

Gender Pay Gap Report 2023

(snapshot date 5th April 2023)



Introduction

Care Fertility Group is the UK's leading fertility clinic group for fertility and IVF treatment, with a headcount of 623 at the snapshot date. We strongly believe that diversity, inclusion and equality is at the heart of our business, for both our colleagues and our patients.

We are pleased to report that our gender pay gap has reduced by a further 4 percentage points from 2022. In respect of our workforce, the majority of our employees are female, 88% of our workforce were female as of the snapshot date. Males being underrepresented within our organisation distorts the gender pay gap as the majority of our male workforce are in the upper quartile.

Our focus firmly remains on improving the gender balance which will have an impact on closing the gender 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 some of the steps we are taking to encourage greater male representation across all grades.



David Burford
Chief Executive Officer



Angela Regan
Group HR Director

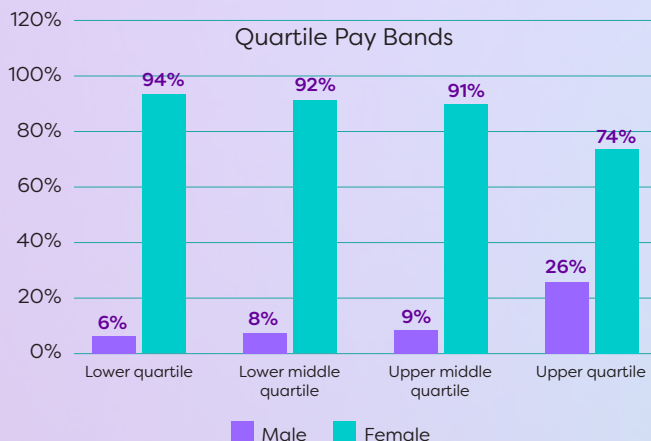
PAY GAP	2023	
	Mean	Median
Hourly rate	48%	42%
Bonus Pay*	60%	0%

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

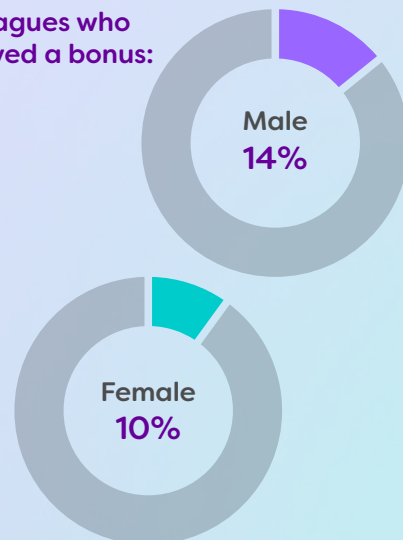
Pay Gap Information

This data shows the difference between the average earnings of all male and all female colleagues. This data has been submitted to the UK Government in line with our reporting obligations. The next section on data interpretation provides some context and the actions we are taking.

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



Colleagues who received a bonus:



Data Interpretation

At 48% mean and 42% median the gender pay gap for Care Fertility continues to improve, however the gap is still 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 26% of our total upper quartiles. We continue to experience a high proportion of our male workforce in roles that sit in the upper quartile. We do however continue to see the total female workforce in our upper quartile remain steady, with females continuing to develop into senior roles within the group. For example, we have a majority female director group, where females make up 58% of the group.

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 offer hybrid working for our central functions, this supports us in being able to attract, retain and develop an increasingly diverse workforce.
- We have meaningful qualitative and quantitative exit interview data providing greater insight into why people leave us.
- We have robust action planning following our Employee Engagement annual surveys to ensure we retain talent.

Recruitment

- We include salaries within our job adverts, to ensure transparency.
- Roles are advertised internally, and we actively promote from within.
- We have implemented a new recruitment ATS system which will enable us to capture further insight and comprehensive data on our applicants and identify trends.

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.
- We have introduced career frameworks, which clearly set out progression for all colleagues ensuring fair and transparent pay progression points.
- We have introduced a new learning platform which has accessible resources for all and not just those in leadership and management roles.

Gender pay gap reporting guidelines require us to report on the pay gap between men and women, meaning that reporting is unable to include data on other gender identities. The data used for the calculation comes from His Majesty's Revenue and Customs (HMRC) records, which we acknowledge won't have an accurate record of gender for many trans and non-binary people.

We are committed to continuing to take steps to create inclusive working environments for our trans and non-binary colleagues. For example, staff are able to record their gender identity (including non-binary identities) through our staff equality monitoring data via our HRIS and we are in the process of introducing a pronouns section in our email signatures, enabling colleagues to share how they would like to be referred to.

Contact us

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