

# Langford Vets Gender Pay Gap 2025

(as of 31st March 2025)

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap.

The gender pay gap should not be confused with unequal pay. Unequal pay is the unlawful practice of paying people differently for performing the same or similar work. The gender pay gap is a measure of the difference between the average hourly earnings of men and women within an organisation.

Langford Vets' pay structure supports the fair treatment and reward of all staff irrespective of gender or any other characteristics.

## Gender Pay Calculations

	Number	Mean Pay	Median Pay
Female	258	£19.42	£15.80
Male	38	£30.51	£21.67
Pay Gap (£)		£11.09	£5.86
Pay Gap (%)		36.3%	27.1%

## Factors that are contributing to our Gender Pay Gap

We are confident that our employees are paid equally for doing the same or similar work regardless of gender.

We are aware that we continue to have a higher proportion of male employees in highly paid roles such as Senior Clinicians, and relatively more female employees in lower paid roles such as Animal Care Assistants and Reception staff, which is maintaining an overall gender pay gap.

Like many veterinary businesses, our employee population has 6.8 times more female employees than male overall (87% female across all employees). This impacts our gender pay gap, because a smaller number of male employees makes their average pay highly sensitive to staff changes. Nonetheless, further development of female staff into senior leadership roles continues and should further improve the pay gap figures in the coming year.

Signed:

Hattie Lawrence CEO

