



vita
health group

Gender Pay Gap Report 2023

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

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.

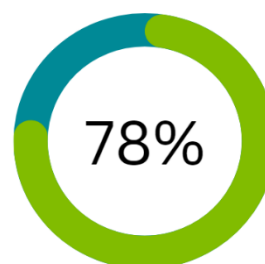
The Vita Health Group 2023 GPG submission can be found on the following slide, followed by causes of the GPG and then onto our plans to reduce our GPG going forward.



We are delighted to see improvements in some areas of our gender pay gap data, and happy to see that we continue to compare favourably to others. We are however disappointed that we haven't seen improvements in all areas and that some scores have declined, albeit marginally.

We continue to be committed to doing everything we can to reduce the gap and our plans around how we will achieve this follow later in this document.

1246 employees



22% male



78% female

Mean Gender Pay Gap

18.0%

0.3% widening of the gap from last year's figure of 17.7%

Mean Bonus Pay Gap

-3%

A massive improvement from last year's figure of 80% in favour of men

Median Gender Pay Gap

11.3%

0.9% widening of the gap from last year's figure of 10.4%

Median Bonus Pay Gap

-26.7%

A massive improvement from last year's figures of 45.4% in favour of men

Bonus proportions

4.15%

3.47% widening of the gap from last year's figure of 0.68%



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 overall average, **women undertake 60% more unpaid work than men** such as childcare, care of the elderly and housework.

(www.ons.gov.uk)



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

23% of workers across the UK are part time. Women make up **38%** compared to **14%** of men. (www.gov.uk)



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.



Proportion of men and women in each pay quartile

84% of employees in the lower quartile are female, compared to **68%** in the upper quartile. The disproportionate distribution of men across organisation (with men over-represented at more senior and more highly paid grades) is one of the factors driving the gender pay and bonus gaps.



We continue our ambitious growth plans, which means we continue to operate in an environment where TUPE is a regular occurrence. The result of that on our Gender Pay Gap is that it remains a challenge to positively influence it, but we continue to try!

What are we doing to reduce the gap?

Some of our approaches last year have yielded good results (which will be more visible in next year's submission), so we will continue on that path, and will also introduce new initiatives to attract more females into senior positions and more males into the lower quartile roles.

The introduction of our People Strategy has assisted with being able to retain focus on the right areas.



Get talking!

We continue to educate 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



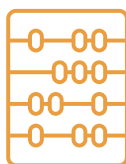
We aim to attract more females into senior positions via targeted recruitment, internal promotion, and diverse interview panels. We pledge to interview at least one female for all senior appointments.



Develop and grow our female colleagues by ensuring females are adequately represented on training, mentoring opportunities, and internal promotions. This includes two new exciting development programmes called Aspire (Corporate service) and Evolve (NHS Service), plus our bespoke mentoring programme called Thrive.



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



Our People Strategy will enable us to maintain focus on the right areas and benchmark ourselves.