GENDER PAY GAP REPORT 2024

April 2024



CARE FERTILITY

www.carefertility.com

INTRODUCTION

At Care Fertility, we are committed to fostering an inclusive and equitable workplace where everyone, regardless of gender, has the opportunity to thrive.

As a leader in fertility care, we recognise that gender equality is not just a regulatory requirement but a reflection of our core values: compassion, collaboration, and expertise.

We are proud of our diverse workforce, which includes highly skilled professionals across clinical, scientific, corporate and administrative roles. We celebrate our executive team and how women are equally represented in this space.

Our people are the heart of our organisation, and we remain dedicated to ensuring fair pay and career progression opportunities for all, particularly in an industry where women make up a significant proportion of both our workforce and our patients.



Angela Regan
Chief People Officer

WHAT'S INSIDE

PAY GAP INFORMATION

OUR COMMITEMENT TO CHANGE

CONTACT US

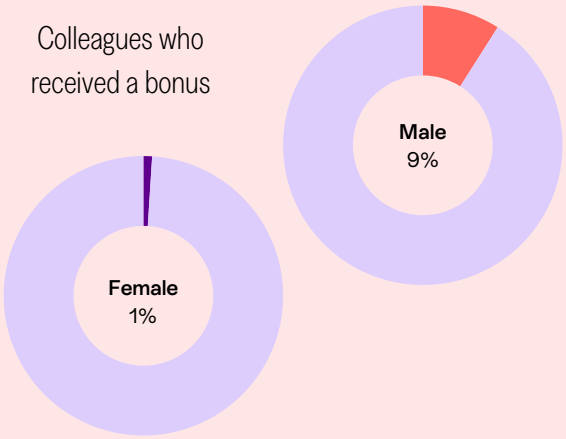
PAY GAP INFORMATION

Gender pay gap reporting measures the difference in average earnings between male and female employees across the organisation. It is important to note that this is not the same as equal pay, which ensures that male and female employees are paid equally for the same or similar work.

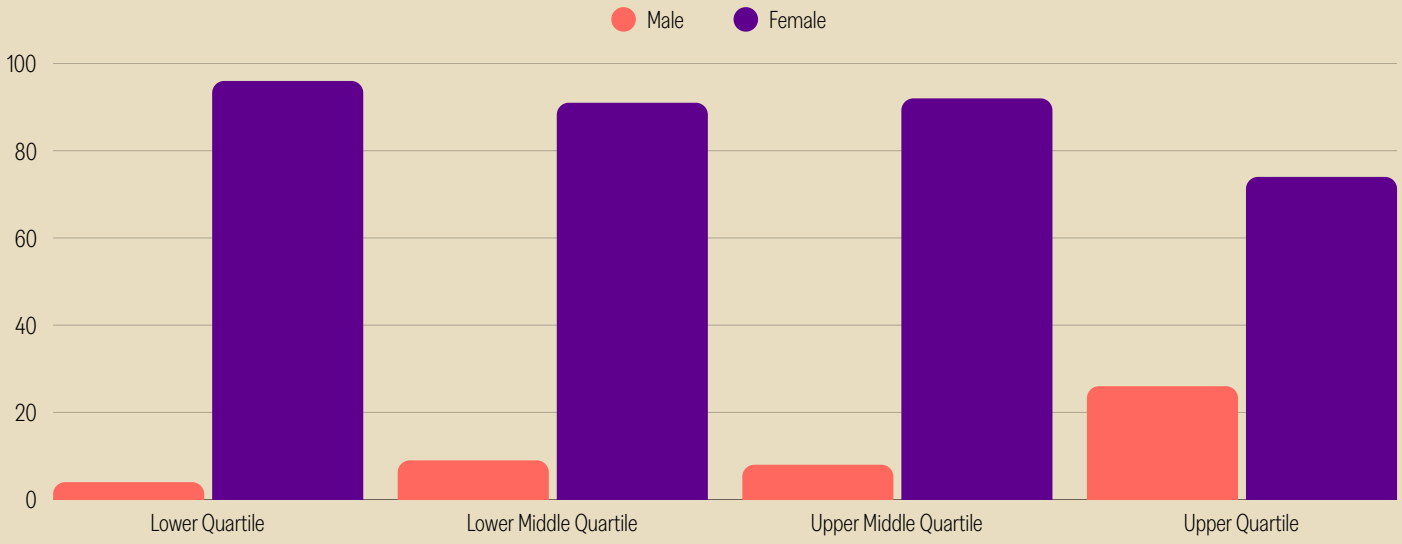
PAY GAP	2024	
	Mean	Median
Hourly rate	49%	29%
Bonus pay*	75%	52%

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

Colleagues who received a bonus



Proportion of male and female employees in each pay quartile band



UNDERSTANDING OUR PAY GAP

- The gender pay gap is influenced by the high proportion of female employees in the lower and middle pay quartiles compared to the upper quartile.
- The increase in the mean bonus gender pay gap reflects a concentration of male employees in senior roles with higher bonus eligibility.
- The median gender pay gap has improved, indicating that more female employees are progressing into mid-level roles.
- A lower percentage of female employees received a bonus (1% vs. 9% of males), highlighting an area for further review.

OUR COMMITMENT TO CHANGE

OUR ACTIONS

We are proud of the progress we have made, but we recognise that more work is needed. To address our gender pay gap, Care Fertility is committed to:

- Promoting career progression for women.
- Expanding leadership development programmes to support women moving into senior roles.
- Enhancing mentorship and sponsorship opportunities for female employees.
- Reviewing bonus structures
- Assessing the criteria for bonuses to ensure fair access and transparency.
- Encouraging greater participation in performance-related bonus schemes.
- Further encouraging flexible working and work-life harmony.
- Continuing to promote part-time and flexible working opportunities across all levels.
- Ensuring pathways for progression are accessible for those who work flexibly.
- Attracting and retaining talent.
- Strengthening our recruitment approach to attract more diverse talent into higher-paid roles.
- Exploring ways to support women returning from maternity leave with career development initiatives.

LOOKING AHEAD

At Care Fertility, we believe in fostering a workplace where everyone has equal opportunities to succeed. While we acknowledge the challenges in addressing the gender pay gap within our sector, we are committed to making meaningful progress and holding ourselves accountable for change.

By taking a proactive and transparent approach, we aim to ensure that our workforce reflects the values of compassion, collaboration, and expertise that define Care Fertility.



CONTACT US

Care Fertility,
John Webster House,
6 Lawrence Drive,
Nottingham Business Park,
Nottingham,
NG8 6PZ

www.carefertility.com
marketing@carefertility.com