GENDER PAY GAP REPORT 2025

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CARE FERTILITY

www.carefertility.com

INTRODUCTION

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

As a leading fertility care provider, we recognise that supporting gender equality is essential to building a strong, sustainable organisation and delivering the highest standards of care to our patients. Transparency in how we reward and develop our people is an important part of this commitment and reflects our core values of compassion, collaboration, and expertise.

Our workforce is diverse and highly skilled, spanning clinical, scientific, corporate, and operational roles. Women represent a significant proportion of our colleagues across the organisation and play a vital role in delivering the exceptional care and support our patients rely on every day.

While our gender pay gap reflects the overall structure of our workforce and the distribution of roles across the organisation, we remain focused on ensuring that opportunities for development, progression, and reward are accessible to all colleagues.

We are committed to continuing to review our data, strengthen our practices, and support initiatives that promote fairness, transparency, and opportunity across Care Fertility.



Lyndsey Price
Director of People

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PAY GAP INFORMATION

Gender pay gap reporting measures the difference in average earnings between male and female employees across an organisation.

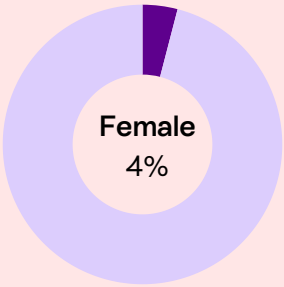
It is important to note that this is different from equal pay. Equal pay ensures that men and women receive the same pay for doing the same or equivalent work. The gender pay gap instead reflects the overall distribution of men and women across different roles and levels within an organisation.

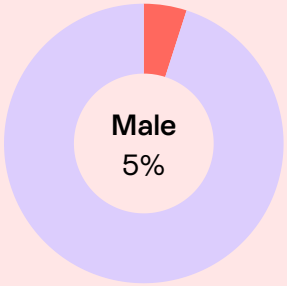
Understanding our gender pay gap helps us identify areas where we can continue to improve representation, progression opportunities, and pay equity across the organisation.

PAY GAP	2024	
	Mean	Median
Hourly rate	43%	25%
Bonus pay*	14%	46%

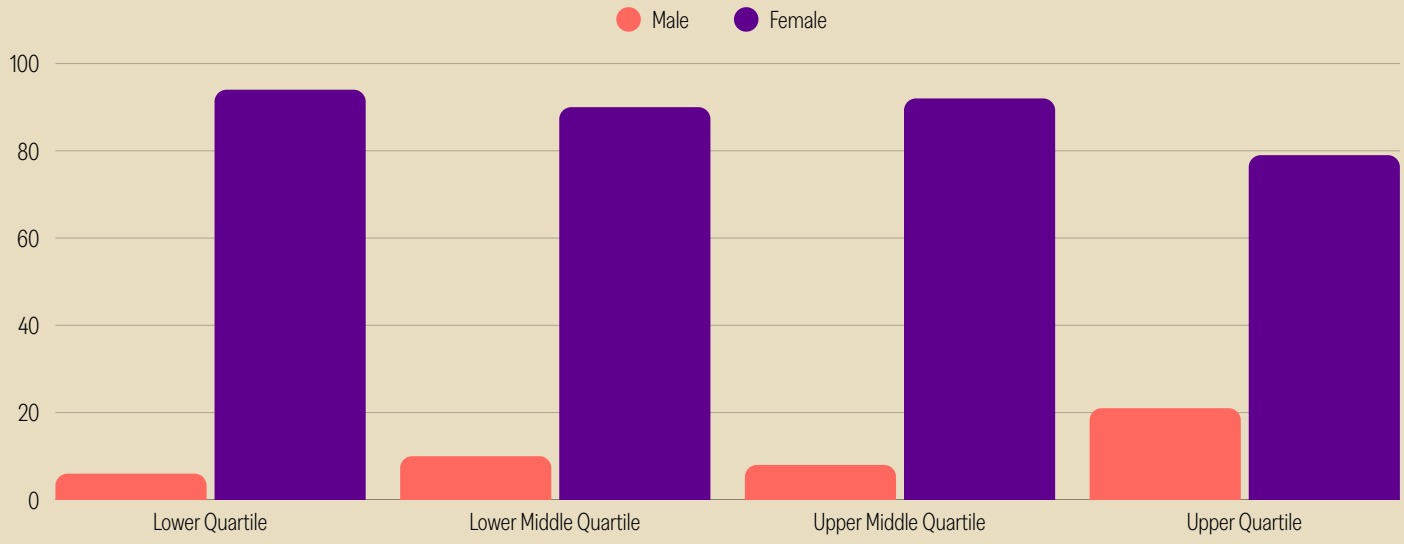
* Bonus pay is the absolute cash value received and is not pro-rated for the number of hours worked.

Collegues who received as bonus





Proportion of male and female employees in each pay quartile band



UNDERSTANDING OUR PAY GAP

- Our gender pay gap continues to reflect the structure of our workforce and the distribution of men and women across different roles and levels within the organisation.

- Women represent the majority of our workforce across all pay quartiles, particularly within the lower and middle quartiles where they account for over 90% of employees. This reflects the strong representation of women across many clinical, patient-facing, and operational roles within the fertility sector.

- In the upper quartile, women continue to represent the majority of employees at 79%, although there is a slightly higher proportion of men in senior roles compared to other quartiles. This distribution influences the overall mean and median gender pay gap figures.

- The proportion of employees receiving a bonus remains relatively small across the organisation, with 4% of male employees and 5% of female employees receiving a bonus. As bonus eligibility is linked to specific roles and levels of responsibility, this can influence the overall bonus pay gap.

- We continue to review these patterns to ensure our reward practices remain fair, transparent, and aligned with our commitment to equity and inclusion.

OUR COMMITMENT TO CHANGE

OUR ACTIONS

We are proud of the progress we have made but recognise that continued focus is needed to ensure equal opportunity across our organisation.

To support this, Care Fertility remains committed to the following actions:

Promoting career progression for women

- Continuing to support leadership development opportunities across the organisation.
- Encouraging greater representation of women in senior and specialist roles.
- Providing access to mentorship, coaching, and professional development programmes.

Reviewing reward and bonus structures

- Reviewing bonus eligibility and criteria to ensure fairness and transparency.
- Ensuring colleagues have clear visibility of performance-related reward opportunities.

Supporting flexible working and work-life balance

- Promoting flexible and part-time working opportunities across different roles and levels.
- Ensuring colleagues who work flexibly have access to development and progression opportunities.

A**ttracting and retaining diverse talent**

- Strengthening inclusive recruitment practices to support diversity across the organisation.
- Supporting colleagues returning from family leave through development and career support initiatives.

LOOKING AHEAD

At Care Fertility, we believe that everyone should have the opportunity to grow and succeed.

While gender pay gap reporting reflects a range of structural factors across our workforce and sector, we remain committed to creating meaningful change through transparency, accountability, and continued investment in our people.

By maintaining a proactive approach and regularly reviewing our progress, we aim to ensure that our workplace continues to reflect the values that define Care Fertility: compassion, collaboration, and expertise.



CONTACT US

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

www.carefertility.com
marketing@carefertility.com