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J D Healthcare

Gender Pay Gap Report

2025

Foreword

As we present our inaugural Gender Pay Gap Report, we take this opportunity to reflect on our journey as a leading fertility 'women's' clinic and our unwavering commitment to fostering an inclusive and equitable workplace. This report represents a crucial step in understanding our pay structures and identifying avenues for growth and improvement.

At J D Healthcare, we recognise that our diverse workforce is our most valuable asset. While we benefit from a higher representation of women within our industry, we deeply value the contributions of every individual in supporting families on their journey to parenthood. It is essential that all employees feel valued and fairly compensated, as this is fundamental to our success.

Our analysis indicates a notable disparity that requires ongoing attention, reflecting the historical prevalence of male colleagues in senior leadership positions. However, this dynamic is already changing in favour of females occupying senior positions. Over the next 12 months, we will continue to prioritise initiatives aimed at increasing female representation in leadership roles. We believe that diverse leadership is vital for driving innovation and achieving our organisational objectives.

In this report, we will present our findings through detailed charts that compare the mean pay of male and female employees across salary quartiles, alongside the corresponding gender pay gaps. This visual representation underscores our commitment to transparency and accountability as we strive for greater equity.

We firmly believe in cultivating an environment where all individuals are afforded equal opportunities to thrive and succeed and to remain feeling supported.

Eva Kolter
Head of HR

Our actions to develop gender pay equity:

Recruitment

- We emphasize Gender balance in hiring panels to promote fair decision-making.
- We actively encourage applications from women for leadership roles by working with talent networks, recruiters, and internal development programmes.

Retention

- Remaining vigilant to support women who may take on caregiving responsibilities.
- Conducting regular pay audits to identify and address potential pay disparities.
- Mentorship and trainee programmes to provide female employees with clear career progression pathways.

Progression

- Expanding leadership development programmes designed to equally support men and women in moving into senior roles.
- Providing targeted training and upskilling opportunities to help employees gain the necessary skills and experience for leadership positions.
- Encouraging internal mobility by creating equal opportunities for women and men to step into strategic and decision-making roles.

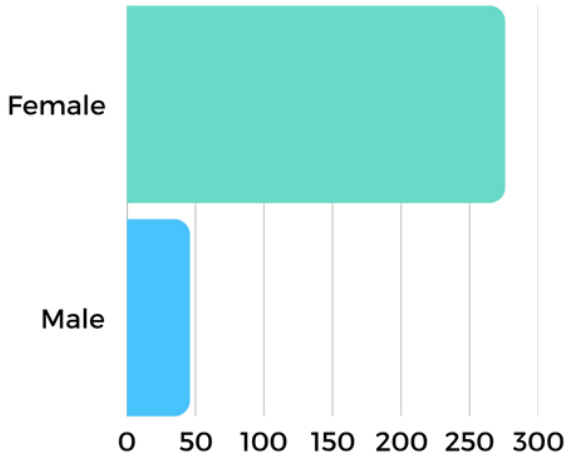
Our gender pay gap

Gender pay gap reporting provides insights into average earnings based on workforce composition, rather than indicating unequal pay for equal work.

As a fertility company, we recognise that our predominantly female workforce is primarily concentrated in patient-facing and administrative roles, while senior leadership positions tend to have an equal representation of males.

By understanding these patterns, we can focus on enhancing career progression, establishing leadership pathways, and creating opportunities that promote a more balanced representation across all levels of our organisation. Our commitment to fostering equity and inclusion is essential as we work towards a more diverse and equitable workplace.

Number of employees by gender



Women make up 86% of our total workforce, reflecting our strong representation of female employees across various roles.

Our gender pay gap by salary group

Lower Salary Group

Quartile One (Lower Salary Group <£30,000 per year equivalent)

In this quartile, women earn an average of **0.95% more** than men, reflecting our commitment to fair starting pay. This is largely due to a higher proportion of female employees in essential roles such as nurses and healthcare assistants. The mean hourly rate for men in this group is **£13.66**, while for women, it is **£13.79**.

Middle-Lower Salary Group

Quartile Two (£30,000 - £50,000 per year equivalent)

In this quartile, we have largely achieved pay parity, with women earning an average of **5.33% more** than men. The average hourly rate for women is **£17.80**, while men earn **£16.90**.

Middle-Upper Salary Group

Quartile Three (£50,000 - £70,000 per year equivalent)

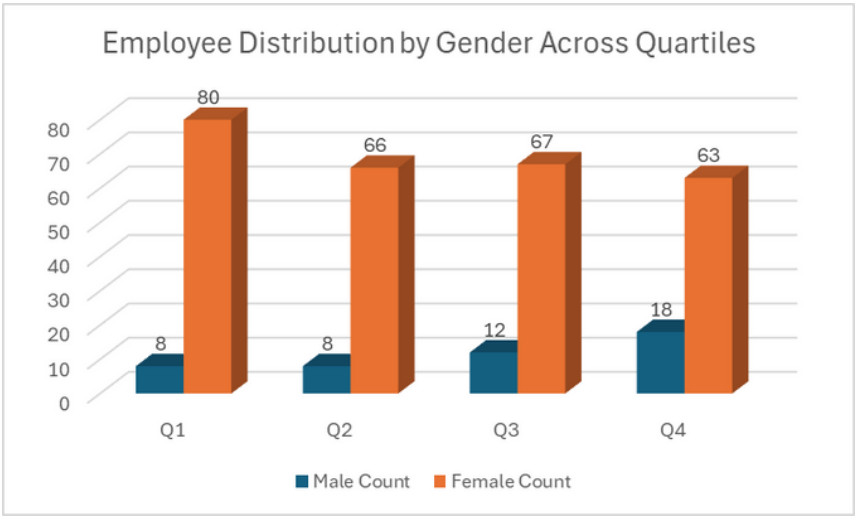
In this quartile, men earn an average of **2.80% more** than women. The mean hourly rate for men is **£24.32**, while for women, it is **£23.64**. This demonstrates our structured approach to ensuring fairness in pay progression across the organisation.

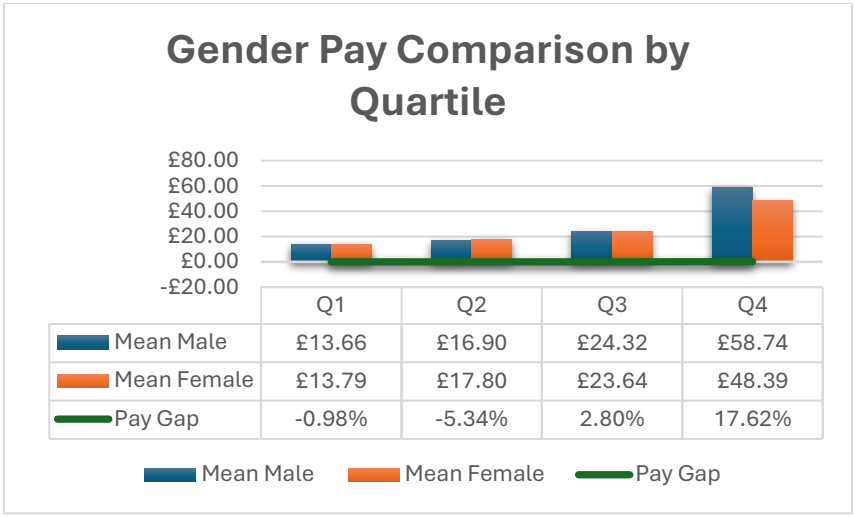
High Salary Group

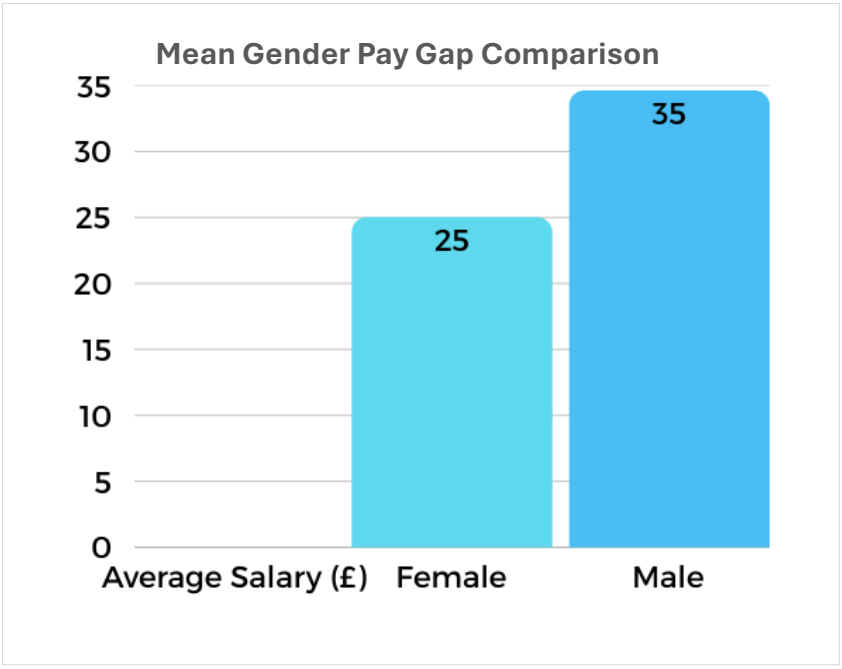
Quartile Four (>£70,000 per year equivalent)

In this quartile, there is a **17.62% gender pay gap**, with men earning more on average than women. This gap is primarily due to a higher proportion of men in senior leadership and specialist roles. The average hourly rates reflect this disparity, with men earning **£58.74** per hour compared to women at **£48.39** per hour.

Gender distribution and pay comparisons







Key questions

Who are J D Healthcare?

J D Healthcare Limited (Companies House 05919836) is the holding group for London Women's Clinic, London Egg Bank, London Sperm Bank, and subsidiary brands Kind iVF and Elective Egg Freezing at London Women's Clinic.

Why does the gender pay gap exist?

Our gender pay gap is primarily influenced by the structure of our workforce rather than instances of unequal pay for equal work. The distribution of employees across lower and mid-tier salary bands reflects broader industry trends within healthcare. Historically, senior leadership roles have seen less female representation, which we are actively working to change.

We acknowledge that access to career progression opportunities, leadership development, and flexible working arrangements significantly impact long-term earning potential. We are addressing these factors to promote an even more equitable environment and ensure that all employees have the opportunity to advance into senior roles over time.

What's the difference between the gender pay gap and equal pay?

- Gender Pay Gap: This refers to the difference in average earnings between men and women across the organisation. A gender pay gap does not necessarily indicate pay discrimination but rather reflects workforce distribution across different levels and roles.
- Equal Pay: This ensures that men and women receive the same pay for doing the same or equivalent work. We continuously review our pay structures to maintain compliance with equal pay legislation.

What's the difference between mean and median pay?

- Mean (Average) Pay Gap: The mean gender pay gap is the difference between the average hourly earnings of men and women. This figure can be influenced by outliers, such as highly paid executives.
- Median Pay Gap: The median represents the midpoint salary when all employees are lined up from the lowest to the highest paid. It is often considered a more accurate measure of typical earnings, as it reduces the impact of extreme values.

What legislative requirements are present?

Under UK law, organisations with 250 or more employees are required to report their gender pay gap annually. This report is submitted to the government and made publicly available to ensure transparency and accountability. Our findings and action plans demonstrate our commitment to improving gender equality within our organisation.

This reporting mandate was introduced in 2017; April 2025 is the reporting deadline for our current data.