



Gender Pay Gap

What is the GPG?

The GPG shows the difference in average pay between women and men, across an entire organisation regardless of their role. This is different to equal pay which requires women and men doing the same role to receive equal pay.

All organisations of 250+ employees are legally required to report their GPG each year. The GPG is calculated as at the snapshot date of the 5th April and by using 6 different measures:

- ✔ **Mean Gender Pay Gap:** The difference between the mean (average) hourly rate of pay of males and that of females
- ✔ **Mean Bonus Pay Gap:** The difference between the mean (average) bonus pay of males and that of females
- ✔ **Median Gender Pay Gap:** The difference between the Median (middle value) hourly rate of pay of males and that of females
- ✔ **Median Bonus Pay Gap:** The difference between the median (middle value) bonus pay of males to that of females

- ✔ **Bonus Proportions:** The proportions of male and female who were paid bonuses

- ✔ **Quartile Pay Bands:** The proportions of male and female employees in the lower, middle, upper middle and upper

Quartile Pay Bands

A positive measure indicates that women earn less. A negative measure indicates that men earn less.

Every company will have a gender pay gap; it's how companies communicate how they aim to close that gap that is key.

Vita Health's group GPG 2021 submission can be found on the following slide, followed by causes of the GPG and then onto our plans to reduce our GPG going forward.





Our GPG is not where we would like it to be, but with such ambitious growth via. contract win and acquisition, (where TUPE applies), we have quite the challenge on our hands to positively affect our gap. Doesn't mean we are trying though! The last slide details what we are doing.

642 employees



Mean Gender Pay Gap

21.8%

1.65% improvement from last year

Median Gender Pay Gap

8.9%

2.4% widening of the gap from last year

Mean Bonus Pay Gap

61.5%

9.9% improvement from last year

Median Bonus Pay Gap

0%

Bonus proportions

8.9%

down 11.5% from last year



Causes of the Gender Pay Gap

The following causes apply to all organisations. Some causes will be more prominent depending on the organisation, sector and situation.



Unpaid caring responsibilities

On average, **women undertake 60% more unpaid caring responsibilities** such as childcare, care of the elderly etc. than men.



Part time working

73% of part time workers across the UK are women and **41%** of women are part time, compared to **12%** of men.



Differences in human capital

Human capital is the economic value of a workers experience and skills. This can affect the gender pay gap when people are strategically hired (headhunted) for their personal skills and experience.



Occupational segregation

The UK market places remain segregated with men dominating some types of jobs and women others. Many women are concentrated in the 5 C's - caring, cleaning, catering, cashiering and clerical.



TUPE

(Transfer of Undertakings, Protection of Employment)

If TUPE applies in a contract win or acquisition, the incoming employer has no legal right or ability to change workers T&C's. If the incoming employees include highly paid men it will affect the GPG of the acquiring company.



Winning new contracts (TUPE) and acquisitions can significantly affect the ability to influence a gender pay gap.

Here at Vita Health we are aware of that and accept it as part of our ambitious growth strategy. That doesn't mean that we don't do what we can to improve it though!

What are we doing to reduce the gap?



Get talking!
We are educating our managers on what the GPG is and how they can positively influence it



We aim to attract more males into junior positions by using targeted recruitment and diverse interviewing panels



We will attract more females into senior positions via targeted recruitment, internal promotion and diverse interview panels. We pledge to interview at least one female for all senior appointments.



Develop and grow our female colleagues by ensuring females are adequately represented on training, mentoring opportunities and internal promotions.



We will continue to work closely with our Equality Diversity and Inclusion (EDI) groups, specifically WITA (Women in Vita)

