

# 2022 VetPartners Gender pay gap

Our Journey together  
Combined report for the organisation ,  
VPL,VPPL,VPPL2, Westway's.  
(all legal entities with 250 headcount)



# 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 2022. Since April 2017, all companies with more than 250 colleagues are required to provide these statistics. This report illustrates our gender pay position and 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 42%, the UK's gender pay gap in April 2022 was a median 9.71%.

***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 in 2022 over 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 gap and I am proud that the senior management team leading this organisation are an equal balance of genders.***

Our gender pay gap statistics are not where we want them to be and, in line with the rest of the profession, we have challenges to address in this area and we are committed to doing that.

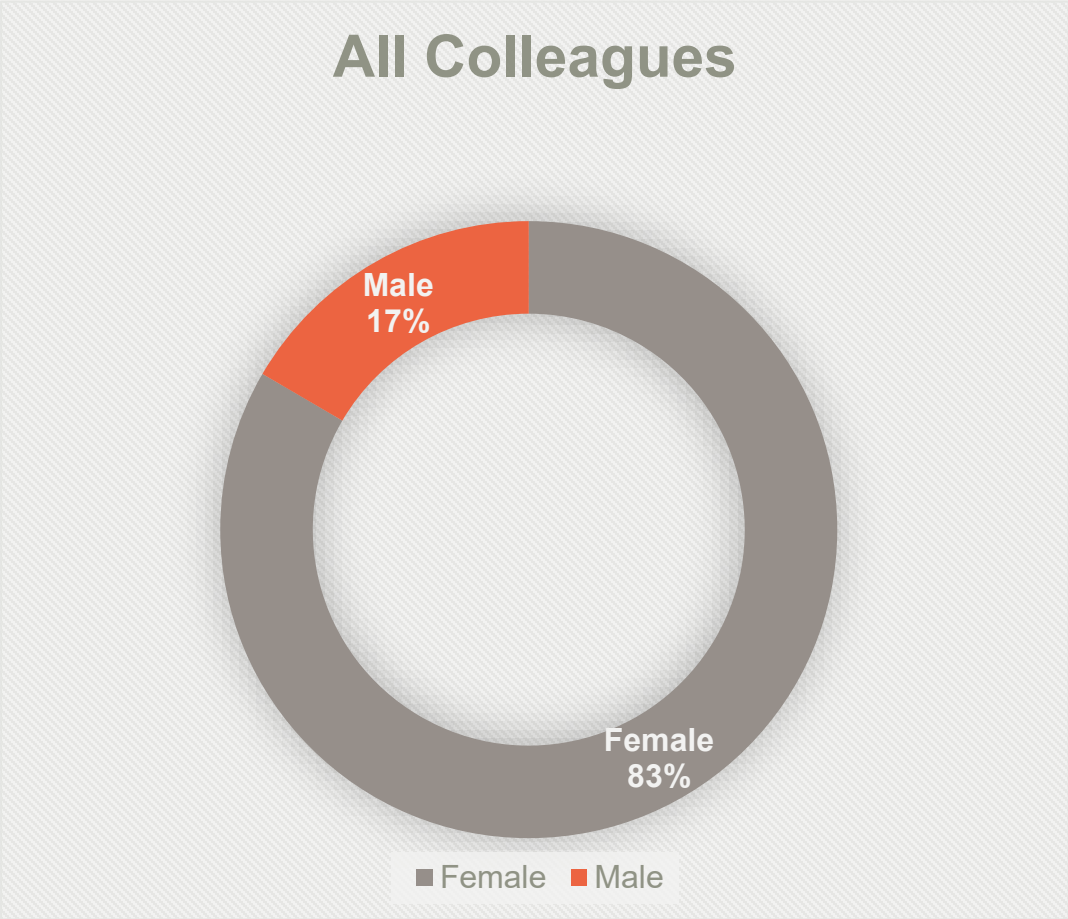
Jo Malone

Chief Executive officer

VetPartners

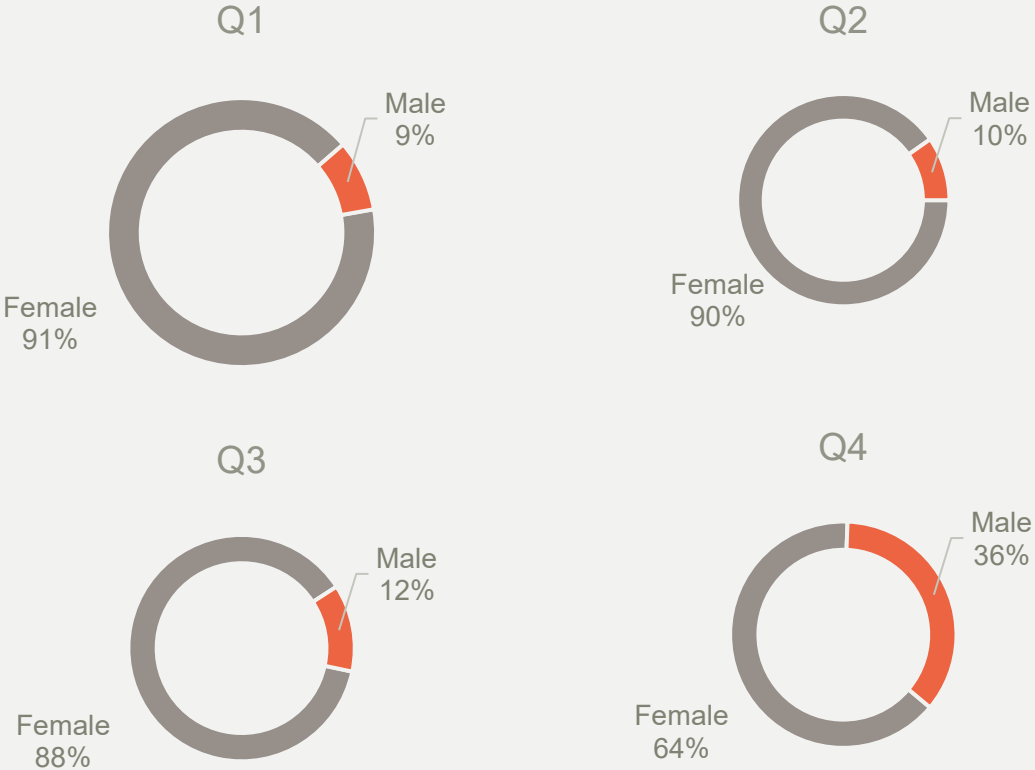
# Gender pay gap 2022 - Demographics

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



*Our gender split is shown besides, and it is relative to the veterinary sector with a significantly higher number of females employed vs males showing that we rely overwhelmingly on women, and this is reflected in the profession as a whole.*

# Gender pay gap 2022 - **Quartile distribution**



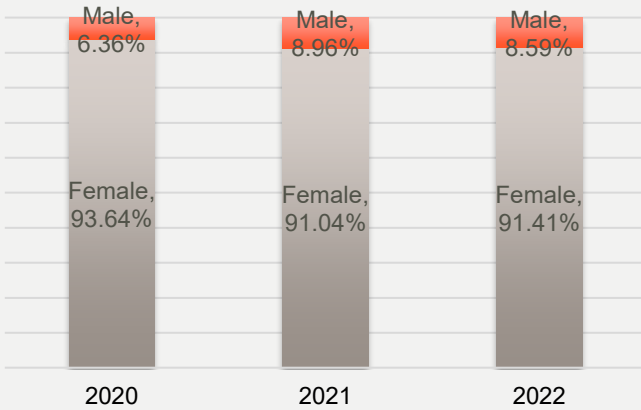
*These charts show the proportion of males and females across VetPartners in four equally sized groups, sorted by level of pay.*

*This data shows that there are a significantly higher number of female colleagues in all four quartiles. This demonstrates that there are a higher proportion of females in less senior roles such as customer care, reception and nurses.*

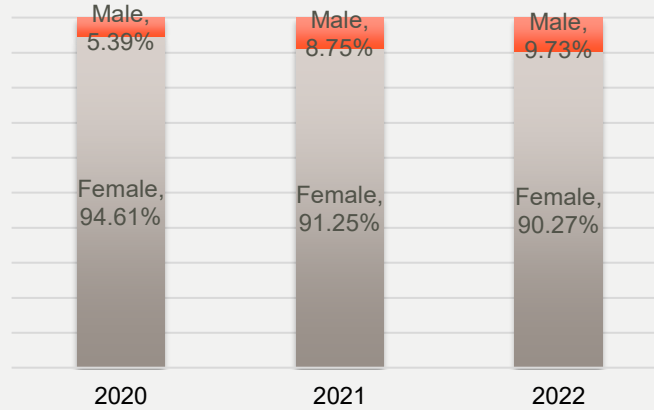
*The upper quartiles shows a higher mix of males than in the lower three quartiles.*

# Gender pay gap 2022 - **Quartile distribution**

## First Quartile

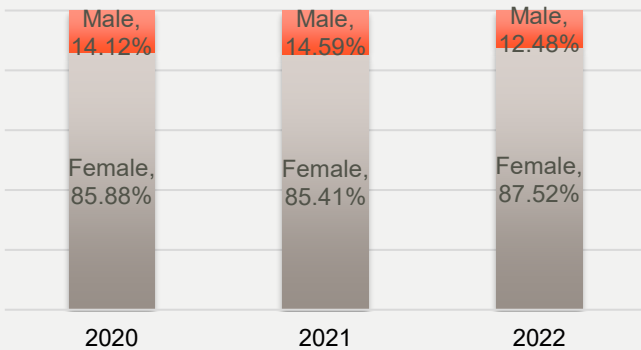


## Second Quartile

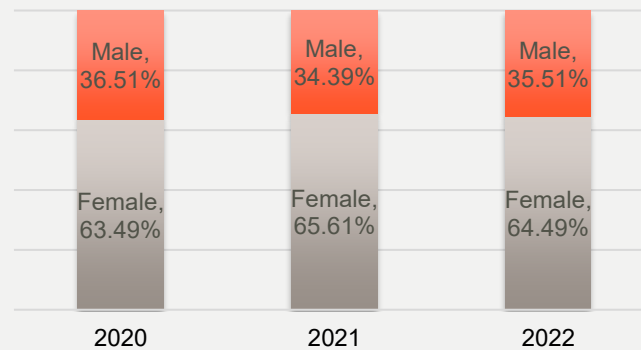


*Comparing this years data to 2020/2021 it is encouraging to see a small increment of male colleagues in our lower quartiles while we see an increase of females in the higher quartiles.*

## Third Quartile



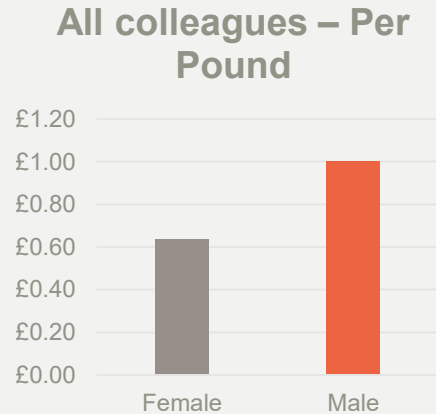
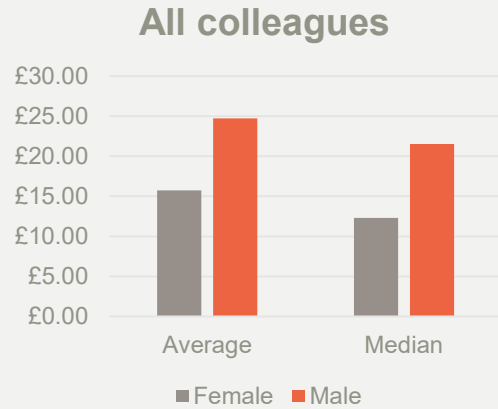
## Forth Quartile



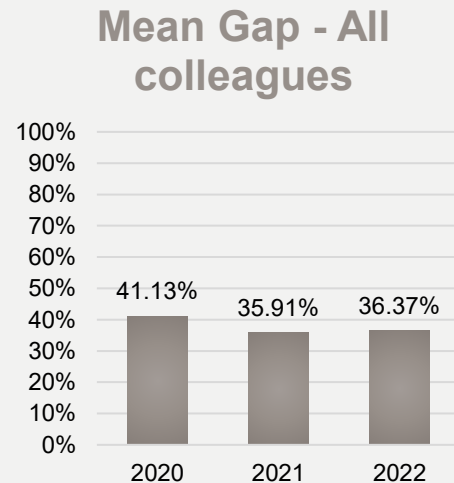
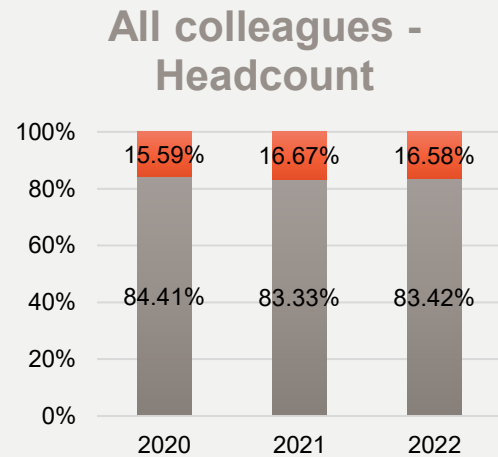
*Senior generation of the sector transitioning to retirement and being backfilled by our female dominated workforce into a more representative divide.*

# Gender pay gap 2022 - All colleagues

## Average / median



All colleagues	Female	Male	Gap
Average	£15.72	£24.71	36.37%
Median	£12.32	£21.54	42.80%
Pound	£0.64	£1.00	

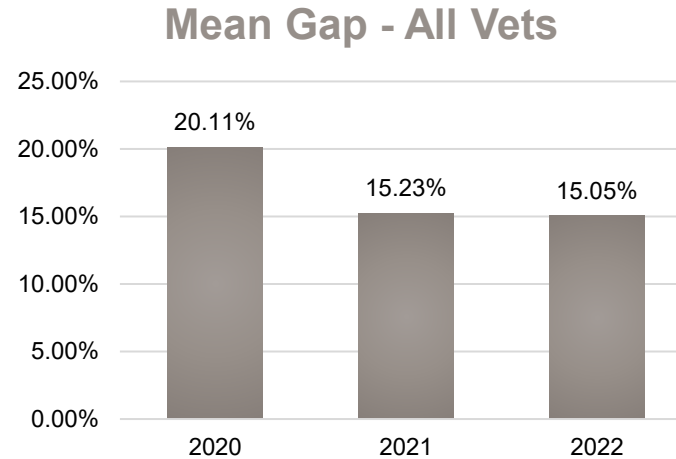
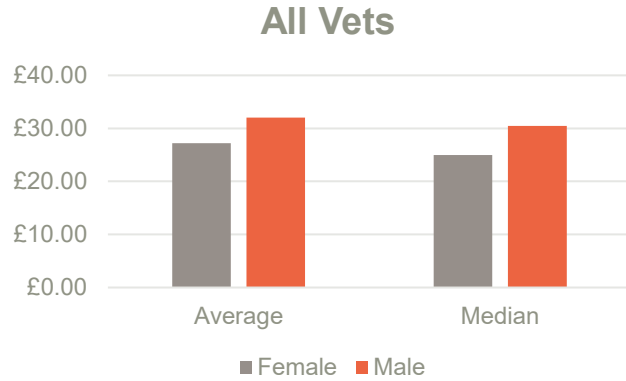


*Our mean and median gap remain tilted towards our male colleagues with a mean pay gap of 36.37% and a median gap of 42.80%*

*While VetPartners pay gap remains significant, it is encouraging to see that it has remained stable compared to last year with a significant decrease of 4.79% from 2020.*

# Gender pay gap 2022 -All Veterinary surgeons

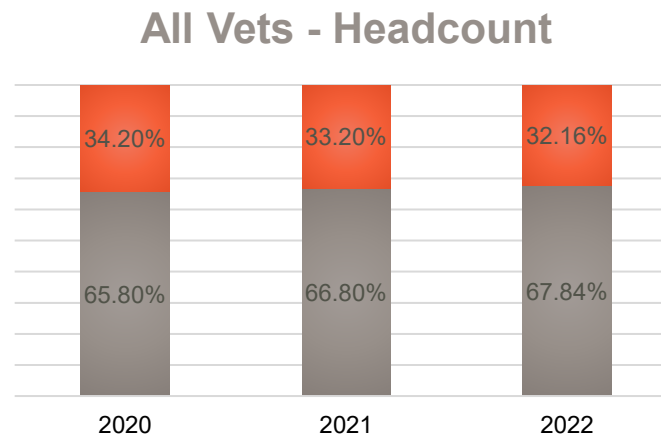
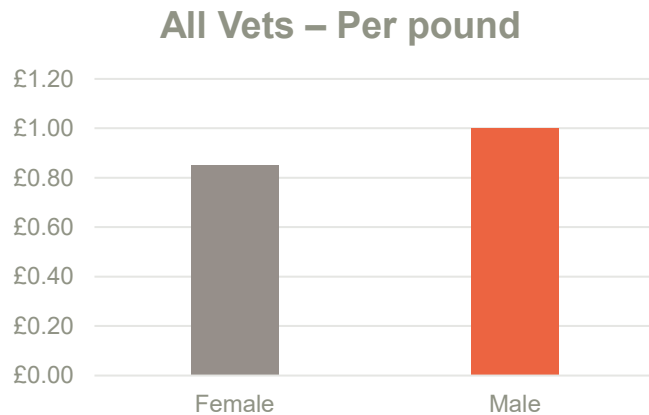
Average / median



All Vets	Female	Male	Gap
Average	£27.20	£32.02	15.05%
Median	£24.97	£30.48	18.08%
Pound	£0.85	£1.00	

*When comparing all vets regardless of years in the industry or seniority our mean pay gap is 15.05% and median gap 18.08%*

*We have conducted a gender pay gap for our “veterinary surgeons including graduates & Clinical directors” as a whole population as the role accounts for 29% of our workforce. The role has a 67.84% female gender mix. This data shows that we have a much smaller differential than the overall company Median of 42% vs Veterinary surgeons median gap of 15%, this is -5.29% vs the national median of 9.71%. Compared to 2021 the average has reduced by 0.18% and vs 2020 the average pay gap between our vets reduced by 5.06%.*

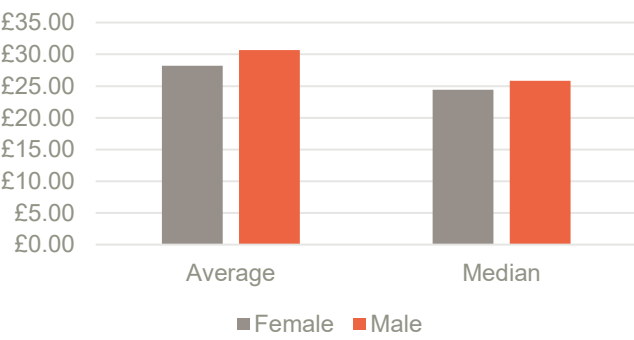


# Gender pay gap 2022 - **Veterinary surgeons**

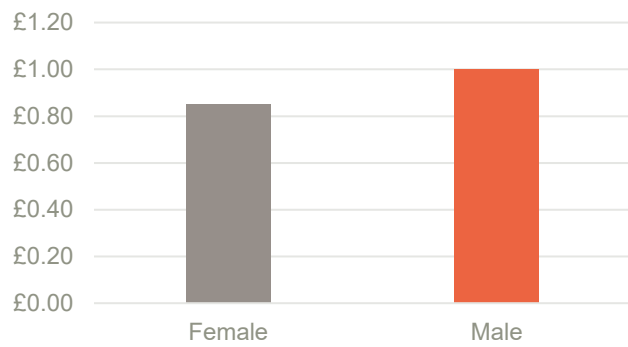
(excluding new graduates and Clinical Directors)

Average / median

**Vet. Surgeons**

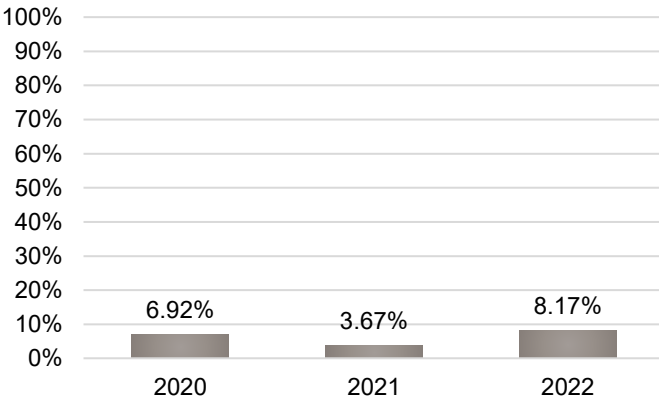


**Vet. Surgeon – Per Pound**

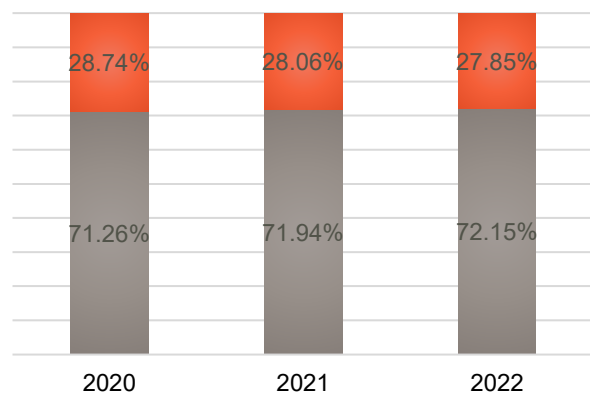


Surgeons only	Female	Male	Gap
Average	£28.18	£30.69	8.17%
Median	£24.40	£25.85	5.59%
Pound	£0.92	£1.00	

**Mean Gap - Surgeons**



**Surgeons - Headcount**



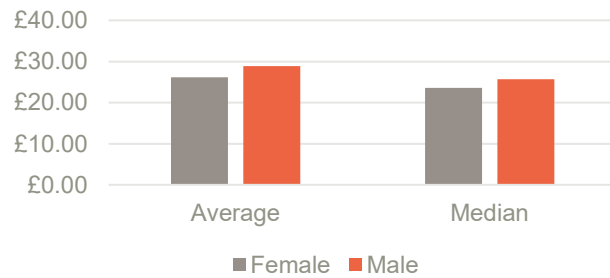
*When comparing veterinary surgeons (excluding new graduates and Clinical Directors) our mean pay gap is 8.17% and median gap 5.59%*



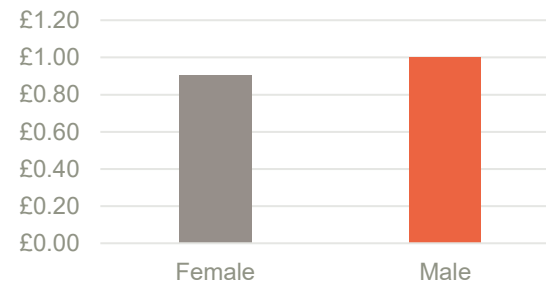
# Gender pay gap 2022- **Veterinary surgeons** - under 45 vs over 45 years old.

## Average / median

Vets under 45



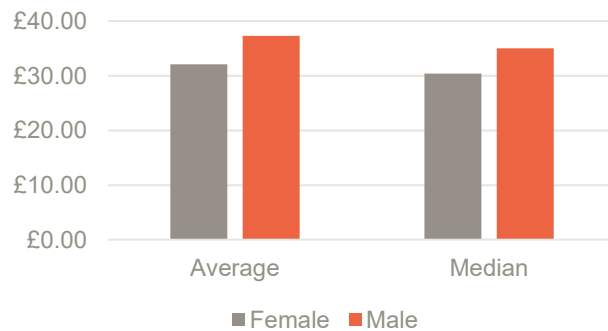
Vets under 45 – Per Pound



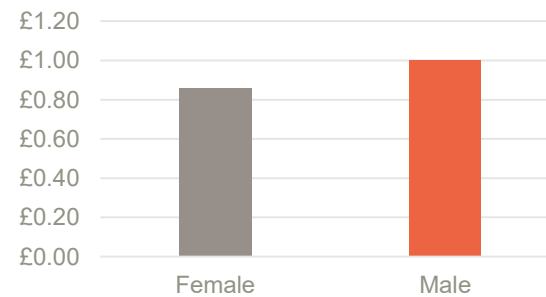
Vets under 45	Female	Male	Gap
Average	£26.20	£28.91	9.37%
Median	£23.56	£25.70	8.34%
Pound	£0.91	£1.00	

*If we compare our vets based on seniority, we can see that our pay gap significantly smaller for under 45s .*

Vets over 45



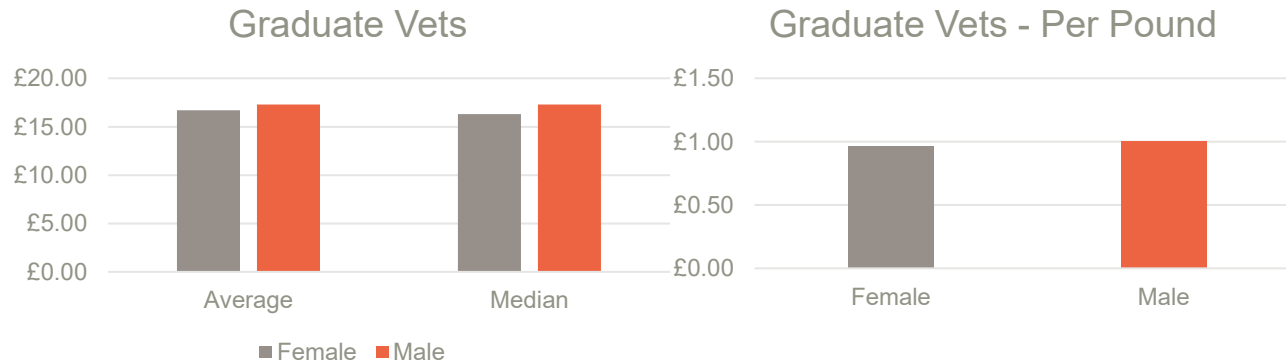
Vets over 45 – Per Pound



Vets over 45	Female	Male	Gap
Average	£32.11	£37.33	13.99%
Median	£30.43	£35.05	13.18%
Pound	£0.86	£1.00	

# Gender pay gap 2022 - Graduate vets

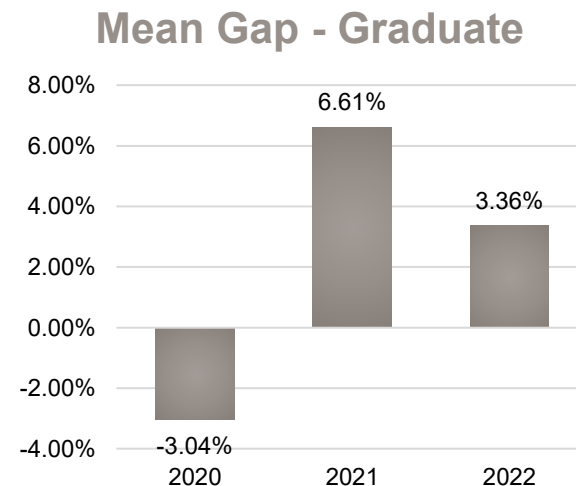
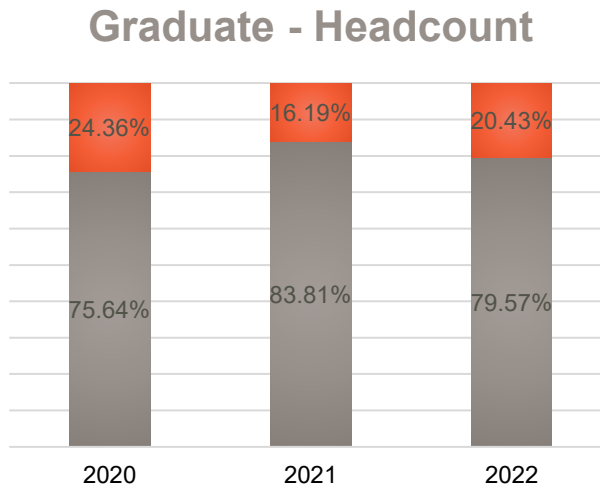
## Average / median



Graduate	Female	Male	Gap
Average	£16.72	£17.30	3.36%
Median	£16.31	£17.31	5.76%
Pound	£0.97	£1.00	

*Our graduate vets are showing a mean pay gap of 3.36% with a median gap of 5.76%*

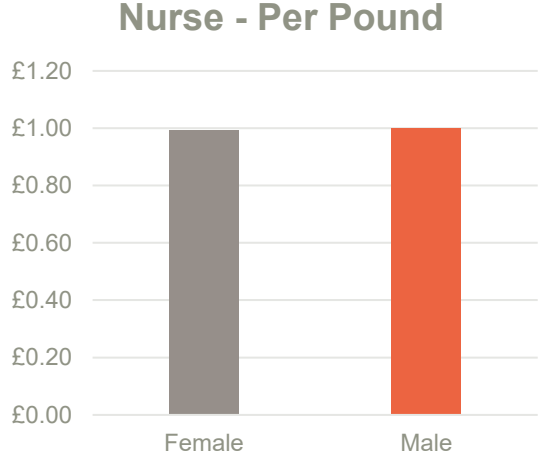
*We are pleased that compared to 2021 the average pay gap for graduate vets reduced by 3.25%*



*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.*

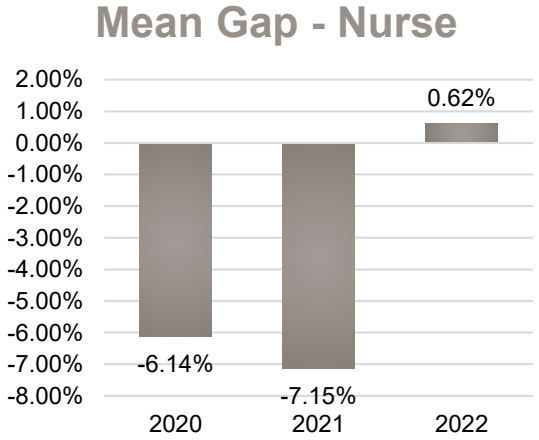
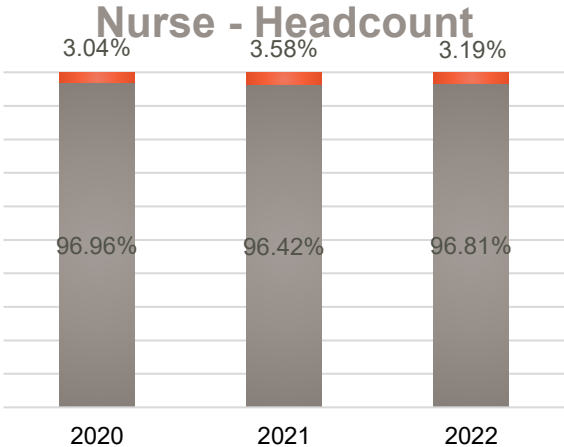
# Gender pay gap 2022 - Nurses

## Average / median



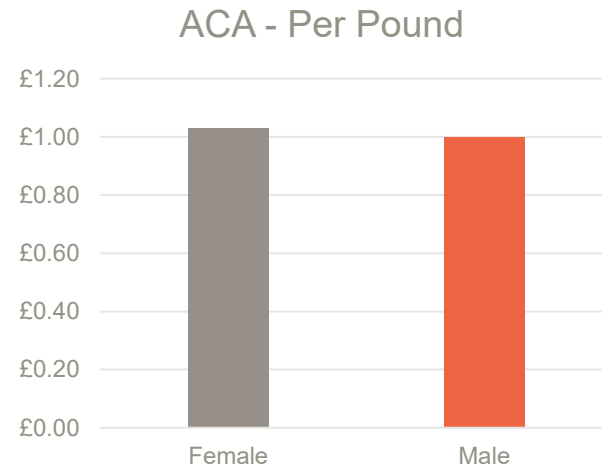
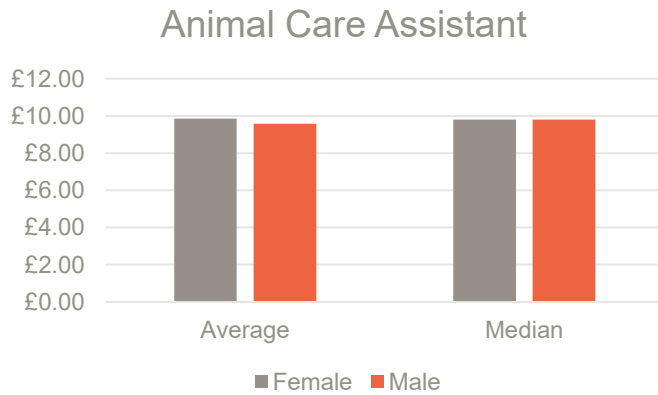
Nurse	Female	Male	Gap
Average	£13.04	£13.12	0.62%
Median	£12.74	£12.10	-5.31%
Pound	£0.99	£1.00	

*Our mean gap for Nurses has changed towards a more neutral stance with a Gap of 0.62% The median pay gap is still slightly in favour of our female colleagues by 5.31%*



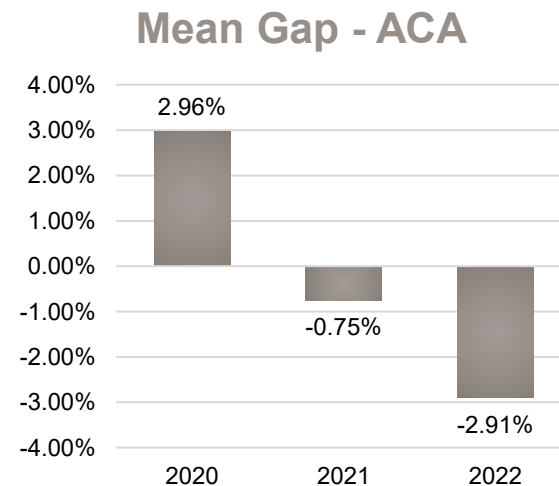
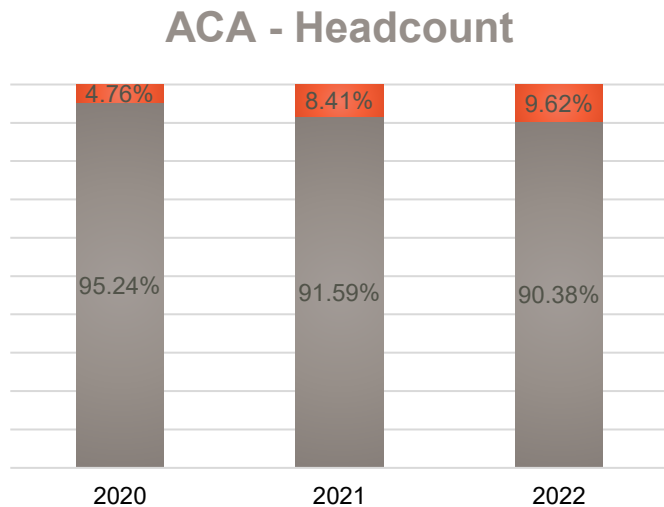
# Gender pay gap 2022 - Animal Care Assistant

## Average / median



Animal Care	Female	Male	Gap
Average	£9.85	£9.57	-2.91%
Median	£9.80	£9.80	0.00%
Pound	£1.03	£1.00	

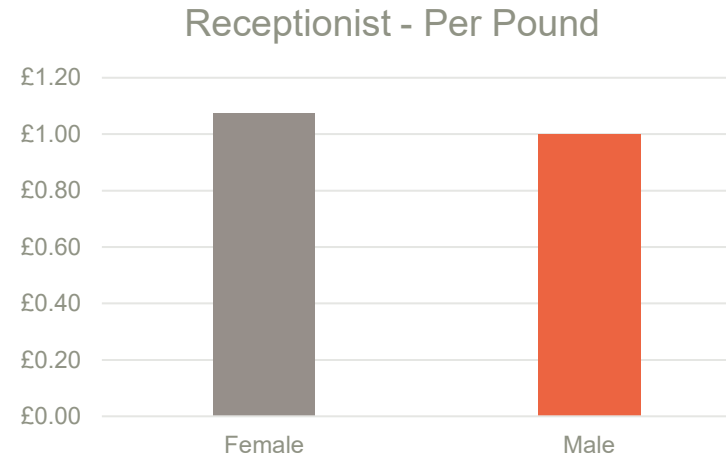
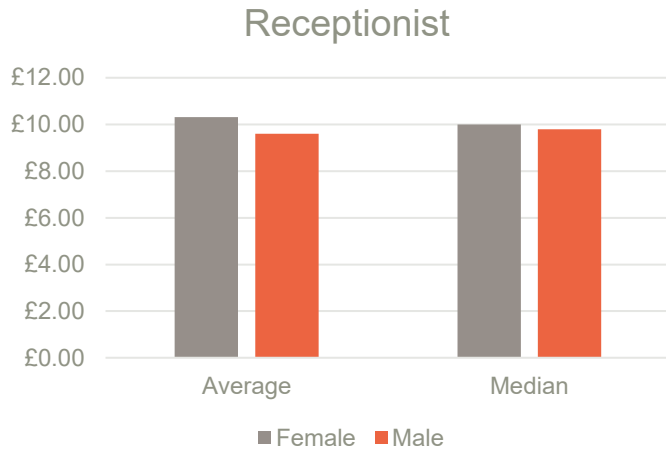
*Our mean and median gap for Animal Care Assistants are tilted towards our female colleagues with a mean pay gap of -2.91% and a median gap of 0%*



*Compared to 2021 the average pay gap increased by -2.91% towards females.*

# Gender pay gap 2022 - Receptionists

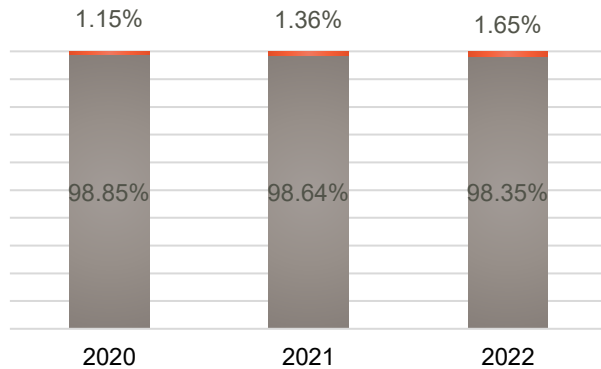
## Average / median



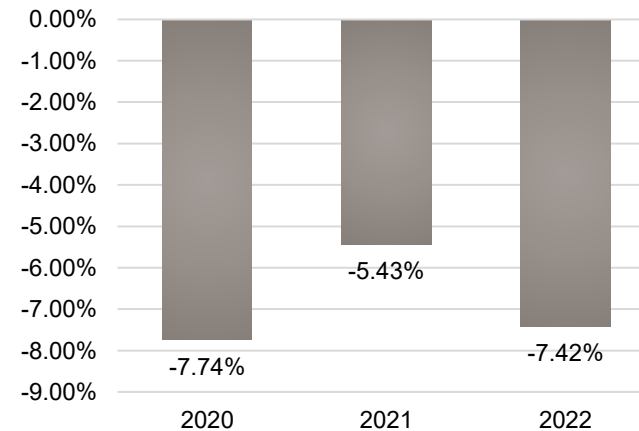
Receptionist	Female	Male	Gap
Average	£10.32	£9.60	-7.42%
Median	£10.00	£9.80	-2.04%
Pound	£1.07	£1.00	

*Reception team colleagues have a -7.42% pay gap in favor of our female colleagues taking the lead on hourly pay, and a median of -2.04%*

### Receptionist - Headcount



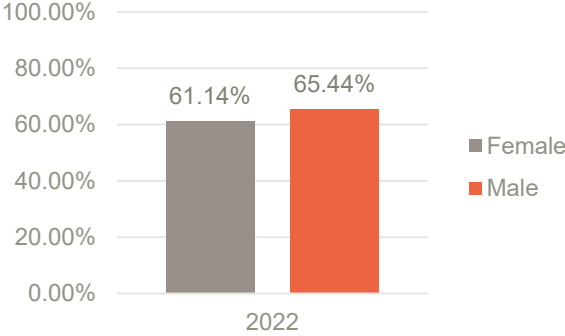
### Mean Gap - Receptionist



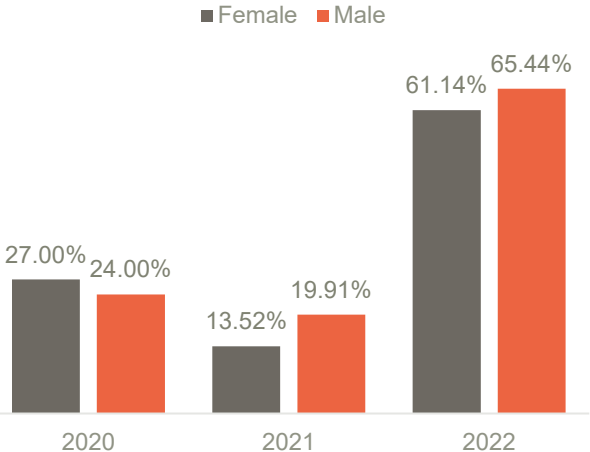
*Compared to 2021 the average pay gap for reception colleagues increased by 1.99%*

# Gender pay gap 2022-Bonus

Colleagues receiving bonus



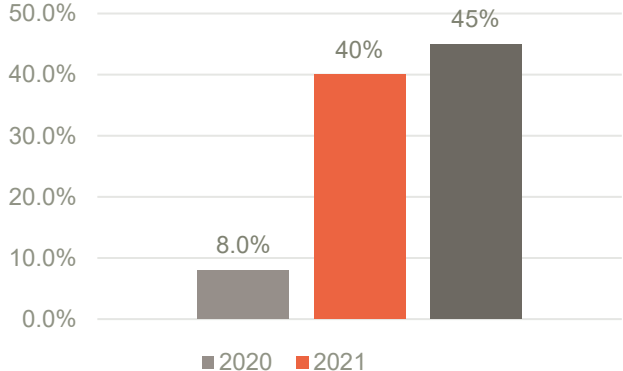
Receiving Bonus



Median Bonus



Median Gap



*In 2022, 1397 females received a bonus vs 218 males.*

## Gender pay gap 2022 – 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. While VetPartners pay gap remains significant, it is encouraging to see that it has remained stable compared to last year with a significant decrease of 4.79% from 2020.
- We are seeing movement in our quartiles with more female colleagues joining the upper quartile compared to last year and more males joining the lower quartiles .
- Compared to 2021 the average pay gap between our overall Veterinary surgeon population inclusive of Graduates and Clinical Directors reduced by 0.18%, and vs 2022 it has reduced by 5.6%
- Comparing our Graduate vets , the like for like differences are based on seniority with the longest serving Graduates having higher hourly rates, no difference appears between males and females.
- *Our mean gap for Nurses has changed towards a more neutral stance with a Gap of 0.62%  
The median pay gap is still slightly in favour of our female colleagues by 5.31%*



# Our commitment to closing the gender pay gap

- *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 2022, 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 22 for our colleagues.*
- *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 50% 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.*