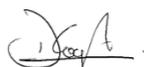




# Gender Pay Gap Report April 2020 Circle Hospital (Bath) Ltd.

With effect from 1 June 2021, the Royal United Hospitals Bath NHS Foundation Trust purchased Circle Hospital (Bath) Limited and the company was renamed Sulis Hospital Bath Limited.

Circle Health Group is committed to creating a diverse workforce offering inclusive opportunities for all our employees and workers, regardless of gender. We are passionate about fairness, equality and inclusion; creating an environment where our people can thrive, grow and develop professionally and personally. I confirm that the data contained within this report is accurate and meets the requirements of the Gender Pay Gap reporting regulations.



**David Cooper, Chief People Officer**

## The Gender Pay Gap in Context

It is important to understand that the gender pay gap is a measure of the difference in the pay (converted to an hourly rate) of men and women across an entire organisation, regardless of the nature or level of their work. It is fundamentally different from equal pay, which involves a direct comparison of two people or groups of people to ensure they are paid comparably for work of comparable value.

An organisation's gender pay gap takes into account all jobs, both full-time and part-time, at all levels and all salaries. In this report, we show our median and mean gender pay gaps for Circle Hospital (Bath) Ltd., the median and mean bonus gap and the percentage difference in bonus pay of men and women as a snapshot at 5 April 2020.

- The median is the mid-point of a range of data and illustrates the figure for which half the lines of data are above and half are below.
- The mean, sometimes referred to as the average, is the sum of all the values in a data set, divided by the total number of values.

When analysing a large set of data, such as the hourly pay of our reportable workforce of just over 266, the median is often considered to provide a more robust indication of the overall story the data tells and is less affected by outliers than the mean.

## Our Gender Pay Gap

	Median	Mean
2020	11.6%	10.3%
2019	- 4.1%	3.2%
2018	5.3%	5.8%
2017	19.1%	17.5%

Although the median figure for this year has increased compared to the last two years, the size of our headcount means that relatively small changes have a higher percentage effect in measures like this. In previous years, the gender pay gap figures had decreased as a result of a reduced number of employed male medical consultants and a small increase in female staff filling higher-paying clinical roles

This year there is a higher proportion of male employees in the two highest pay quartiles (see p3) and a lower proportion of male employees on the two lower pay quartiles. As referenced above, these changes can happen as a result of relatively minor changes in actual staff numbers. The overall shift in the proportion of men in higher earnings quartiles with a relatively smaller headcount is likely to have a bigger effect on the gender pay gap percentage. Despite this, our median gender pay gap for 2020 remains lower than the UK national median figure of 15.5% as identified by the Office for National Statistics

Our annual pay review process is applied fairly to all employees across our sites and we regularly undertake internal audits to ensure our commitment to fair pay is reflected in practice.

The main reason for our gender pay gap 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.

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 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 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.

### **Our Gender Bonus Gap**

These are the mean and median gaps between the bonuses paid to men and women during the period 6 April 2019 to 5 April 2020. For this report year, there was no single company-wide annual performance bonus scheme. However, retention or welcome bonuses were offered for specific recruitment campaigns as an incentive to retain or recruit staff in key roles, particularly clinical/technical occupation groups that are in short supply in the UK such as nurses, ODPs, Radiologists and Theatre staff. The small number of bonus payments made in each given year means that the figures in this section will be prone to fluctuate year-on-year. The figures below are not, therefore, indicative of a single company bonus plan with a single set of criteria paying out at substantially different levels to men and women.

The 2019 bonus differentials were of limited significance due to the negligible number of employees who received a bonus during the reference period (three in total).

	Median	Mean
2020	50%	-2.0%
2019	-499.2%	-499.2%
2018	16.5%	77.8%
2017	10.6%	44.1%

### **Bonus Payments by Gender**

This indicates the proportion of men and women who received a bonus payment in the report year.

	Male	Female
<b>2020</b>	6.1%	7.9%
<b>2019</b>	3.9%	0.4%
<b>2018</b>	61.7%	58.1%
<b>2017</b>	4.6%	4.5%

## Our Pay Quartiles

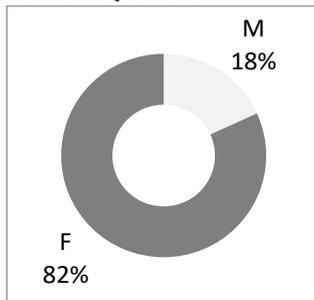
This illustrates the gender distribution within each pay quartile for the business – the Upper Quartile represents the quarter of the workforce with the highest earnings and the Lower Quartile represents the quarter of the workforce with the lowest earnings.

Given that our overall reportable headcount for this process is 266 people, it should be noted that each of these quartiles represents c66 people, so relatively minor changes from one year to the next can cause more significant percentage changes in this data.

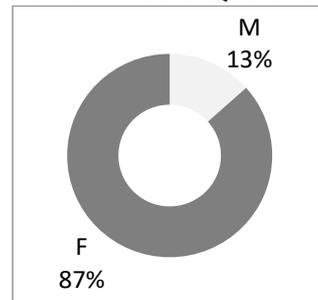
The overall organisational gender split at the snapshot date was 217 women (81.6%) and 49 (18.4%) men.

Notably, this year there is a higher proportion of male employees in the Upper (26%, compared to 23% in 2019) and Upper Middle (16%, compared to 14% in 2019) Quartiles. There is also a lower proportion of male employees on the Lower Middle (13%, compared to 19% in 2019) and Lower Quartile (18%, compared to 20% in 2019).

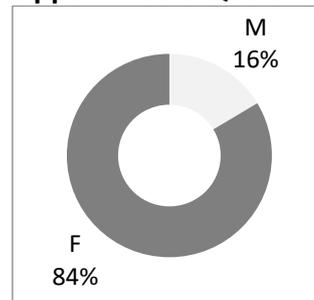
**Lower Quartile**



**Lower Middle Quartile**



**Upper Middle Quartile**



**Upper Quartile**

