

Foreword

The Animal Health Trust (AHT) exists to fight disease and injury in animals. Thanks to our pioneering work improving diagnosis, treatment and prevention, horses, dogs and cats are living healthier, happier lives – in the UK and across the world.

We have more than 250 vets, scientists and support workers based at the Trust in Suffolk. Everyone plays their part in our fight against disease and injury. Our staff are our most important asset in this fight.

We are committed to having understandable, equitable and transparent reward policies that reflect our culture and help to deliver our strategy.

We have a formal process of evaluating and grading our jobs to ensure rigorous decisions are made on job levels and rates of pay. Going forward gender pay gap data will be reviewed by the Pay and Grading Committee, actions to address gender pay gaps will form part of our review process.

At the AHT the nature of the work we do attracts a high number of female employees. Our gender split is roughly 78 per cent female and 22 per cent male. Women are well represented across all levels of the organisation, as the diagram demonstrates.

What causes the gender pay gap?

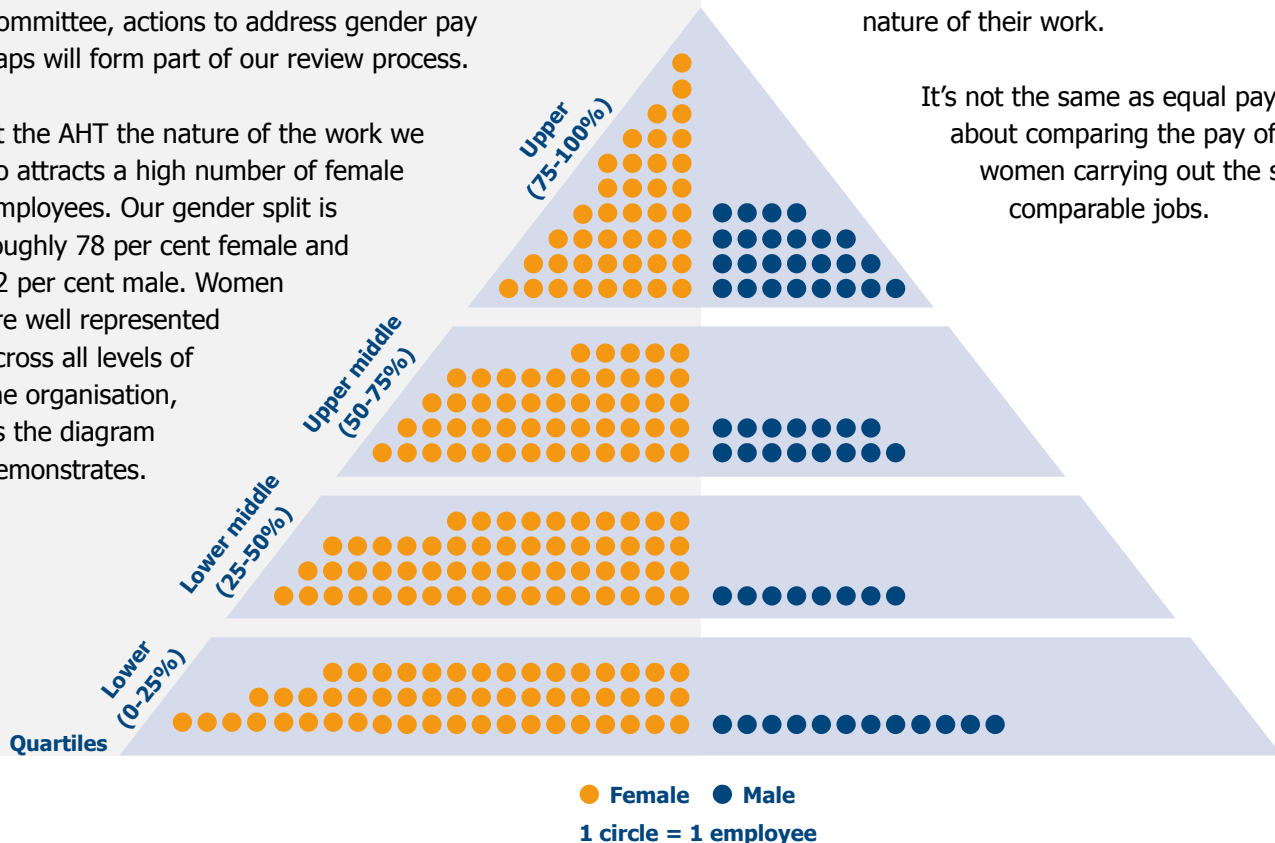
The causes of the gender pay gap are complex, but one of the main reasons in our society is that men are still more likely to be in high paying senior roles. Women are more likely to be in occupations that offer less financial reward and in lower paying sectors of our economy. They are also more likely than men to be employed in part-time roles, which are often lower paid.

What is the gender pay gap?

Under new legislation that came into force in April, UK employers with more than 250 employees are required to publish their gender pay gap.

The gender pay gap looks at the difference between the average hourly earnings of all the men and all the women in an organisation, regardless of the nature of their work.

It's not the same as equal pay, which is about comparing the pay of men and women carrying out the same or comparable jobs.



Gender Pay Gap for 5 April 2017

Our Results

We've compared both the mean (average) and median (mid-point) in the hourly rate we paid to men and women on 5 April 2017. At the time our gender pay gap was calculated, 78% of our employees were female and 22% were male. This profile is not dissimilar to the not-for-profit sector as a whole, where the workforce is predominantly female.

The table below shows both our mean and median gender pay gaps.

Gender Pay Gap	
Metric	AHT
Mean gender pay gap	28.0%
Median gender pay gap	25.3%

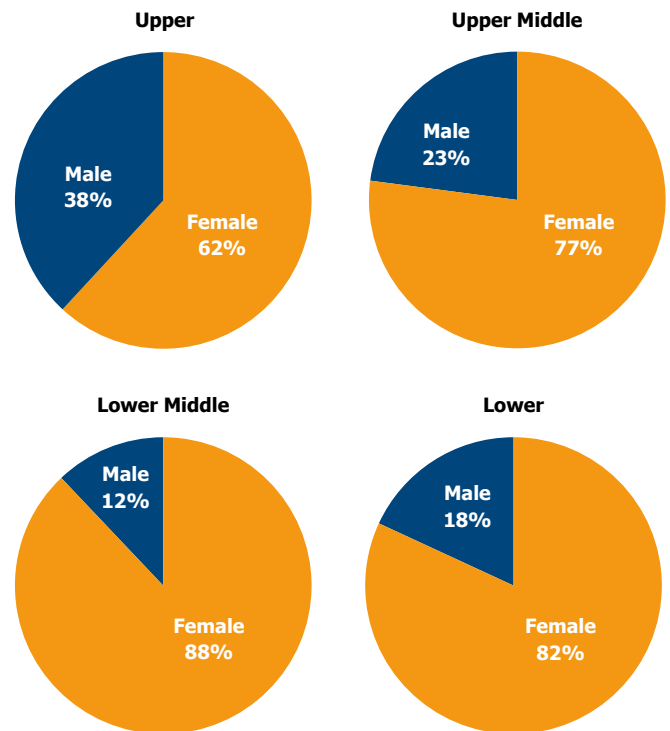
Whilst we are confident in the policies and procedures we already operate to support diversity and inclusion on a gender basis, we are still committed to do more and will strive to reduce our gender pay gap.

Gender Bonus Gap		
Metric	AHT	UK Economy*
Mean gender bonus gap	3.0%	71.1%
Median gender bonus gap	0%	45.4%

*Office of National Statistics Annual Survey of Hours and Earnings 2016

Both mean and median bonus gaps are significantly below the UK economy as a whole indicating that our bonus scheme is operating without any obvious gender bias. One of the successes of the scheme is due to the fact that it awards fixed lump sums rather than salary percentages.

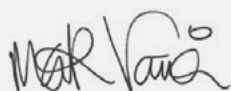
Pay Quartiles



Joint CEO and Director of HR statement



I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Mark Vaudin, CEO



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Andrea Wilkinson,
Director of Human Resources