

2023 VetPartners Gender pay gap

Our Journey together
Combined report for the organisation ,
VPL,VPPL,VPPL2, Westway's,
Goddard's.



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 2023. Since April 2017, all companies with more than 250 colleagues are required to provide these statistics. 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 Mean gender pay gap is 34.61% This is an improvement of 1.76% on prior year. Our Median gap is 40% an improvement of 2% on the prior year. The UK's gender pay gap in April 2023 was a median 14.3% and mean gap of 7.7%.

*The gender balance of the veterinary profession has changed dramatically over the last 30 years and woman account for almost 70% of our practicing veterinary surgeons. This percentage is likely to continue to increase as almost 80% of students enrolling in veterinary degrees courses are female. Clinical directors are senior veterinary surgeons who manage the practices from an operational perspective, the gender diversity for this group is more aligned to the gender balance of Veterinary students 25 years ago. **Our veterinary surgeons who have graduated since 2000 have a median pay gap of 2%. Animal care assistant, Receptionists & Nurses roles account for 52% of the workforce, within these roles there is either no median gender pay gap, or the gap is in favor of females. 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. VetPartners strive to be a great place to work for all our colleagues.***

Our gender pay gap statistics have improved in the past year, however, 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. We have a much larger proportion of females in the lower paid roles which heavily influences our overall gender pay gap. We will be working on addressing this as well as ensuring there is no bias in the higher paid roles.

Jo Malone

Chief Executive officer

VetPartners

Signatures of the directors

Jo Malone

Mark Stanworth

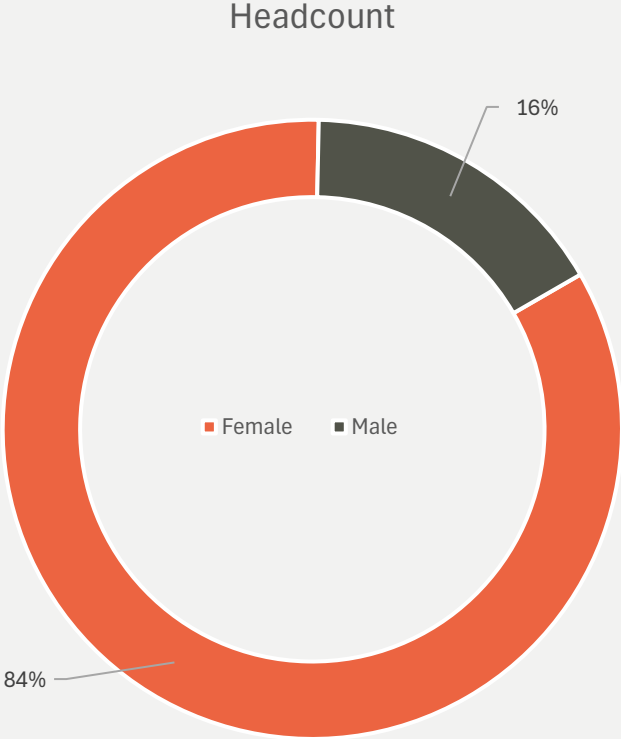
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The image shows two handwritten signatures. The top signature is in black ink and appears to be 'Jo Malone'. The bottom signature is in blue ink and appears to be 'Mark Stanworth'.

vetPartners

Gender pay gap 2023 - Demographics

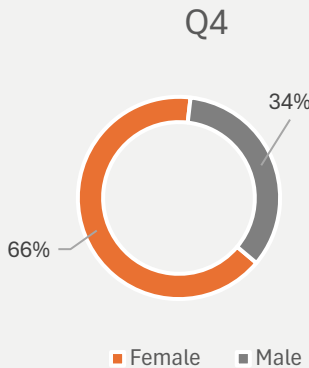
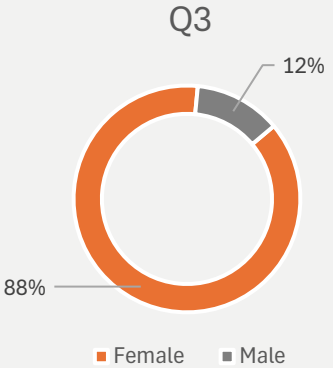
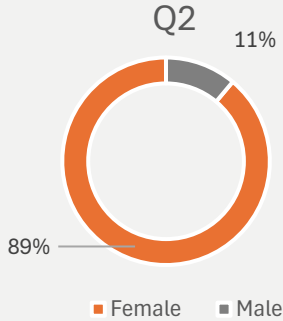
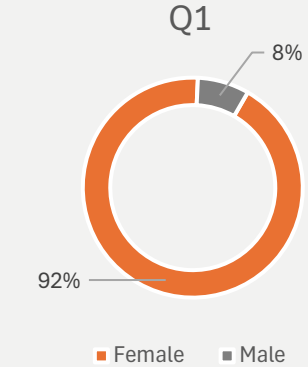
All our UK based Colleagues are included in the calculation, not included are our international colleagues.



Our gender split is shown in the graphic, and it is relative to the veterinary sector, which relies overwhelmingly upon female employees for its workforce.

Woman take up most roles in the organization, Nurses, receptionists, animal care assistants and 69% of veterinary surgeons, this is reflected in the profession as a whole. In 2023 the proportion of our female employees increased by 1%.

Gender pay gap 2023 - Quartile distribution



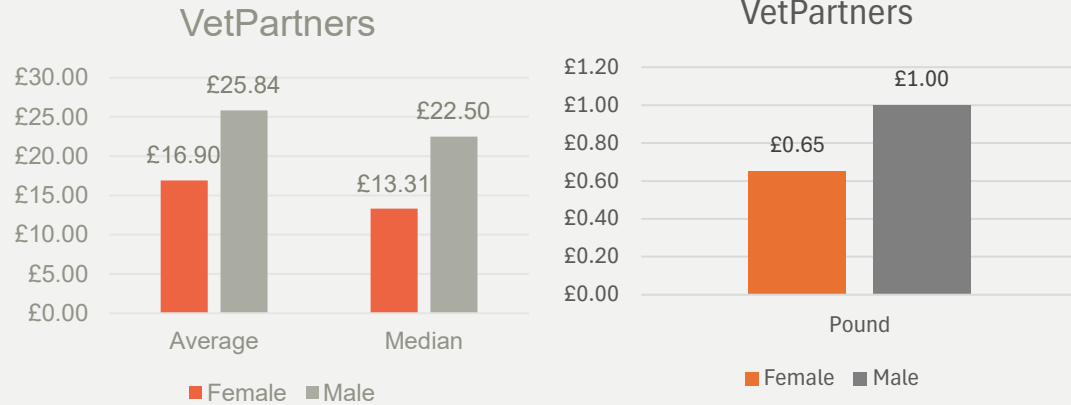
These charts show the proportion of males and females across VetPartners in four equally sized groups, sorted by level of pay, Q1 being the lowest paid, Q4 being the highest paid.

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 fourth quartile shows a higher mix of males than in the lower three quartiles, however this has decreased by 2% vs 2022.

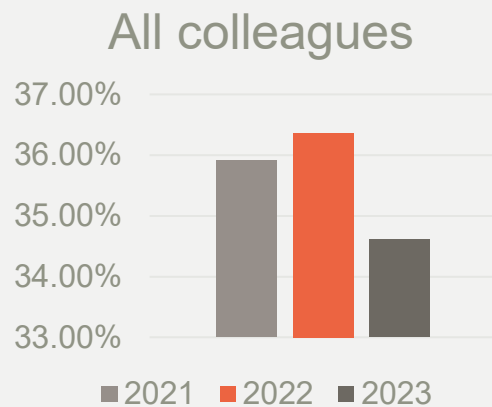
Gender pay gap 2023 - All colleagues

Average / median



Our mean and median gap remain tilted towards our male colleagues with a mean pay gap of 34.61% closing the gap by 1.76% since 2022 and a median gap of 40.84% closing the gap by 2% since 2022.

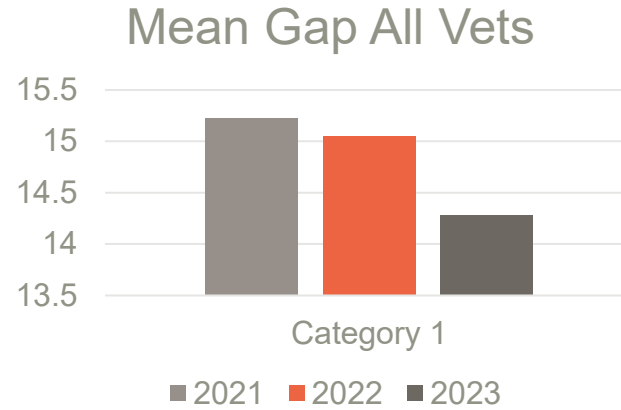
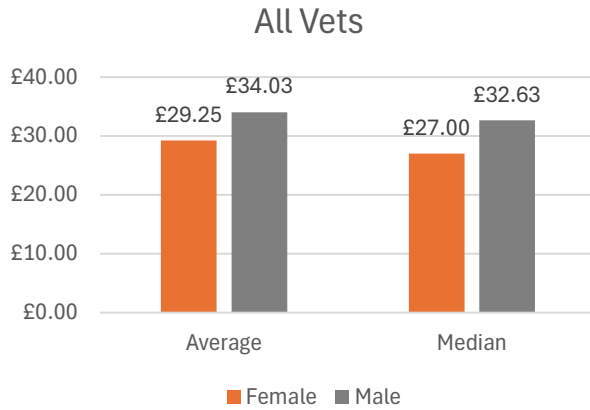
While VetPartners pay gap remains significant, it is encouraging to see that we are closing the gap year on year.



	Average	Median	Pound
Female	£16.90	£13.31	£0.65
Male	£25.84	£22.50	£1.00
Paygap	34.61%	40.84%	34.61%

Gender pay gap 2023 -All Veterinary surgeons

Average / median



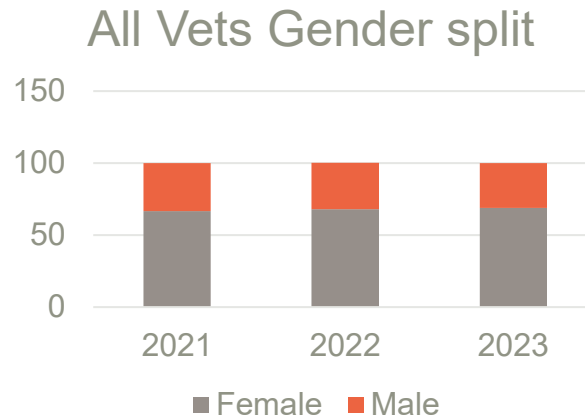
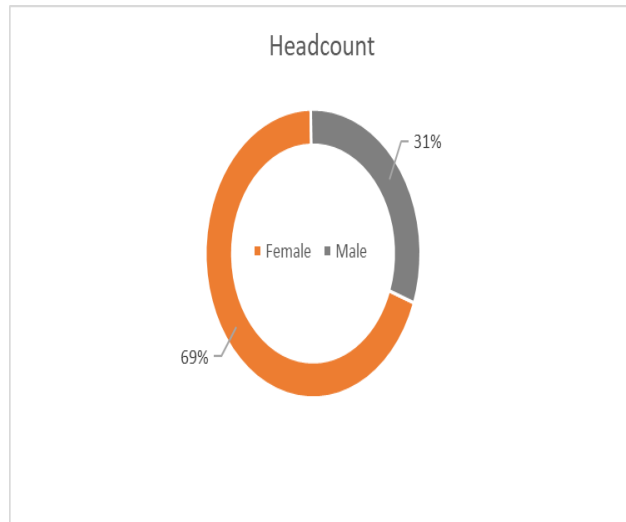
	Average	Median	Pound
Female	£29.25	£27.00	£0.86
Male	£34.03	£32.63	£1.00
Paygap	14.06%	17.26%	14.06%

When comparing all vets regardless of years in the industry or seniority our mean pay gap is 14.06% this has improved by 1% since 2022 and median gap 17.26% an improvement of 0.86% on last year.

We have conducted a gender pay gap for our “veterinary surgeons including graduates & Clinical directors” as a whole population the role accounts for 29% of our workforce. The role has a 69% female gender mix. The female percentage of Vets has grown by a further 1% year on year.

This data shows that we have a much smaller differential than the overall company Median of 40% vs Veterinary surgeons median gap of 17%.

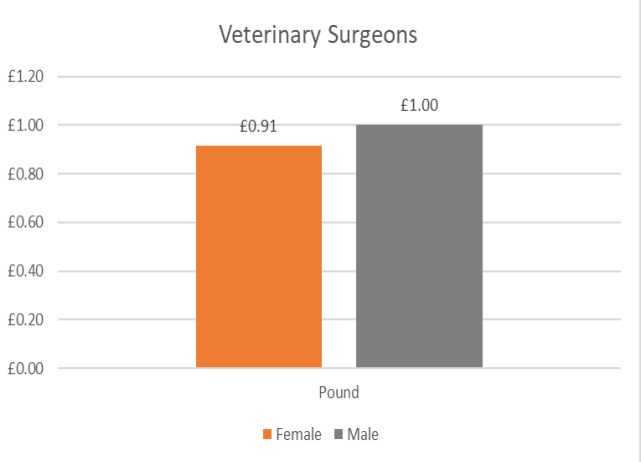
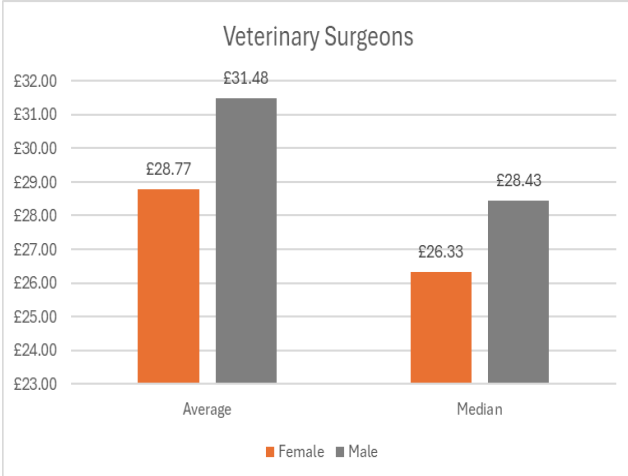
The mean All vets pay gap has closed by 1% and vs 2022 .



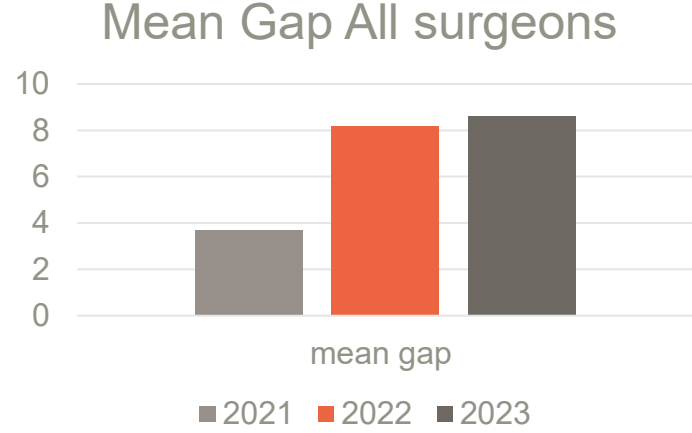
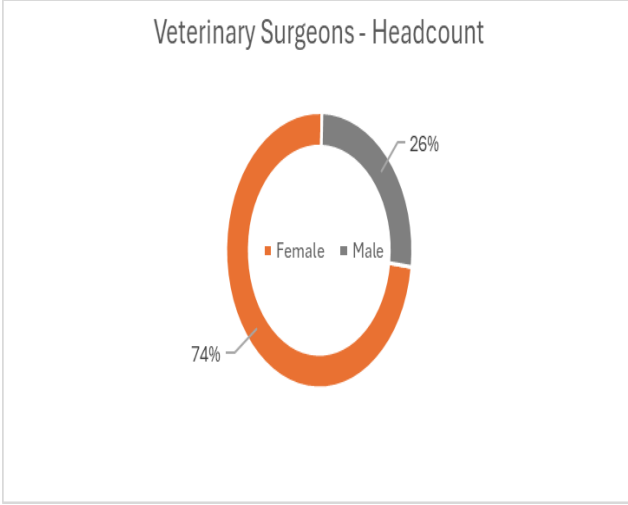
Gender pay gap 2023 - **Veterinary surgeons**

(excluding new graduates and Clinical Directors)

Average / median



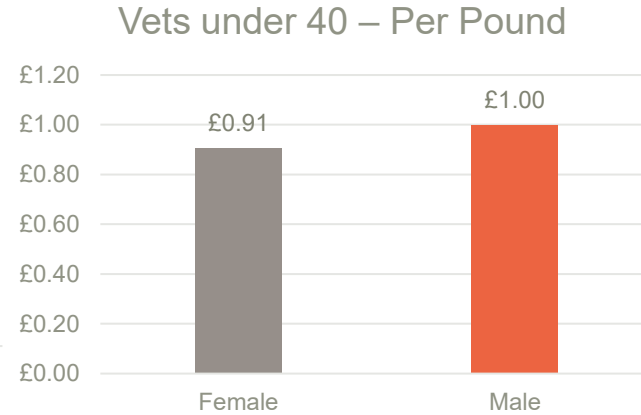
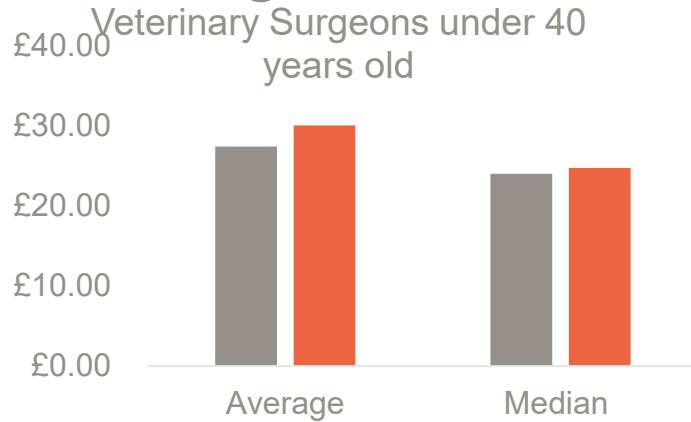
	Average	Median	Pound
Female	£28.77	£26.33	£0.91
Male	£31.48	£28.43	£1.00
Paygap	8.58%	7.39%	8.58%



When comparing veterinary surgeons (excluding new graduates and Clinical Directors) our mean pay gap is 8.58% and median gap 7.39%, removing the outliers shows a truer representation of the veterinary surgeons' gap.

Gender pay gap 2023- **Veterinary surgeons** - under 40 vs over 40s years old.

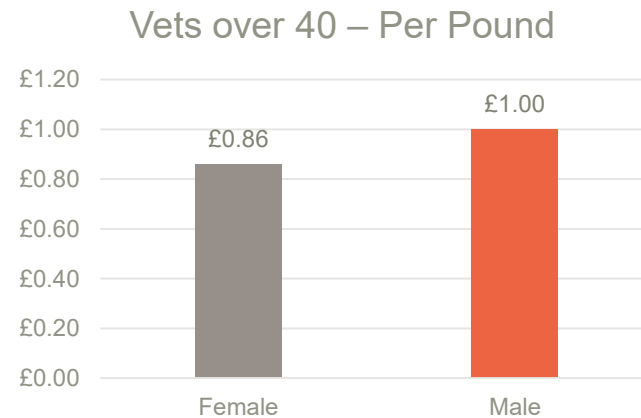
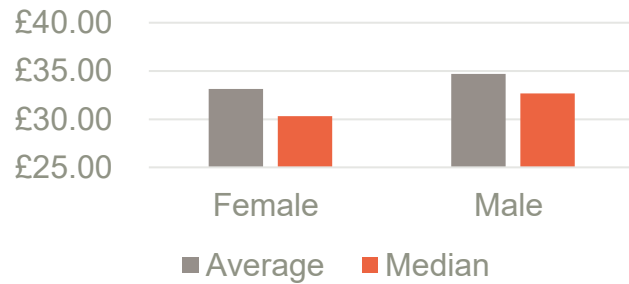
Average / median



Average	<40	>= 40
Female	£27.02	£33.05
Male	£29.26	£34.49
Paygap	7.66%	4.16%

If we compare our vets based on seniority, we can see that gap in the pound is 9p for Under 40-year-olds.

Veterinary Surgeons over 40 years old

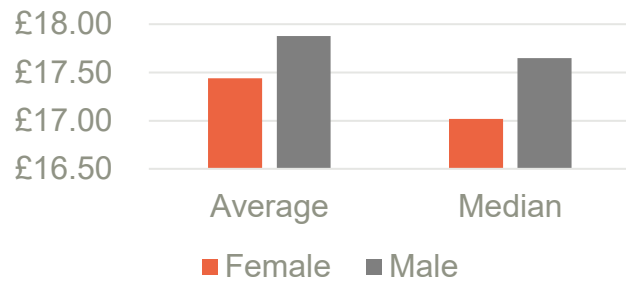


The Median gap for under 40-year-olds is 2% , vs 7.5% for over 40-year-olds.

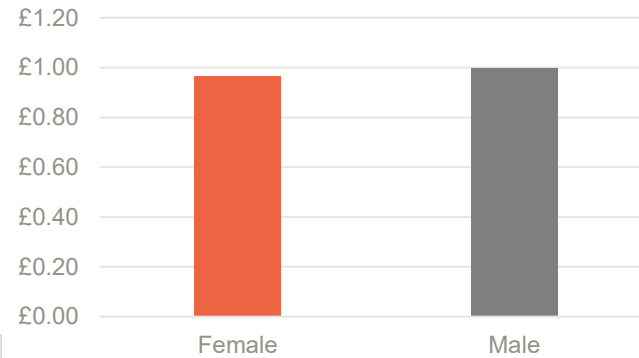
Median	<40	>= 40
Female	£23.81	£30.20
Male	£24.31	£32.66
Paygap	2.06%	7.54%

Gender pay gap 2023 - Graduate vets

Average / median Grad Vets Average vs Median



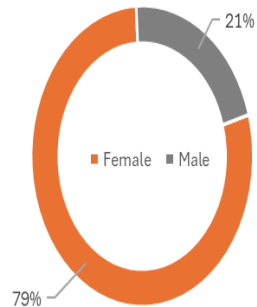
Graduate Vets - Per Pound



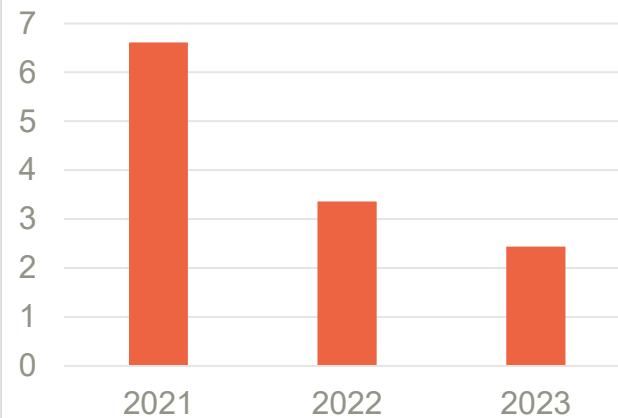
	Average	Median	Pound
Female	£17.44	£17.02	£0.98
Male	£17.88	£17.65	£1.00
Paygap	2.44%	3.56%	2.44%

Our graduate vets are showing a mean pay gap of 2.44%, the gap has closed by 1% since 2022, with a median gap of 3.56%.

New Grads - Headcount



Mean gap

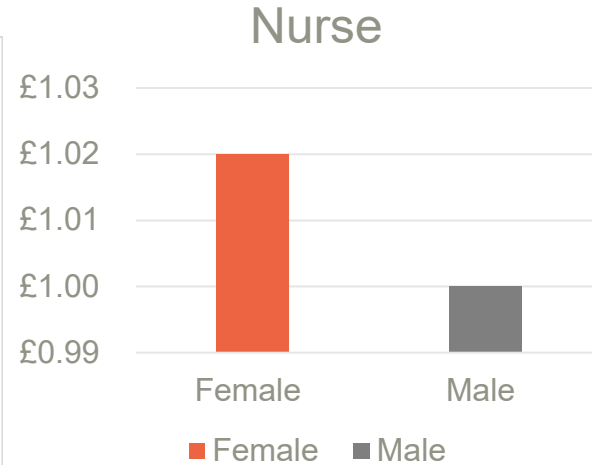


We are pleased that compared to 2021 the gap has closed by 4.17% over a period of 2 years.

When comparing like for like the differences based on seniority with the longest serving Graduates having higher hourly rates.

Gender pay gap 2023 - Nurses

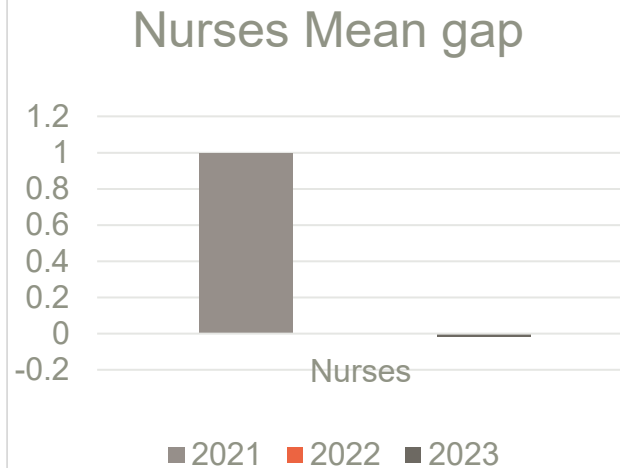
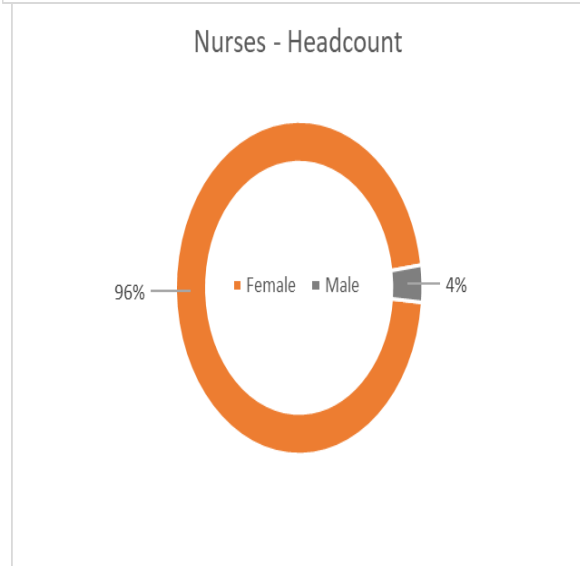
Average / median



	Average	Median	Pound
Female	£14.08	£13.87	£1.02
Male	£13.81	£13.08	£1.00
Paygap	-1.96%	-6.07%	-1.96%

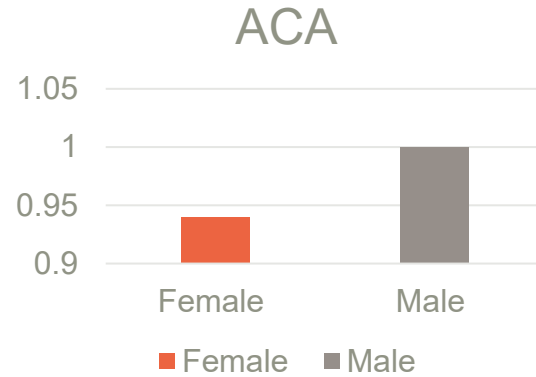
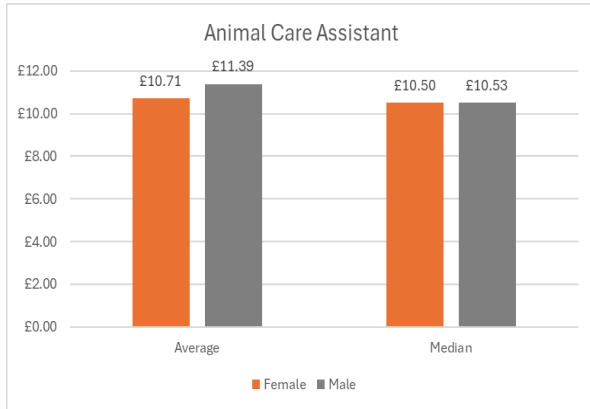
Our mean gap for Nurses remains tilted towards females with a Gap of 1.96%. The median pay gap is still in favour of our female colleagues by 6.07%.

Female Nurses earning £1.02 vs the male nurses £1.



Gender pay gap 2023 - Animal Care Assistant

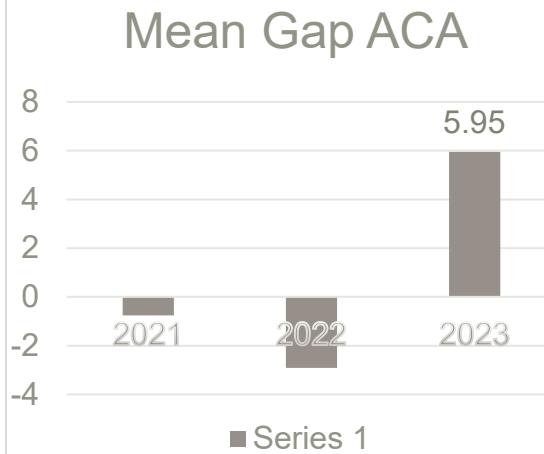
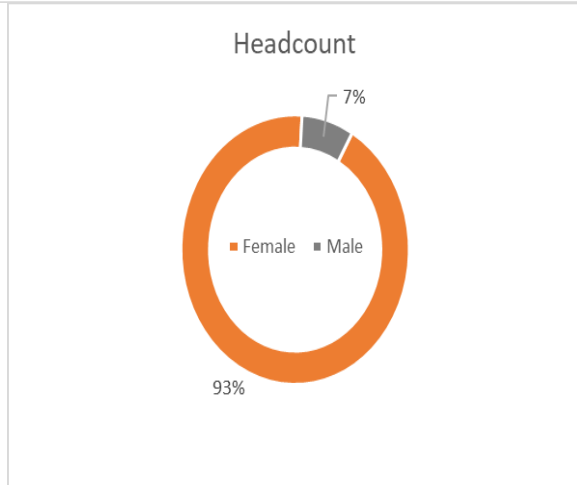
Average / median



	Average	Median	Pound
Female	£10.71	£10.50	£0.94
Male	£11.39	£10.53	£1.00
Paygap	5.95%	0.24%	5.95%

We are pleased to have no median pay gap for Animal care assistants.

The mean gap is in favor of Male's by 6% this is driven by the male population over 40 years old in the Animal care assistant roles. There is no gap in our median pay



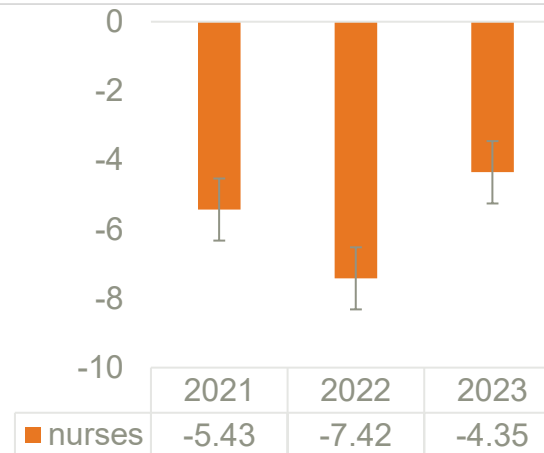
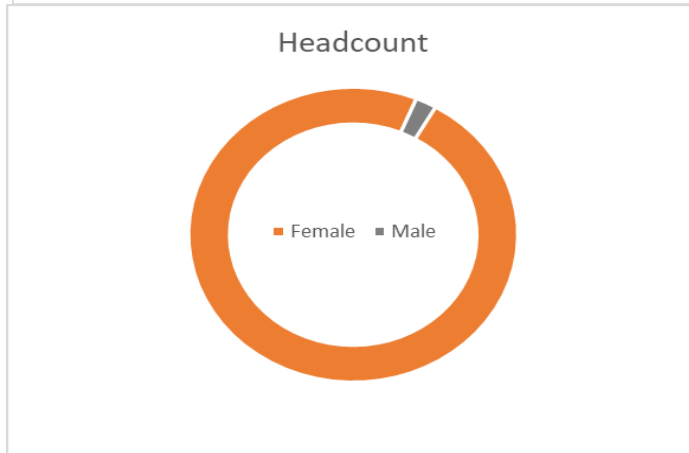
	Grand Total	Female	Male	F%	M%
Q1	221	201	20	90.95%	9.05%
Q2	222	212	10	95.50%	4.50%
Q3	221	209	12	94.57%	5.43%
Q4	221	197	24	89.14%	10.86%
Grand Total	885	819	66	92.54%	7.46%

Gender pay gap 2023 – Receptionists

Average / median

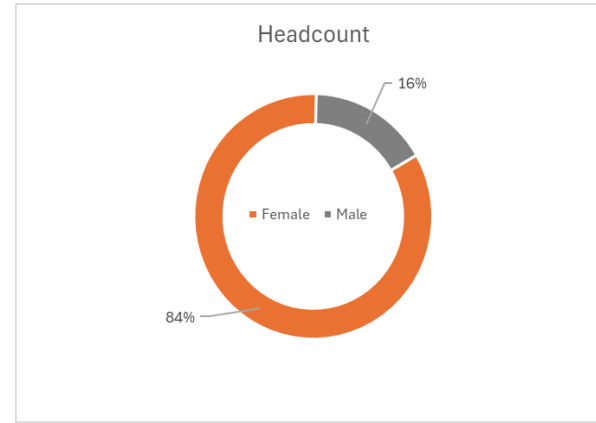
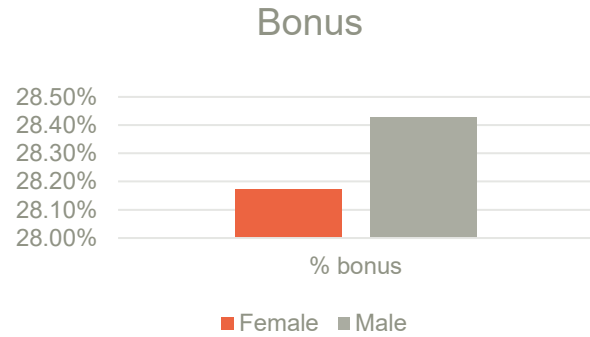


	Average	Median	Pound
Female	£11.12	£10.76	£1.04
Male	£10.66	£10.50	£1.00
Paygap	-4.35%	-2.49%	-4.35%

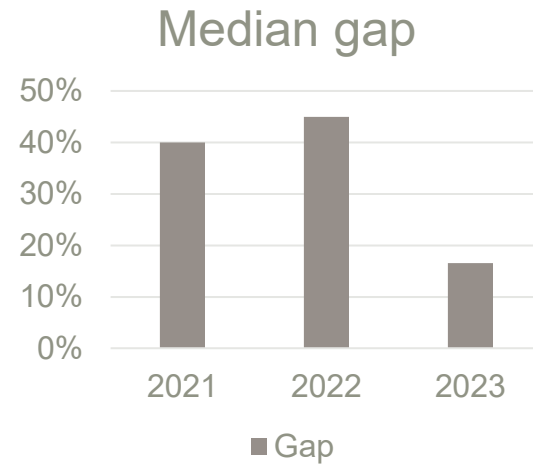
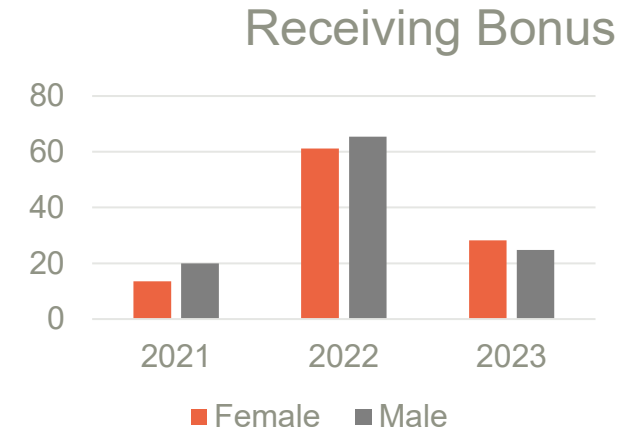


Reception team colleagues have a -4% pay gap in favor of our female colleagues taking the lead on hourly pay at £1.04 vs Male £1, and a median gender pay gap of -2.49%.

Gender pay gap 2023-Bonus



	Headcount	With Bonus	% bonus	Average Bonus	Median
Female	7099	2000	28.17%	£841.26	£175.00
Male	1386	394	28.43%	£2,046.65	£209.80
Grand Total	8485	2394	28.21%		
Paygap				58.90%	16.59%



In 2023, 2000 females received a bonus vs 394 males.

We have a Median gap of 16.59%, the median gap has closed by 28% since 2022.

Gender pay gap 2023 – What does it all mean?

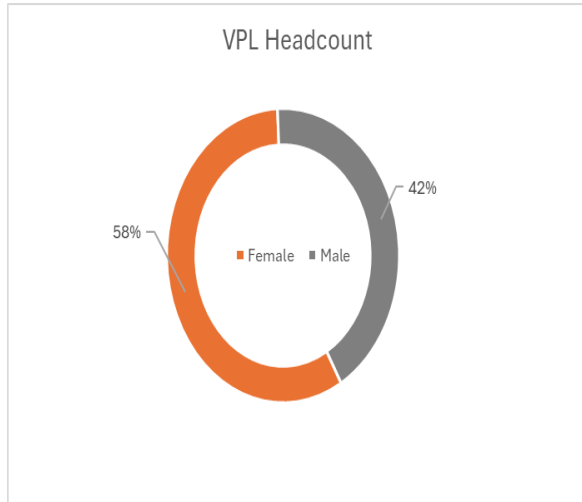
- VetPartners pay gap is still higher than the national pay gap due to historical factors but as the data shows the steps taken to reduce the gap are working. While VetPartners pay gap remains significant, it is encouraging to see that it has closed by a further 2% vs 2022.
- We are seeing movement in our quartiles with more female colleagues joining the upper quartile +2% compared to last year and more males joining the lower quartiles .
- **52% of our roles are Animal care assistant , Receptionists & Nurses ,within these roles the is either no median gender pay gap, or the gap is in favor of females**
- Compared to 2022 the average pay gap between our overall Veterinary surgeon population inclusive of Graduates and Clinical Directors reduced by 1%,vs 2022.
- **Comparing our Graduate vets , the like for like differences are based on seniority with the longest serving Graduates having higher hourly rates.**



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 2023, we applied greater scrutiny to the annual pay review, especially in terms of performance and pay differentials between men and women.*
- *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 with over 100 new graduates joining year on year.*
- *Work has continued to evolve 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 have an equal gender split of representation at a senior level within VetPartners with 50% of Directors being female in our Senior leadership team.*

Legal entities –VPL



	Headcount
Female	209
Male	154
Grand Total	363



Quartile	Total	Female	Male	F%	M%
Q1	91	58	33	63.74%	36.26%
Q2	90	61	29	67.78%	32.22%
Q3	91	49	42	53.85%	46.15%
Q4	91	41	50	45.05%	54.95%
Grand Total	363	209	154	57.58%	42.42%

	Headcount	With Bonus	% bonus	Median
Female	209	10	4.78%	£2,094.00
Male	154	7	4.55%	£4,094.00
Grand Total	363	17	4.68%	
Paygap				50.90%

	Average	Median	Pound
Female	£21.10	£16.15	£0.82
Male	£25.63	£21.65	£1.00
Paygap	17.67%	25.39%	17.67%

VetPartners Limited, has a mean pay gap of 17.67%.

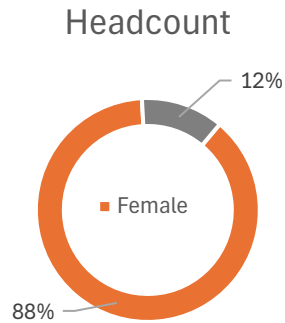
Quartiles 1,2 and 3 Females hold the higher percentage of roles. In quartile 4, males hold the higher percentage of roles.

Signatures of the directors

Jo Malone,

Mark Stanworth,

Legal entities –VPPL



	Headcount
Female	2482
Male	337
Grand Total	2819



	Average	Median	Pound
Female	£17.13	£13.01	£0.59
Male	£28.94	£27.02	£1.00
Paygap	40.81%	51.83%	40.81%

Quartile	Total	Female	Male	F%	M%
Q1	705	666	39	94.47%	5.53%
Q2	705	676	29	95.89%	4.11%
Q3	705	645	60	91.49%	8.51%
Q4	704	495	209	70.31%	29.69%
Grand Total	2819	2482	337	88.05%	11.95%

	Headcount	Bonus	% Bonus	Average bonus	Median bonus
Female	2482	974	39.24%	£826.13	£174.50
Male	337	111	32.94%	£1,830.80	£300.00
Grand Total	2819	1085	38.49%		
Paygap				54.88%	

In VetPartners Practices Limited we have a mean pay gap of 40.81%, this gap has closed by 1.77% since 2022.

As you can see the four quartiles are aligned with the veterinary industry showing a significant increase in males in the fourth quartile.

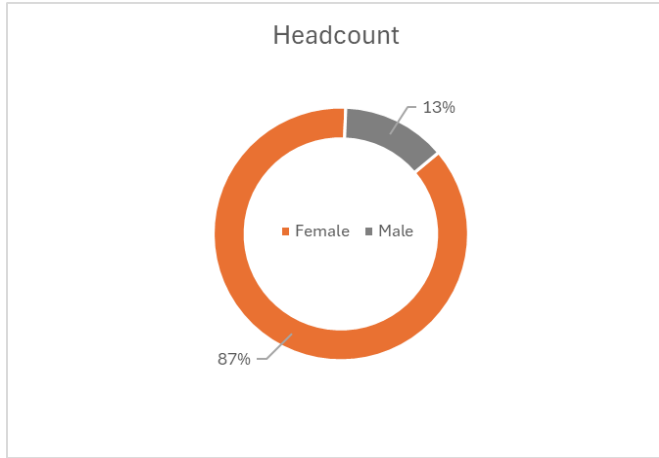
Signature of the directors

Jo Malone –

Mark Stanworth-

vetPartners

Legal entities –VPPL II



	Headcount
Female	425
Male	65
Grand Total	490



Quartile	Total	Female	Male	F%	M%
Q1	122	114	8	93.44%	6.56%
Q2	123	117	6	95.12%	4.88%
Q3	123	110	13	89.43%	10.57%
Q4	122	84	38	68.85%	31.15%
Grand Total	490	425	65	86.73%	13.27%

	Headcount	Bonus	% Bonus	Average Bonus	Median Bonus
Female	425	195	45.88%	£385.36	£133.00
Male	65	22	33.85%	£674.55	£190.00
Grand Total	490	217	44.29%		
Paygap				42.87%	

	Average	Median	Pound
Female	£16.73	£13.20	£0.65
Male	£25.56	£25.19	£1.00
Paygap	34.55%	47.60%	34.55%

In VetPartners Practices Limited II, there is a mean pay gap of 34.55% this gap has closed by 3.10% since 2022.

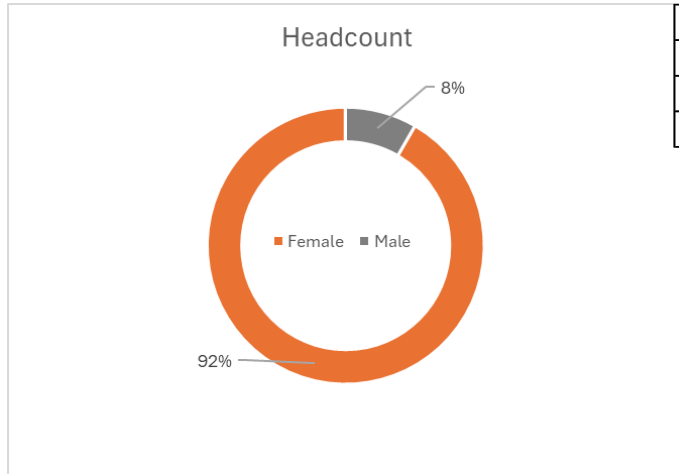
Quartile 4 shows a significantly higher number of Males than in the other 3 quartiles

Signature of the directors

Jo Malone –

Mark Stanworth-

Legal entities –Westway veterinary centres limited



	Headcount
Female	252
Male	23
Grand Total	275



	Average	Median	Pound
Female	£14.71	£11.15	£0.77
Male	£19.01	£16.48	£1.00
Paygap	22.63%	32.38%	22.63%

In Westway we have a pay gap of 22.63%, this has increased by 0.86% vs 2022.

In terms of bonus's only females achieved bonus in 2022 and 2023.

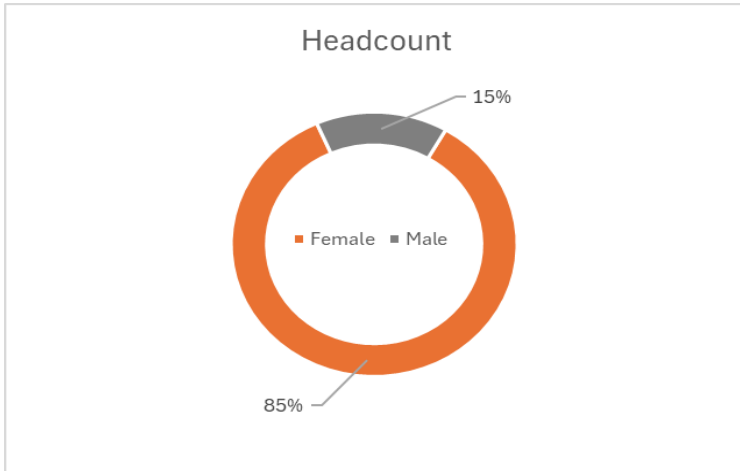
Quartile	Total	Female	Male	F%	M%
Q1	68	66	2	97.06%	2.94%
Q2	69	64	5	92.75%	7.25%
Q3	69	64	5	92.75%	7.25%
Q4	69	58	11	84.06%	15.94%
Grand Total	275	252	23	91.64%	8.36%

Signature of the directors

Jo Malone –

Mark Stanworth-

Goddard Veterinary Group



	Headcount
Female	508
Male	89
Grand Total	597



Quartile	Total	Female	Male	F%	M%
Q1	149	136	13	91.28%	8.72%
Q2	150	133	17	88.67%	11.33%
Q3	149	133	16	89.26%	10.74%
Q4	149	106	43	71.14%	28.86%
Grand Total	597	508	89	85.09%	14.91%

	Average	Median	Pound
Female	£17.88	£14.42	£0.65
Male	£27.66	£20.75	£1.00
Paygap	35.35%	30.49%	35.35%

In Goddards Veterinary Group we have a mean pay gap of 32.79% this has reduced by 11.29% vs 2022 , and a median gap of 15.52%, this has significantly reduced by 21.91% since 2022.

Signatures of the directors
Jo Malone,

Mark Stanworth