



# Gender Pay Gap Report 2022

# What is the Gender Pay Gap (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.

The Vita Health Group 2022 GPG submission can be found on the following slide, including the causes of the GPG and then our future plans to reduce our GPG.

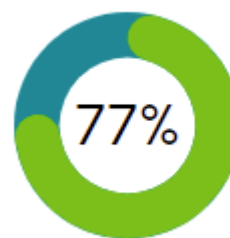




Even though our GPG has improved since last year, and it compares favourably to others, we are still not happy with it and want to improve it further.

We are committed to doing everything we can to reduce the gap. Some of the measures we took last year have yielded improvements so we are on the right path, but we do know it is a difficult task in an environment of such large growth that includes TUPE and acquisitions. We're still up for the challenge though!

## 1048 employees



23% male



77% female

### Mean Gender Pay Gap

# 17.7%

4.1% improvement from last year's figure of 21.8%

### Mean Bonus Pay Gap

# 80%

18.5% widening of the gap from last year

### Median Gender Pay Gap

# 10.4%

1.5% widening of the gap from last year

### Median Bonus Pay Gap

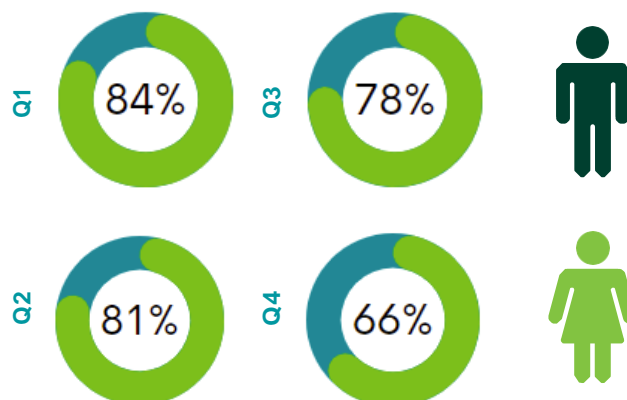
# 45.4%

45.4% widening of the gap from last year

### Bonus proportions

# 0.68%

0.7% improvement 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 16% more unpaid caring responsibilities** such as childcare, care of the elderly etc. than men.



## Occupational segregation

The UK marketplaces 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.



## Part time working

**34%** of workers across the UK are part time. Women make up **38%** compared to **13%** of men.



## 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.



## 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.



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

Here at Vita Health Group, 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?

Our approach last year proved successful in some areas and has positively improved our GPG. We have therefore decided to broadly adopt the same approach and allow it to mature and develop as we progress further into each area.

For the areas that weren't improved, how we allocate bonus payments and attracting more males into the first 3 quartiles will be our main areas of focus.



**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. *(our Thrive program launched early 2022 and 91% of the participants are female – it's a great start!)*



We will continue to work closely with our Equality Diversity and Inclusion (EDI) groups, specifically WITA (Women in Vita. 100+ members)