

# Gender Pay Gap Report 2022



# Introduction

Care Fertility Group is the UK's leading fertility clinic group for IVF treatment, with a headcount of 649 at the snapshot date. We strongly believe that diversity, inclusion and equality is at the heart of our business, for both our employees and our patients.

We are pleased to report that our gender pay gap has reduced by a further 3% from 2021. In respect of our workforce, we are an unusual business in that the majority of our employees are female, 88% of our workforce were female as of the snapshot date, which compared to the national average is 35% higher. Males being underrepresented within our organisation distorts the Pay Gap as the majority of our male workforce are in the upper quartile due to the roles they perform.

Our focus firmly remains on improving the gender balance which will have an impact on closing the pay gap. Whilst we have made strides towards reducing our overall pay gap, we still have a way to go to reducing this even further.

This report will go into further detail in relation to our gender pay gap, as well as showcasing the some of the steps we are taking to encourage greater male representation across all grades, and having a higher proportion of women in our upper quartiles.



**David Burford**  
Chief Executive Officer



**Angela Regan**  
Group HR Director

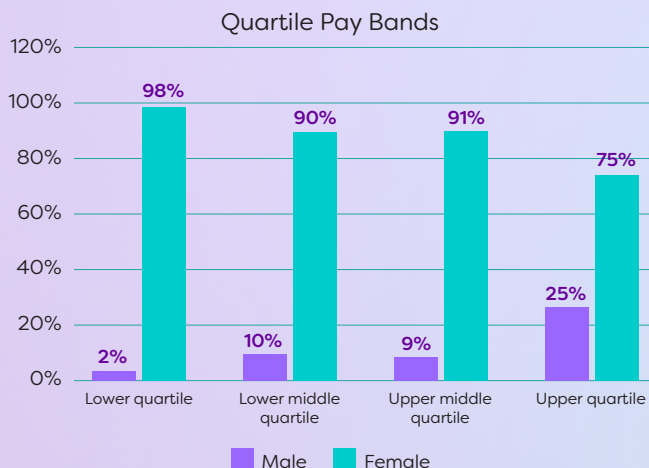
## Pay Gap Information

This data shows the difference between the average earnings of all male and female colleagues, regardless of their role or seniority, and has been submitted to the UK Government.

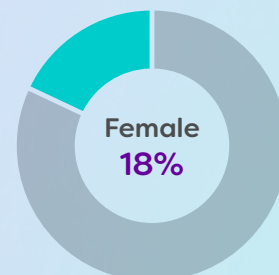
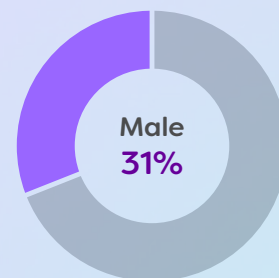
PAY GAP	2022	
	Mean	Median
Hourly rate	53%	43%
Bonus Pay*	65%	50%

\* Bonus pay is the absolute cash value received and is not pro-rated for the number of hours worked.

### Proportion of male and female employees in each pay quartile band:



### Colleagues who received a bonus:



## Data Interpretation

At 52% mean and 43% median the gender pay gap for Care Fertility continues to improve, however the gap is still significantly higher than the national average. This is a result of the majority of our male workforce, being in the upper quartiles. Males only make up 6% of our total lower quartile, compared to 17% of our total upper quartiles. We continue to experience a high proportion (40%) of our male workforce in doctor and director roles whose salaries are not comparative to rest of the group. We do however continue to see an increase in the total female workforce in our upper quartile, with females continuing to develop into senior roles within the group. For example, we have a majority female director group, where female make up 65% of the group.

77% of the workforce received a bonus in 2021, this was higher than 2022 due to rewarding staff in 2021 for handling the pandemic. At the snapshot date 12% of the workforce had received a bonus, of which 20% were male and within doctor or director roles. The bonus gap can also be explained by the fact that more women joined the organisation during 2022, however they did not have enough length of service in order to qualify for a bonus.

Our statistics are unusual given the high female/male ratio. We remain committed to investing in our workforce, and providing as many opportunities as possible to develop our female workforce into more senior roles within the group.

## Our Actions

### Retention

We offer flexible working for individuals wherever this is operationally practical, and actively encourage a positive work life balance.

We have also introduced a new exit interview process, to enable us to obtain additional insight into our turnover data.

We offer home working for our central functions, this supports us in being able to attract, retain and develop an increasingly diverse workforce.

### Recruitment

We have adopted the approach of including salaries within our job adverts, to ensure transparency.

Roles are advertised internally, and we actively promote from within.

We are implementing a new recruitment ATS system which will enable us to capture further insight and comprehensive data on our applicants.

### Progression

We offer a number of opportunities within the group to undertake apprenticeships and training programmes, which develop the skills and the careers of our employees.

Of all of our apprentices on development programmes, over 90% of those are females.

### What's next on Care's gender pay gap agenda:

- Attracting more men to work at Care Fertility, across all types of roles.
- Increasing the number of women in our senior leadership roles.
- Understanding more about how we can meet the needs and maximise the opportunities of all of our employees.

# Contact us

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