

## **Gender Pay Gap**

### **May 2024**

Goddard Veterinary Group (GVG) has continued to reduce its Gender Pay Gap (GPG) in the year to April 2023. Our mean GPG has reduced from 44.8% in 2022 to 35.4% in 2023. Much of the reduction in the GPG was achieved through the introduction of new pay bands in 2022, which played a pivotal role in our objective to ensure that our remuneration policy and its implementation are fair, transparent, and competitive. In addition to reducing the total GPG, we have increased the proportion of females in the highest-paid quartile from 46% in 2022 to 71% in 2023.

As is the case across the wider veterinary industry, GVG receives applications in different proportions from male and female applicants, depending upon the role. This is reflected in the proportions of male and female individuals who work in different roles. For example, amongst vets, 71% of employees are female, whereas amongst practice support roles, 90% of employees are female. The consequence of the high proportion of females employed in lower-earning roles such as practice support compared with higher-earning roles such as vets is that a GPG across all roles is created. GVG continues to encourage applications for all roles from both male and female applicants, and the proportion of male employees in practice support roles has increased slightly from 5% to 8% in the past year.

In light of the above disparity in female to male-ratio across different roles, GVG believes it is important to consider whether there is a GPG within individual roles. The role-specific median GPG is as follows

- Central support 4.6%
- Vets 12.6%
- Nurses 6.2%
- Practice support -5.6% (female employees earn more than males)

The role-based GPG are much smaller than the overall GPG, but there remains work to be done to further reduce the GPG across a number of roles. GVG is currently implementing the British Veterinary Workplace scheme to assist us in our desire to be a practice where all colleagues thrive at work. As part of this, we are continuing our work to provide for flexible working opportunities in all roles to ensure that higher-paid roles are not limited in their accessibility.