

VILLAGE VET GENDER PAY GAP REPORT 2018



VillageVet

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Managing Director



Foreword

Gender Pay Gap legislation was introduced in April 2017 to reduce the growing pay difference between male and female employees by increasing transparency around pay. All organisations with 250 or more employees must report on their gender pay gap using six different measures and a snapshot date.

At Village Vet, we pride ourselves on fairness, equality, diversity and inclusion and are committed to reducing our gender pay gap. Our report highlights some differences between gender pay which indicates there is further work for us to achieve in this area.

However, there are industry factors that must be considered. The RCVS Register (November 2015) emphasises that out of 13,670 Registered Veterinary Nurses, the male population accounts for 2.3%. Similarly, out of 4,999 Student Veterinary Nurses, only 1.9% are male.

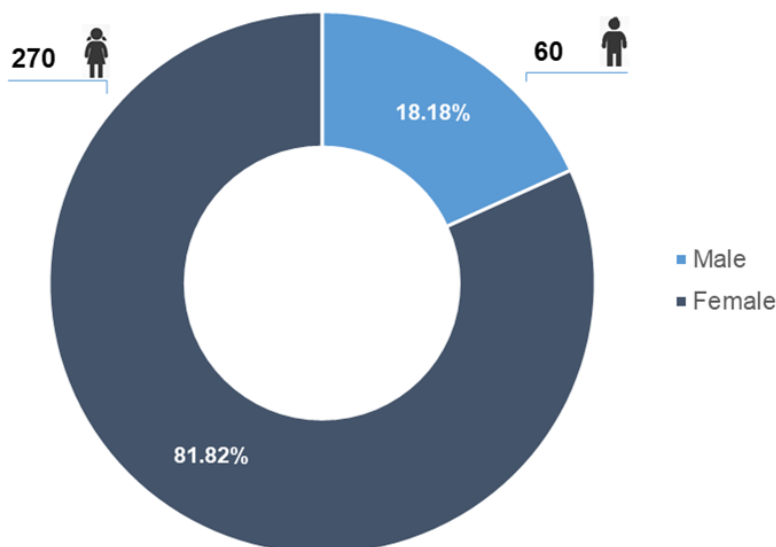
In addition to this, there is a growing need to attract more male employees into administrative roles emphasising the feminisation of the veterinary industry.

The Population Behind our Pay Gap

Our Workforce

Based on the snapshot date, there are a total of 330 employees currently employed at Village Vet.

The infographic below details the split between male and female employees.





What is the Difference between Gender Pay and Equal Pay?

The Gender Pay Gap is a measure of the difference in the average pay of male and female employees across the whole organisation. Pay gaps between genders exist because different jobs will pay different salaries and the number of male and females in post will vary. This differs from equal pay which analyses the pay differences between male and female employees who carry out the same or similar jobs, similar jobs or work of equal value. An employer that has completely eliminated unequal pay may still have a wide gender pay gap.

At Village Vet, our gender pay gap results shows a lower average pay for women. Our data illustrates that a large proportion of nurses, trainee nurses and reception employees are female which could indicate this to be the overall contributing factor. However, amongst the vet population there is a 3.5% pay gap between male and female vets with the highest paid vet in the group being female.

How is the Gender Pay Gap Calculated?

Under the regulations, we are required to report the mean and median gender pay gap for our organisation.

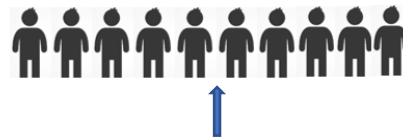
What is the 'Mean' Gender Pay Gap?

The mean or average gender pay gap is the difference in the average hourly rate of pay between male and female employees across the whole organisation.

What is the 'Median' Gender Pay Gap?

The median will compare the mid-point in the range of all hourly rates for both male and female employees.

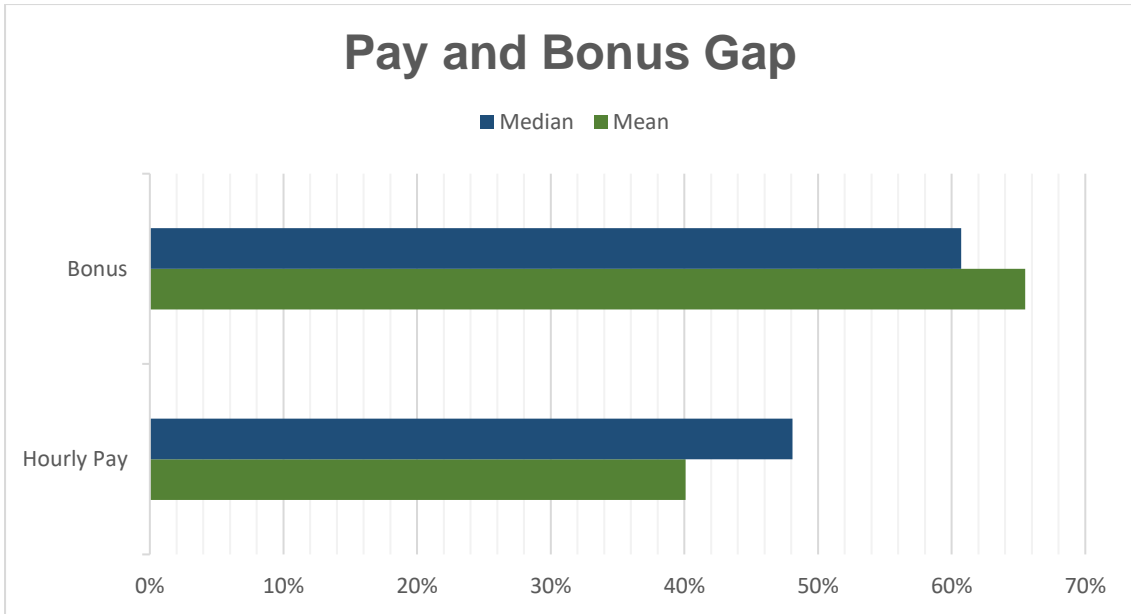
For example, if all employees were lined up in single file, split by gender and ordered from the lowest to the highest pay, the median gender pay gap will compare the mid-point range of pay in both lines.



Pay & Bonus Gap

The table and graph overleaf illustrates the overall mean and median gender pay gap based on hourly rates of pay on a snapshot date (i.e. 4 January 2018).

This data also captures the mean and median difference between the bonuses paid to male and female employees at Village Vet in the year up to 4 January 2018.



2018	Mean	Median
Hourly Pay	40.1%	48.1%
Bonus	65.5%	60.7%

Proportion of Employees Awarded a Bonus Between 5 April 2017 – 4 January 2018



The above pie charts detail the proportion of employees receiving bonuses split by gender. Our analysis has detailed that 10.0% of the male population have received a bonus in comparison to 4.8% of female employees between 5 April 2017 and 4 January 2018.

It is important to note that the bonus structure for Veterinary Surgeon and Management roles within Village Vet are performance related and aligned to the financial year.

Pay Quartiles by Gender



The figures detailed below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

2018	Lower	Lower Middle	Upper Middle	Top
Male	7.3%	4.8%	20.5%	40.2%
Female	92.7%	95.2%	79.5%	59.8%

The above table illustrates the gender distribution at Village Vet of 330 employees across four equally sized quartiles. The total population is made up of 270 female employees and 60 male employees.

The results from our Gender Pay Gap report highlights that there is an under representation of male employees in lower paid positions such as Veterinary Nurses, Animal Care Assistants, Receptionists and Administrators. As previously mentioned, the feminisation of the veterinary industry and the number of female employees in senior roles within the sector, supports this finding as there are substantially fewer males applying for these roles resulting in a low male population in these areas.

Village Vet will continue to ensure fairness, equality, diversity and inclusion within our business and will utilise the figures and statistics in our gender pay gap report in order to implement positive change.

I confirm this report is honest and accurate to the best of my knowledge.

Russell Welsh
Managing Director