

LINNAEUS



Village Vet Gender Pay Gap Report 2019

Foreword

Gender Pay Gap legislation was introduced in April 2017 to reduce the growing pay differences between male and female employees, by increasing transparency around pay. All organisations with 250 or more employees must report their gender pay gap using six different measures based on a single snapshot date. For the purposes of this report, our snapshot date was 5 April 2019.

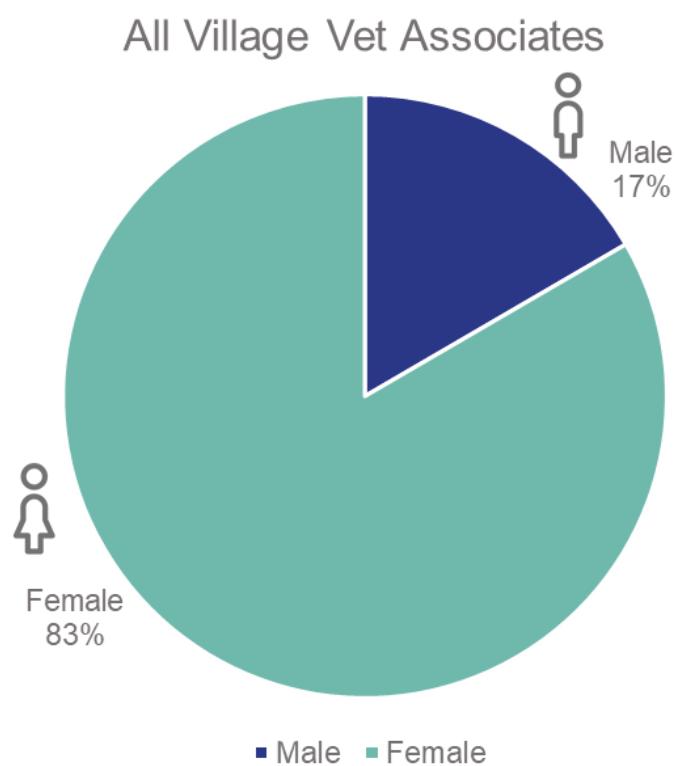
At Village Vet, we pride ourselves on fairness, equality, diversity and inclusion of all members of our team (known as Associates), and we are committed to putting in the work to reduce our gender pay gap.

What is the Difference between the Gender Pay Gap and Equal Pay?

The Gender Pay Gap is a measure of the difference in the average pay of male and female employees across the entire organisation, based on six established measures. Equal pay analyses the differences between male and female employees who undertake the same or similar work, including jobs which are similar or are of equal value. A company may have an effective equal pay policy and could still have a gender pay gap if they have a larger proportion of female workers in lower paid roles within the company.

Our Associates

On the snapshot date in 2019, there were 295 Associates employed at Village Vet. Of these, 82% were female, and 18% were male. These percentages fall in line with industry standards, whereby a majority of the workforce is female. Our Associates come from a range of backgrounds, and work at all levels within the organisation, from those in the early stages of their career, to internationally regarded experts in their field.



Our Industry

The Veterinary sector has a majority female workforce, with a gradual increase in female Veterinary Surgeons, according to RCVS statistics. Examining the RCVS membership register, in 2019 59.1% of Veterinary Surgeons and 97.5% of Veterinary Nurses were female.

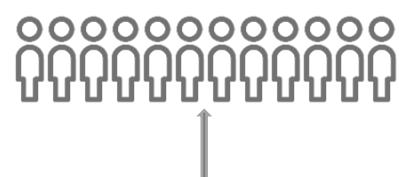
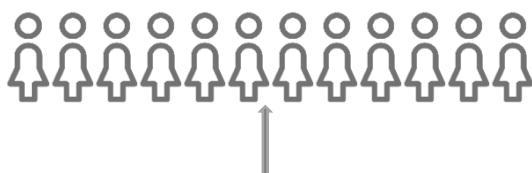
Digging into these statistics, there are pockets of “occupational segregation”, a term defined by Close the Gap as, *“the inequality in the distribution of women and men across different occupational categories”*. This type of segregation is evident from the over-representation of women in Veterinary Nursing, with only 2.5% of Registered Vet Nurses on the UK register being male.

The Pay Gap Measures

Measures One to Four: Mean and Median Hourly Pay, Mean and Median Bonus Pay

The mean (or average) gender pay gap is the difference in the hourly rates of pay and bonus pay between male and female Associates across the organisation. All hourly rates or bonus payments are added together, then divided by the number of individuals of that gender across the organisation, to provide an average pay rate for male and female employees. This is then calculated in accordance with the government guidelines to determine the percentage gap between these two rates.

The median (or middle) gender pay gap is the difference in the mid-point in the range of hourly rates of pay and bonus pay between male and female Associates across the organisation. All hourly rates are ordered from smallest to largest, and the median pay is the figure exactly in the middle of these rates.



Measure Five: Proportion of Associates Receiving a Bonus

The proportion of Associates who receive a bonus is calculated by adding together all Associates who have received a bonus of whatever size during the snapshot period (the 12 months up to 5 April 2019), and then calculate what percentage of the overall male or female workforce they comprise.

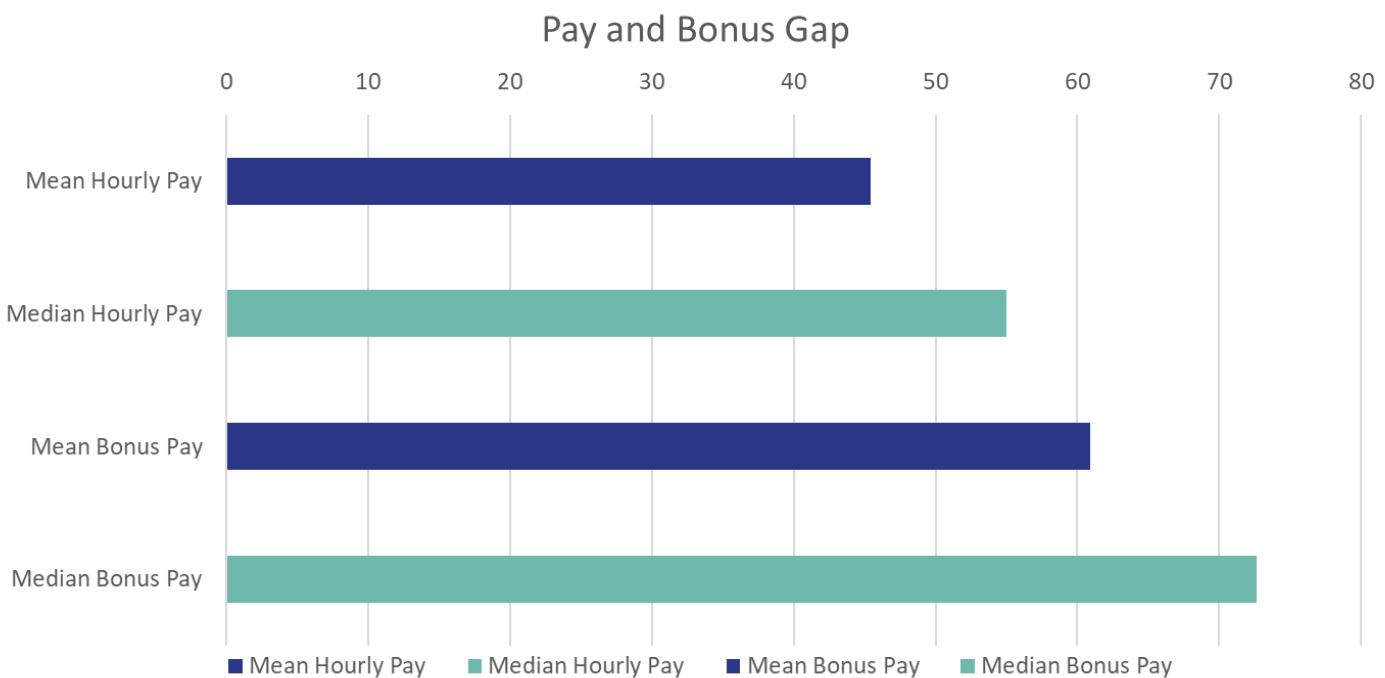
Measure Six: The Quartiles

All Associates are divided into four equally-sized quartiles, Lower, Lower Middle, Upper Middle, and Upper. The division is based on their hourly pay rates (lowest to highest). Once each quartile has been established, the members of the quartile are reviewed, to calculate the percentage of male and female Associates who are within each quartile.

The results of the six measures can be found below.

Our Measures

Measures One to Four: Mean and Median Hourly Pay, Mean and Median Bonus Pay

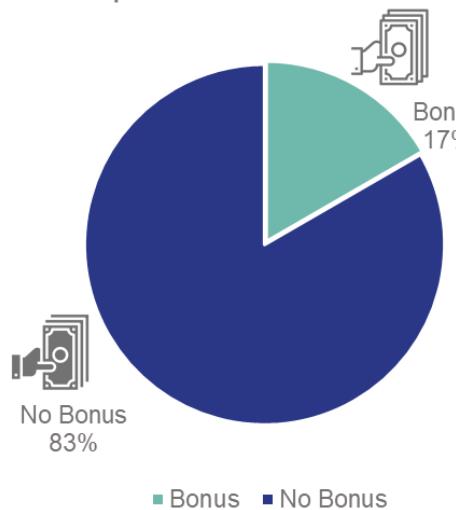


Our 2019 Measures	
2019 Mean Hourly Pay	45.4%
2019 Median Hourly Pay	55.0%
2019 Mean Bonus Pay	60.9%
2019 Median Bonus Pay	72.6%

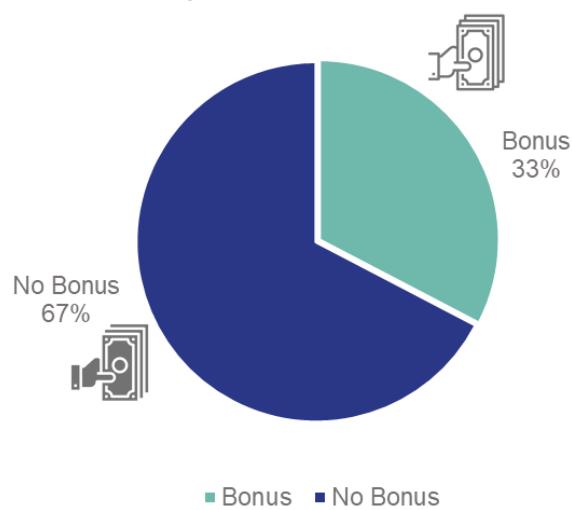
The graph and table above illustrate the first four reporting measures. These are based on the salary payments made in April 2019, and bonus earnings in the 12 months prior to the snapshot date.

Measure Five: Proportion of Individuals Receiving a Bonus

Bonus Proportion for Female Associates



Bonus Proportion for Male Associates

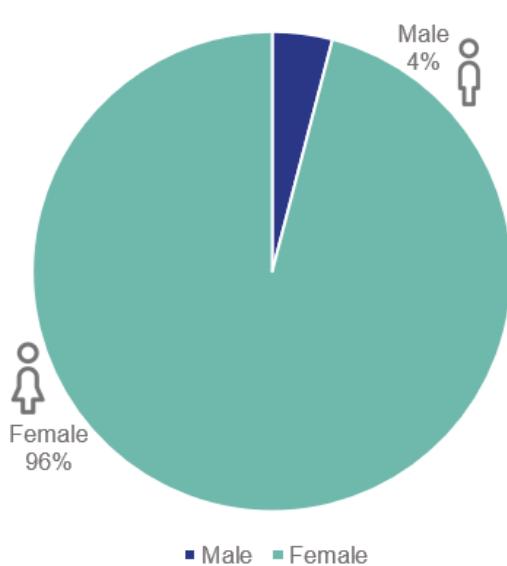


The above charts show the proportion of Female and Male Associates who received a bonus in the 12 months prior to the snapshot date. The number of Female Associates who have received a bonus has more than tripled since last year (4.8% to 17% of Associates).

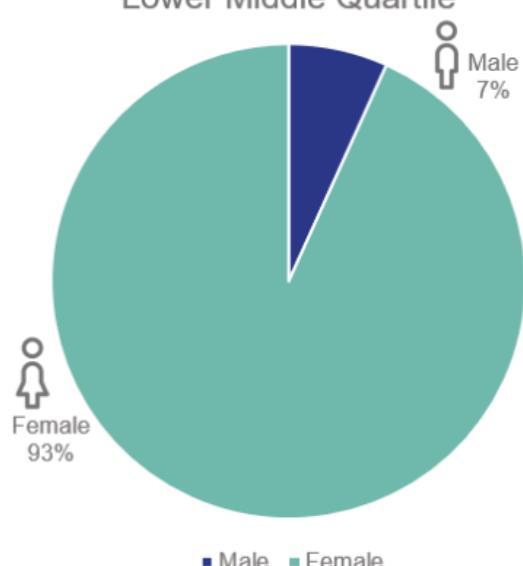
The bonuses awarded to Associates at Village Vet are applicable to Veterinary Surgeons and Management roles, based on performance, and aligned to the financial year.

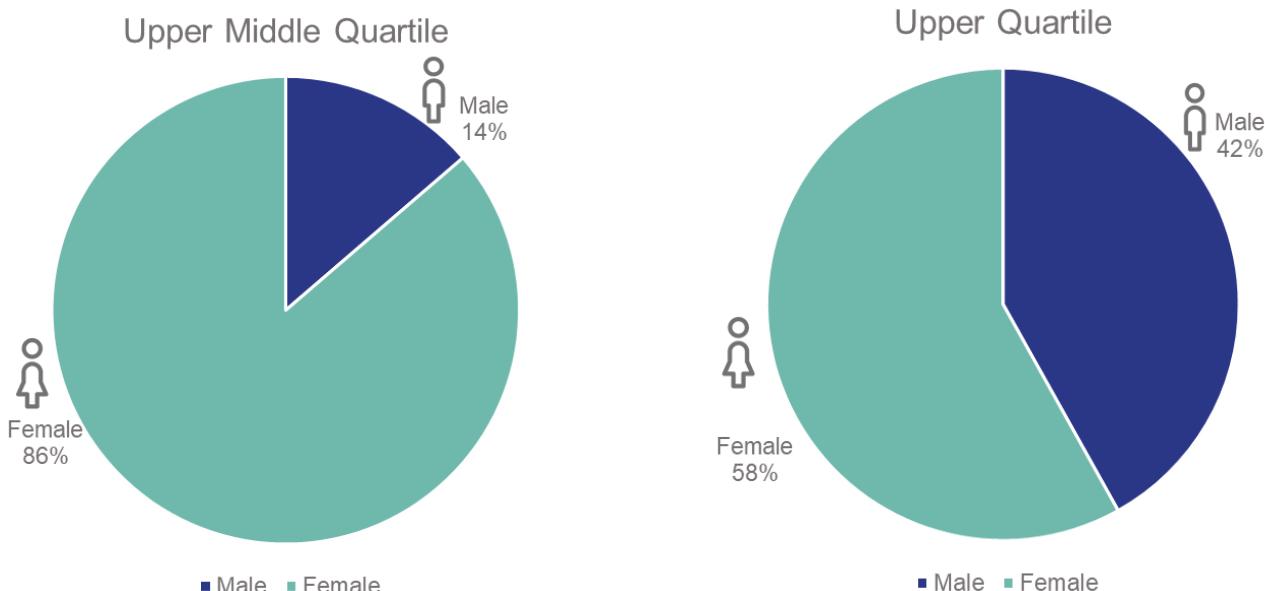
Measure Six: The Quartiles

Lower Quartile



Lower Middle Quartile





The above charts detail the proportion of Female and Male Associates in each of the four equal quartiles. The Lower Quartile represents the lowest paid roles, which are, at time, junior in nature. The Upper Quartile represents the highest paid roles, including extensively trained European Veterinary Specialists, and Senior Management.

Conclusions and Next Steps

The results from our report demonstrate that there is a high level of occupational segregation within Village Vet, a common theme across the industry. At present, there is an under-representation of Male Associates in lower-paying roles, such as Animal Care Assistants, Receptionist, and Administrators. There is also an over-representation of Male Associates in the higher-paying roles, such as Senior Veterinary Surgeons, Specialist Veterinary Surgeons and Senior Managers. Although we encourage candidates of all backgrounds to apply for roles within Village Vet, this industry-wide issue will be slow to change.

Although there are factors within the industry which will take time to overcome, we continue to work to offer a positive and welcoming working environment, encouraging applications from individuals of all backgrounds to work with us. We also ensure that we are fair in our reward and pay to everyone within Village Vet, and will use these figures as a guide to continue to implement positive change.

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

Russell Welsh

Managing Director, Primary Care