

The Vita Group – Gender Pay Gap Information

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are taken from employee data as at 5th April 2017. They are reported to the UK Government and are published on the Government’s Gender Pay website.

First an explanation of what these figures represent:

The Gender Pay Gap is the difference between the gross hourly earnings for all men and the gross hourly earnings for all women in Vita’s UK businesses. This is very different to the term Equal Pay, which relates to men and women being paid the same for the same work.

The mean gender pay gap for the whole of the UK, reported in 2016 by the Office for National Statistics was 18.1%. Vita is reporting its gender pay gap data in line with the government’s [gender pay gap reporting regulations](#) for its one employing entity with more than 250 employees. Vita has voluntarily added its gender pay gap data for its remaining three employing entities with less than 250 employees in order to provide the complete picture across its UK businesses.

Vita’s reportable figures for 2017 are as follows.

The Mean Gender Pay Gap for Vita’s UK businesses is 16.9%
The Median Gender Pay Gap for Vita’s UK businesses is 16.7%
The Mean Gender Bonus Gap for Vita’s UK businesses is 42.6%
The Median Gender Bonus Gap for Vita’s UK businesses is 62.5%
The proportion of male employees in Vita’s UK businesses receiving a bonus is 68.5%
The proportion of female employees in Vita’s UK businesses receiving a bonus is 50.6%

Quartile	No. of Males	Proportion	No. of Females	Proportion
Upper	166	86.9%	25	13.1%
Upper Medium	163	84.9%	29	15.1%
Lower Medium	159	82.8%	33	17.2%
Lower	116	60.7%	75	39.3%

Vita takes its responsibilities on diversity very seriously. One trend which is clear within the data is that Vita (in common with the national trend) has a higher proportion of men to women in senior roles, which reflects the higher proportion of men to women in the organisation.

The Vita Management Team (VMT) will continue to review the figures and ensure that the key principle of equal pay for work of equal value remains an important legal and moral commitment. The Team values the amazing loyalty and contribution that both men and women make to our business. Ensuring we encourage all our staff to be the best that they can be – and recognising that contribution – remains at the heart of the VMT’s agenda.

COLIN JOSEPHS
HR DIRECTOR



JON CHEELE
CEO

