



# 2018 Gender Pay Gap report

Circle Nottingham Ltd (“Nottingham”)

## Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require that all UK organisations employing 250 or more employees publicly report their gender pay gap (GPG).

The GPG figures provided herein for Circle Nottingham Ltd (“Nottingham”) are based on hourly rate of pay as at the snapshot date of 5 April 2018 and bonuses paid during the tax year ending on 5<sup>th</sup> April 2018 for all staff on a contract of employment and bank / “as and when” workers on Circle payroll.

## Mean and Median Gender Pay Gap Calculations

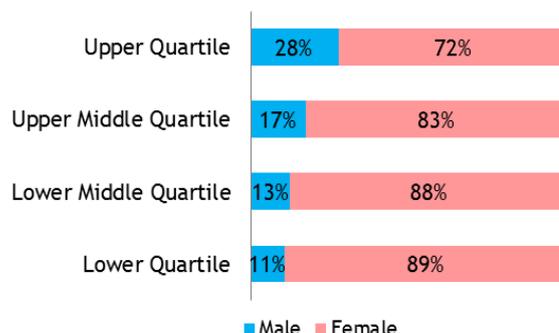
The GPG is defined as the difference between the hourly rate of pay received by male and female staff, respectively.

	Nottingham			
	2017		2018	
	Mean	Median	Mean	Median
Male hourly rate	£20.21	£13.68	£19.67	£13.85
Female hourly rate	£12.48	£9.85	£11.73	£10.15
Gender Pay Gap %	38.24%	28.01%	40.38%	26.73%

The median GPG has remained mostly consistent with figures from 2017. It is notable that Nottingham has a larger overall number of employed medical consultants in comparison to the other Circle sites and other independent sector providers. As a majority of these consultants are male, the pay differential is more significantly impacted.

## Quartile pay groups

The charts below show the proportion of male and female in each quartile pay band, obtained by ordering hourly rates of pay from highest to lowest, and grouping them into four equal quartiles.



The bottom three quartiles broadly reflect the organisational gender split (83% female and 17% male). The proportion of females and males in each quartile remains broadly the same



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as in 2017. The upper quartile demonstrates there is an increase in the percentage of male staff in the roles that attract the higher hourly rates of pay and a disproportionate number of female in lower pay roles in the business. There has been a small decrease of male representation in the upper quartile, from 35 per cent in 2017 to 28 per cent in 2018.

## Gender Bonus Pay Gap

The gender bonus pay gap is the difference in bonus pay that male and female employees received during the 12 month period ending on 5 April 2018. Bonus pay includes non-salary compensation received from Circle (e.g., retention bonus) or in connection with an employee’s employment with Circle (e.g., share scheme).

	Nottingham	
	2017	2018
Mean Gender Bonus Gap	29.25%	40.38%
Median Gender Bonus Gap	26.55%	26.73%
% Male receiving a bonus	8.20%	62.86%
% Female receiving a bonus	3.16%	54.86%

The figures for 2018 are impacted by the sale of shares by employees in connection with the acquisition of Circle Holdings plc in 2017. The Circle share scheme was closed in 2017.

## Conclusions

Circle supports equality through fair pay. We are committed to paying men and women equally for doing equivalent jobs across our organisation, and we regularly undertake internal audits to ensure this commitment is reflected in practice.

The main reason for our GPG is an imbalance of male and female staff in particular roles. Higher paying roles (e.g. employed medical consultants) are predominantly filled by male employees in disproportion to the overall gender split across the organisation. In addition, Nottingham has a larger number of employed medical consultants in comparison to the other Circle sites. As a majority of those consultants are male, the pay differential is more significantly impacted.

At the same time, female employees disproportionately fill middle salary band roles (e.g., nurses) and lower salary band roles (e.g. administration and healthcare assistant).

Whilst Circle would like to see greater gender balance in the organisation’s higher salary band roles, we recognise that the medical consultant workforce in the UK has a greater proportion of males to females, which skews the gender balance of the pool of available applicants for such roles. During the last decade, there has been a notable increase in the



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proportion of women entering medical school and a greater proportion of men entering the nursing profession. We expect that, over time, these trends will narrow the current gender pay gap in the healthcare sector.

Circle has ambitious plans to attract, recruit, retain and develop employees of both genders as demonstrated by our inclusive recruitment, promotion and remuneration practices. A key part of Circle’s talent management and succession planning is to continue to support flexible working arrangements and refresh management and leadership training programmes to support development and career progression for staff of all genders.

## Declaration

I confirm that our data have been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures above are accurate and in line with payments made by Circle up to and including April 2018.

Paolo Pieri  
Chief Executive Officer

4 April 2019