

## Foreword

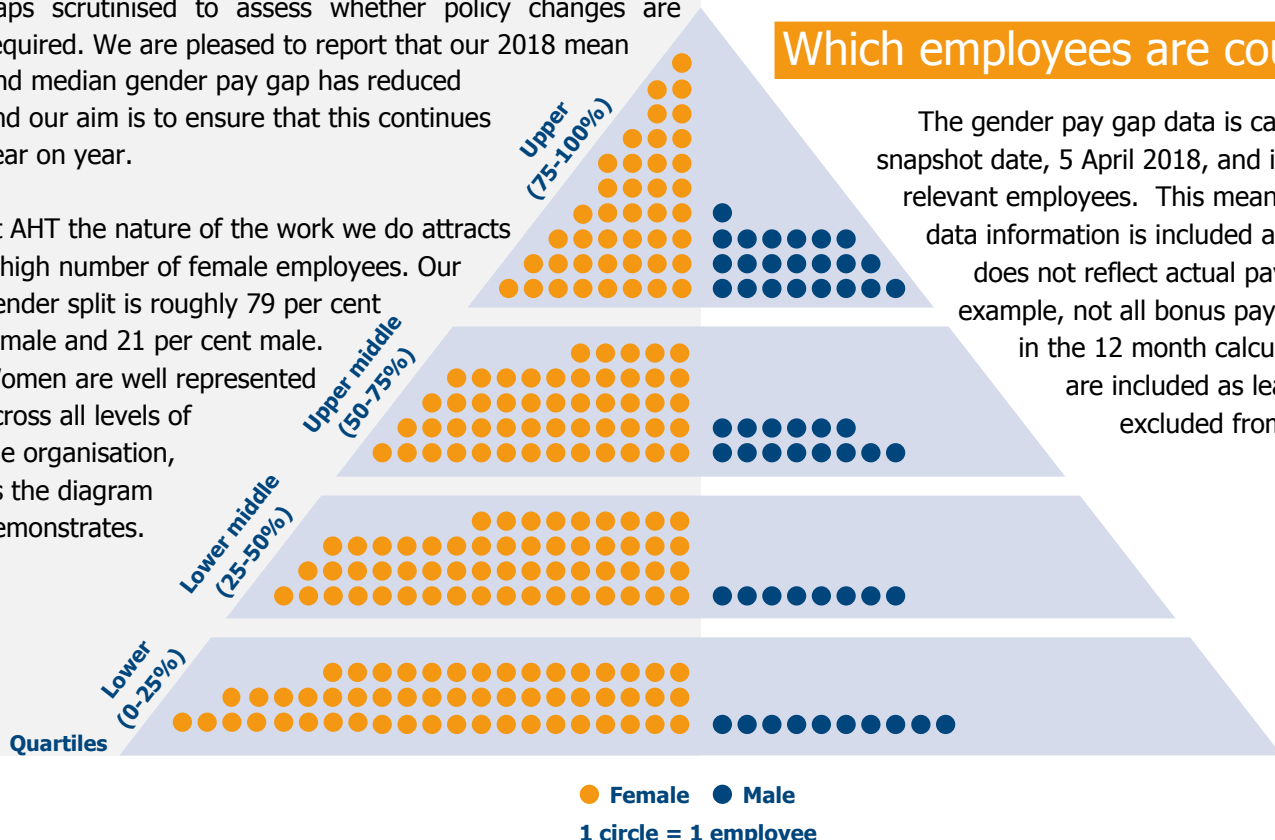
**Animal Health Trust (AHT) exists to fight disease and injury in animals. Thanks to our pioneering work improving diagnosis, treatment and prevention, horses, dogs and cats are living healthier, happier lives – in the UK and across the world.**

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 robust formal process of evaluating and grading our roles to ensure fair and equitable decisions are made on role levels and pay. Gender pay gap data is reviewed by the trust's Pay and Grading Committee and any gender pay gaps scrutinised to assess whether policy changes are required. We are pleased to report that our 2018 mean and median gender pay gap has reduced and our aim is to ensure that this continues year on year.

At AHT the nature of the work we do attracts a high number of female employees. Our gender split is roughly 79 per cent female and 21 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?

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.

## Which employees are counted?

The gender pay gap data is calculated at a snapshot date, 5 April 2018, and includes only relevant employees. This means not all pay data information is included and therefore does not reflect actual payments. For example, not all bonus payments made in the 12 month calculation period are included as leavers data is excluded from the report.

# Gender Pay Gap for 5 April 2018

## 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 2018. At the time our gender pay gap was calculated, 79% of our employees were female and 21% were male. The table below shows both our mean and median gender pay gaps.

Gender Pay Gap	
Metric	AHT
Mean Gender Pay gap	26.7%
Median gender pay gap	22.6%

The above percentages tell us that when comparing mean hourly rates, women earn 73p for every £1 that men earn, and when comparing median hourly rates women earn 77p for every £1 that men earn.

Gender Bonus Gap	
Metric	AHT
Mean gender bonus gap	58.8%
Median gender bonus gap	76.0%
Women receiving a bonus	3.6%
Men receiving a bonus	8.9%

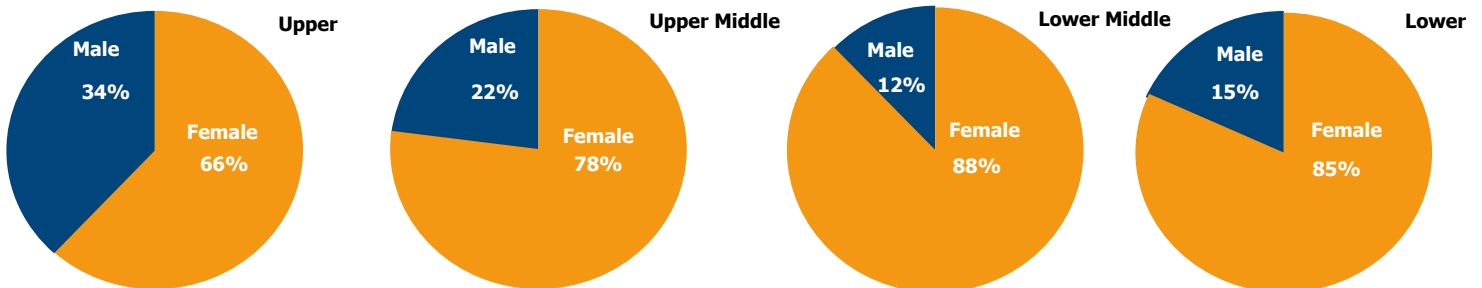
## Gender Bonus Gap based on actual bonus payments

The data below is based on actual bonus payments made to AHT employees during the 12 month reporting period. The figures vary from the required statistical data as they include all bonus payments made and have not excluded bonus payments made to employees who had subsequently left the Trust at the snapshot date of 5 April 2018.

Gender Bonus Gap based on actual bonus payments	
Metric	AHT
Mean gender bonus gap	28.7%
Median gender bonus gap	40.0%
Women receiving a bonus	11.3%
Men receiving a bonus	7.3%

During the 12 month period 4 bonus payments were made to men and 24 to women. The bonus range for men and women was the same: £20 to £250.

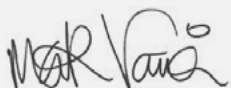
## Pay Quartiles



## 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