



vita
health group

Vita Health Group: Gender Pay Gap Report 2024



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.

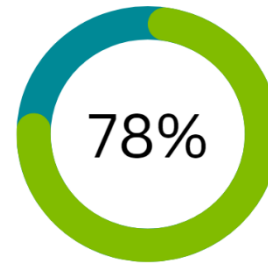
The Vita Health Group 2024 GPG submission can be found on the following slide, followed by causes of the GPG and then onto our plans to reduce our GPG going forward.



We remain committed to doing everything we can to reduce the gap, but we do continue to feel the impact that TUPE can have on a Gender Pay Gap. TUPE means that we inherit employees on salaries which are not set by us. This therefore creates a challenge when trying to influence Gender Pay Gap. We are determined and resourceful though, so we will keep trying to reduce the gap!



1612 employees



22% male



78% female

Mean Gender Pay Gap

18.9%

0.9% widening of the gap from last year's figure of 18.0% in favour of men

Mean Bonus Pay Gap

24.8%

27.8% widening of the gap from last year's figure of 3% in favour of women

Median Gender Pay Gap

16.0%

4.7% widening of the gap from last year's figure of 11.3% in favour of men

Median Bonus Pay Gap

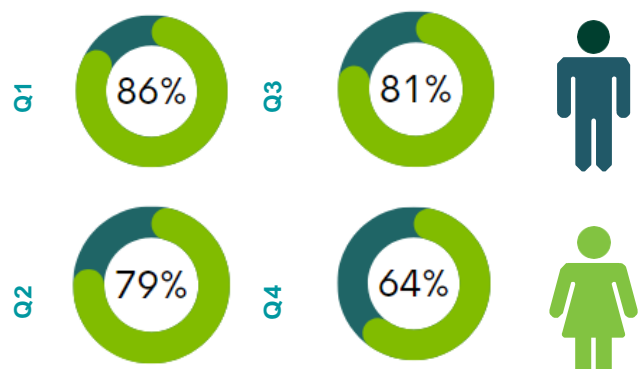
30.0%

56.7% widening of the gap from last year's figures of 26.7% in favour of women

Bonus proportions

2.61%

1.54% improvement from last year's figure of 4.15% in favour of men



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** spend **12.65%** of their time on unpaid domestic and care work compared with **6.97%** of time for **men**.



Part time working

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



Proportion of men and women in each pay quartile

86% of employees in the lower quartile are female, compared to **64%** 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.



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.



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 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?



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



We have introduced a remuneration committee to review pay reviews and reward schemes on a quarterly basis.



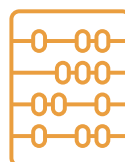
We will continue to try to attract more females into senior positions via targeted recruitment, internal promotion, and diverse interview panels. We previously pledged to interview at least one female for all senior appointments and are happy to confirm that we had 57% in the 12-month period.



Develop and grow our female colleagues by ensuring females are adequately represented on training, mentoring opportunities, and internal promotions. (We launched Evolve in the NHS and Aspire in Corporate in 2023)



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



As part of our People Strategy, we are ensuring that the company is in line with national averages for underrepresented groups and we have a 50 / 50 split between male and female in the senior leadership team.



Review of the current bonus scheme and introduction of new scheme