



Village Vet

Special vets for special pets

## **Village Vet 2017 Gender Pay Report**

At Village Vet we are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap. Our gender pay report indicates that there is more we can do to make sure that the gap is narrowed. Data from the RCVS register (November 2015) states that men represent just 2.3% of 13,670 of Registered Veterinary Nurses. Similarly, of 4,999 Student Veterinary Nurses, only 1.9% are men. It is therefore typically a female dominated role within the industry. In addition to the above we also realise that we need to attract more men into our reception and administrative roles.

### **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 women and men across the whole organisation. A gender pay gap exists because different jobs pay differently and the number of women and men doing these jobs vary. At Village Vet most of our nurses, trainee nurses and reception staff are female, whereas vets (higher paid workers) are approximately 50% male and female. More new graduate vets are female whereas vets who have been with the company more than 6 years are more likely to be male. The above explains why the gender pay gap results in a lower average pay for women. Amongst vets there is a 5% pay gap between male and female vets. The top paid vet in the group is female.

The gender pay calculations differ from equal pay analysis. Equal pay analysis assesses the pay differences between men and women who carry out the same jobs, similar jobs, similar jobs or work of equal value.

### **How is the Gender Pay Gap calculated?**

Under the regulations we 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 women and men across the whole organisation.

### **What is the 'median' Gender Pay Gap?**

The median gender pay gap compares the mid-point in the range of all hourly rates for women with the same for men.

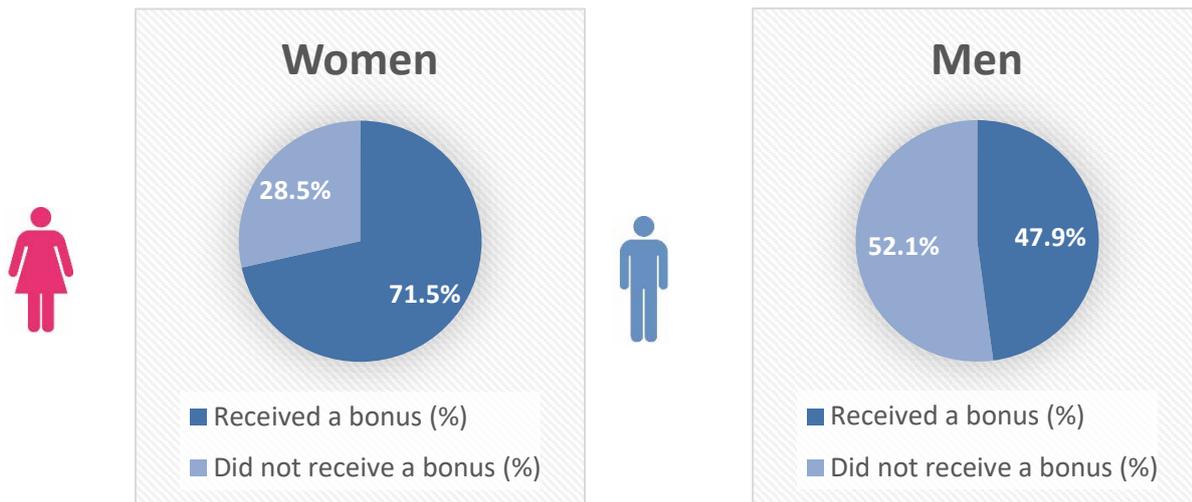
If all colleagues were lined up in two lines - a female and a male line – in order of hourly pay from lowest to highest, the median gender pay gap compares the pay of the female in the middle of their line with the pay of the male in the middle of their line.

## **PAY & BONUS GAP**

	<b>Mean</b>	<b>Median</b>
Hourly Fixed Pay	36.8%	47.8%
Bonus Paid	84.9%	0%

The above table shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2017). It also captures the mean and median difference between the bonuses paid to men and women at Village Vet in the year up to 5 April 2017.

## PROPORTION OF COLLEAGUES AWARDED A BONUS FOR 2016



This shows a 23.6% difference between the number of men and women being paid a bonus for their performance in 2016.

## PAY QUARTILES

	Lower	Lower middle	Upper middle	Top
Men	3.0%	4.6%	24.6%	41.5%
Women	97.0%	95.4%	75.4%	58.5%

The above illustrates the gender distribution at Village Vet of 262 employees across four equally sized quartiles.

Our gender pay gap, does not illustrate the under representation of female staff in senior roles, but rather an under presentation of men in lower paid positions, such as Veterinary Nurses, Receptionists and Administrators. Normally there are substantially fewer males applying for these roles resulting in less males being employed in them.

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

I confirm this report is accurate.

Brendan Robinson,  
Managing Director