



vita
health group

Vita Health Group: Gender Pay Gap Report 2025



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 2025 GPG submission, GPG causes and our GPG reduction plans can be found on the slides that follow..

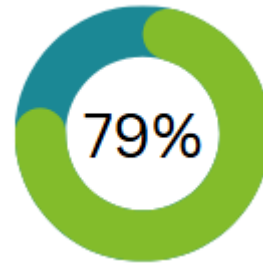


We have seen positive improvements in our mean gender pay gap and senior representation in the last 12 months, as we continue to advocate initiatives for women to help development and promotion. The impact of a one-off event in the review period has led to a widening of the bonus pay gap, whilst the improvement in median figures reflect the positive impact of many of our initiatives over the last 12 months.

We remain committed to taking further proactive action to see further improvements reduce the gender pay gap.



2025 employees



21% male



79% female

Mean Gender Pay Gap

16.5%

2.4% closing of the gap from last year's figure of 18.9% in favour of men

Mean Bonus Pay Gap

85.0%

60.2% widening of the gap from last year's figure of 24.8% in favour of men

Median Gender Pay Gap

12.7%

3.3% closing of the gap from last year's figure of 16.0% in favour of men

Median Bonus Pay Gap

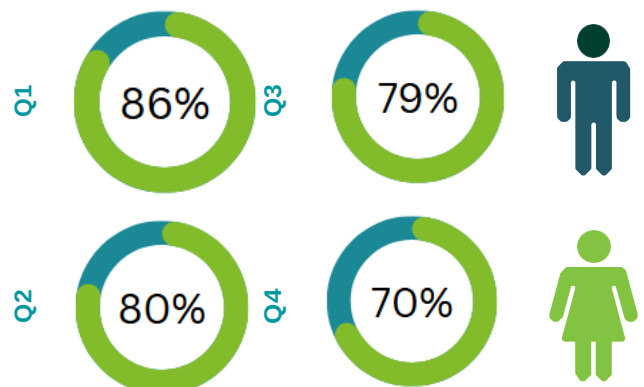
29.2%

0.8% closing of the gap from last year's figures of 30.0% in favour of men

Bonus proportions

6%

3.4% widening of the gap from last year's figure of 2.6% 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 **70%** 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.



At Vita Health Group, we are aware of the impact of the causes and the high representation of women in the healthcare sector. Our aim is to support our employees to grow and develop and to see a representative mix of employees in each quartile.

What are we doing to reduce the gap?



Get talking!

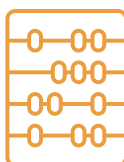
We are educating our managers on what the GPG is and how they can positively influence it.



Continue to invest in developing women across the business by ensuring equitable representation on management training and the Thrive mentoring Scheme.



We will continue to try to attract more women into senior positions via internal promotion, equitable recruitment processes, and positive action schemes.



As part of our People Strategy, we will continue to monitor and benchmark national averages for underrepresented groups at a senior leadership level.



We will continue to work closely with our Women's network to promote career development through regular events and development opportunities.



We are continuing to listen to staff through our employee surveys and are working to better promote flexible working whilst further investing in wellbeing projects including our menopause policy and support programme.



We are reviewing our current banding, salary progression and bonus arrangements, and engaging with staff to ensure their views are considered as part of this process.