



# 2017 Gender Pay Gap report

Circle Nottingham Ltd

## Introduction

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

The gender pay gap figures provided herein for Circle Nottingham Ltd (“Nottingham”) are based on hourly rate of pay as at the snapshot date of 5<sup>th</sup> April 2017 and bonuses paid during the tax year ending on 5<sup>th</sup> April 2017 for all staff on a contract of employment and bank / “as and when” workers on Circle payroll.

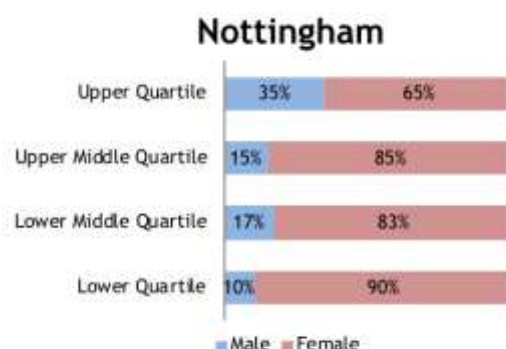
## Mean and Median Gender Pay Gap Calculations

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

	Nottingham	
	Mean	Median
Male hourly rate	£20.21	£13.68
Female hourly rate	£12.48	£9.85
Gender Pay Gap %	38.24%	28.01%

## 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 (81% female and 19% male). 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.



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## Gender Bonus Pay Gap

The gender bonus gap is the difference in bonus pay that male and female employees received during the 12 month period ending on 5<sup>th</sup> April 2017. Circle does not have an annual performance bonus scheme; however, some employees in key roles and occupation groups that are in short supply in the UK have received retention bonuses.

	Nottingham
Mean Gender Bonus Gap	29.25%
Median Gender Bonus Gap	26.55%
% Male receiving a bonus	8.20%
% Female receiving a bonus	3.16%

## 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 gender pay gap is an imbalance of male and female staff in particular roles. Higher paying roles (e.g., 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).

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

## Declaration

I confirm that our data has 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 2017

Paolo Pieri, Chief Executive Officer  
4th April 2018