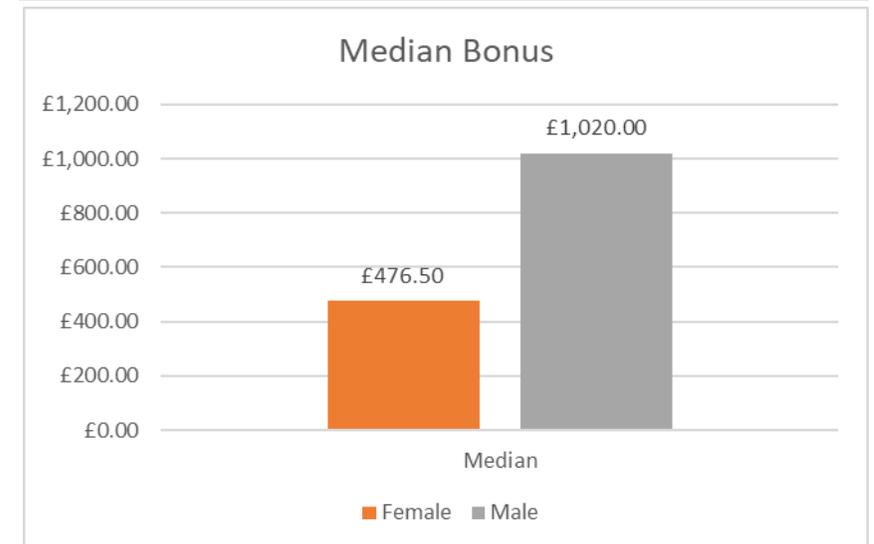
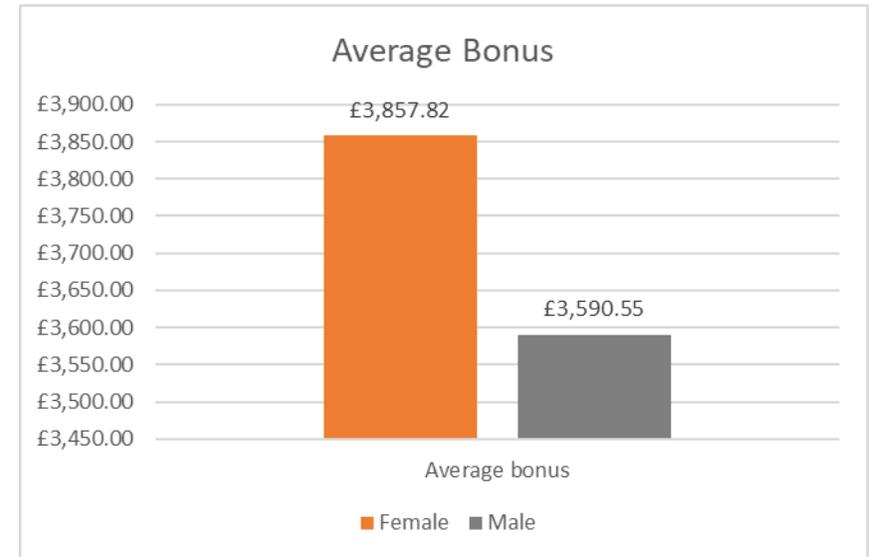
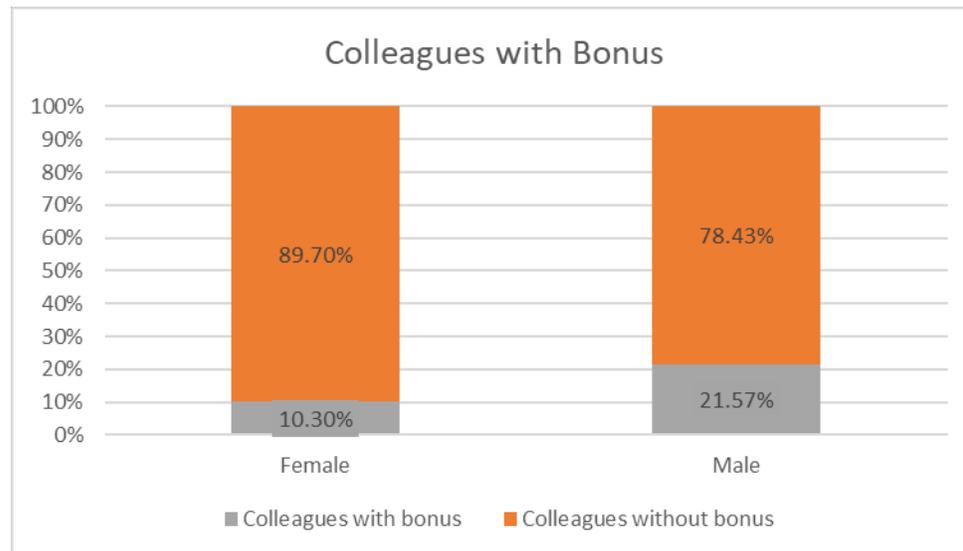
Compared to 2020 the average pay gap for reception colleagues reduced by 2.31%



Bonus 2021



184 females received a bonus vs 55 males. Mean average bonus was 7% in favour of Females.



What does it all mean?

- VetPartners pay gap is still larger than the national pay gap due to historical factors but as the data shows the steps taken to reduce the gap are working.
- We are seeing movement in our quartiles with more female colleagues joining the upper quartile compared to last year.
- Our median gap has reduced from 48% to 41% in favour of our male colleagues while it is still higher than the national pay gap of 12.1%, it shows encouragement and the commitment that VetPartners has to closing the historical gap.
- Our mean gap also reduced by 6% from 41% to 35%.
- Compared to 2020 the average pay gap between our overall Veterinary surgeon population inclusive of Graduates and Clinical Directors reduced by 4.88%



Our commitment to closing the gender pay gap

- In June 2021 we enhanced our policy for maternity, paternity and adoption leave and benefits which has proved a great benefit and support for all our colleagues, also incentivizing colleagues to return from Maternity leave with a 5% return to work award. We continued to encourage flexible working and to improve the opportunities for women returning from maternity leave.
- We have continued to externally industry benchmark salaries and focus on pay ranges creating a transparent approach to pay and reward. This will enable our leaders and employees to understand where salaries are within the range and encourages a more consistent approach to base pay. In April 2021, we applied greater scrutiny to the annual pay review, especially in terms of performance and pay differentials between men and women and applied a second annual salary review in October 21 for our Vets and Nurses.
- We continued investment in our Learning, and Development team which has been directed towards clinical and non-clinical training including apprenticeship programs. Our veterinary graduate program goes from strength to strength
- Work has continued on the development of more varied and flexible career pathways to improve the opportunities for all employees, including those wanting to develop into senior roles.
- We also increased appointments into Business Development Director to a gender split of 41% female roles, alongside Clinical Director roles.
- We have increased female representation at a senior level within VetPartners with 55% of Directors being female in our Senior leadership team.
 - As part of our positive approach towards equality, diversity and inclusion, we have continued to make considerable efforts to improve well-being at work and mental health support, for example all practice leaders are given the opportunity to attend a Mental health champions course.

