



2019 Gender Pay Gap report

Circle Hospital Reading Ltd (“Reading”)

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 below for Circle Hospital Reading Ltd (“Reading”) are as at the snapshot date of 5 April 2019 for all staff on employment and bank (“as and when”) contracts on Circle payroll¹. These figures are based on hourly rates of pay and include bonuses paid during the tax year ending on 5th April 2019.

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.

	Reading					
	2017		2018		2019	
	Mean	Median	Mean	Median	Mean	Median
Male hourly rate	£16.01	£15.11	£16.86	£14.87	£18.01	£14.57
Female hourly rate	£14.70	£13.90	£14.93	£13.28	£15.76	£13.88
Gender Pay Gap %	8.20%	8.02%	11.45%	10.65%	12.50%	4.72%

The table shows that the mean GPG has increased slightly since 2017. When analysing a large set of data, the median provides a better measure of the central tendency and is less affected by any outliers and skewed data. The median GPG has decreased considerably since 2018. This appears to be due to a small increase in female staff filling higher-paying clinical roles (for example, Cardiac Psychologists) rather than a substantial change in the composition of our workforce. Our GPG fluctuates annually, however, it remains substantially below the 2019 UK national median of 17.3 per cent.

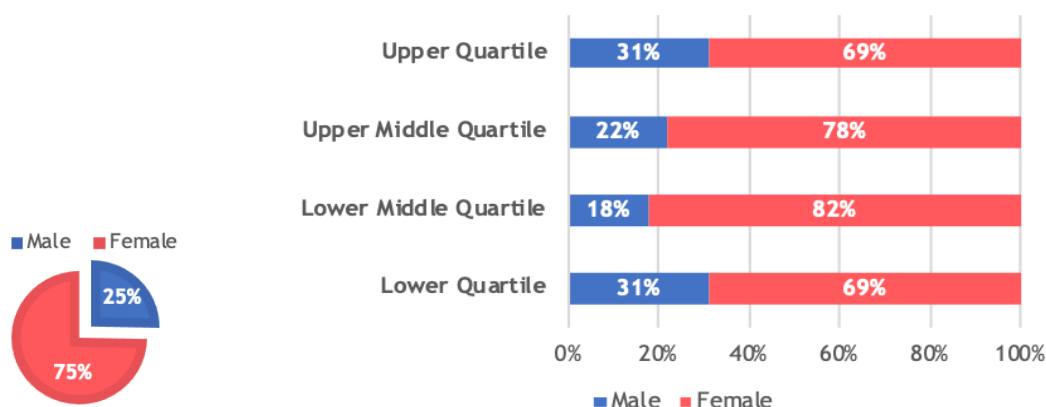
Quartile pay groups

The charts below show the organisation gender split and 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.

¹ We are unable to include comparable pay data for any self-employed contractors, workers on Contract for Services, and self-employed consultants on Practising Privileges due to sporadic nature of engagement and inconsistent methods of payments (pay per case, sessional work, project work) across Circle sites.

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The bottom three quartiles broadly reflect the organisational gender split. The upper quartile demonstrates there is an increase in the percentage of male staff in the roles that attract higher hourly rates of pay and a disproportionate number of females in lower pay roles in the business. The proportion of females and males in each quartile remains broadly the same as in 2018, although there is a small increase in men in the lower quartile, from 24 per cent to 31 per cent.

Gender Bonus Pay Gap

The gender bonus pay gap is the difference in bonus pay that male and female employees received during the 12 months’ period ending on 5 April 2019. Bonus pay includes non-salary compensation received from Circle in connection with an employee’s employment.

	Reading		
	2017	2018	2019
Mean Gender Bonus Gap	-10.24%	6.46%	-87.50%
Median Gender Bonus Gap	0.00%	21.09%	-87.50%
% Male receiving a bonus	1.69%	50.00%	3.28%
% Female receiving a bonus	14.00%	66.29%	0.52%

Circle does not have a company-wide annual performance bonus scheme. However, retention or welcome bonuses may be offered 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 2019 bonus differentials are of limited significance due to the negligible number of employees who received a bonus during the reference period (3 in total).

The bonus figures for 2018 were 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.



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Conclusions

Circle supports equality through fair pay. We are committed to paying men and women equally for doing equivalent jobs across our organisation. 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).

Whilst Circle would like to see greater gender balance in the organisation’s higher salary band roles, we accept that this may take several years to achieve. In particular, 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.

Circle has ambitious plans to attract, recruit, retain and develop employees of both genders, as demonstrated by our inclusive recruitment and talent management practices. Circle aims to promote internal career progression for employees of all genders by supporting flexible working arrangements and offering a diverse range of training and development opportunities including: secondments, work shadowing, in-house education initiatives and apprenticeship levy funded courses.

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 2019.

Paolo Pieri
Chief Executive Officer

21 May 2020