

## **Rodericks Dental Partners**

### **Gender Pay Gap Report (Rodericks only)**

**Snapshot Date: 5<sup>th</sup> April 2023**

## **Rodericks Dental Partners Gender Pay Gap Reporting**

Having been associated in dentistry since 1984, Rodericks Dental Partners operate over 222 dental practices across England and Wales. We have recently grown our estate significantly and merged with another dental business, Dental Partners, allowing us to deliver care for more patients through a network of modern practices.

We offer comprehensive dental services, and whether our patients require NHS, private or specialist services, all are underpinned by our ethos of being clinically-led, delivering the highest quality treatments and patient care. So, at every visit, from a simple check up to more complex treatments, patients will always receive the same warm welcome and expert service.

Publishing gender pay gap data on an annual basis helps us to see where action to close the gender pay gap is most needed. It will also help us to establish a benchmark for our own employees.

### **What is Gender Pay Gap Reporting?**

From 2017 onwards, any UK organisation employing 250 or more employees has to publicly report on its gender pay gap in six different ways:

- the mean and median gender pay gaps;
- the mean and median gender bonus gaps;
- the proportion of men and women who received bonuses,
- and the number of men and women according to quartile pay bands.

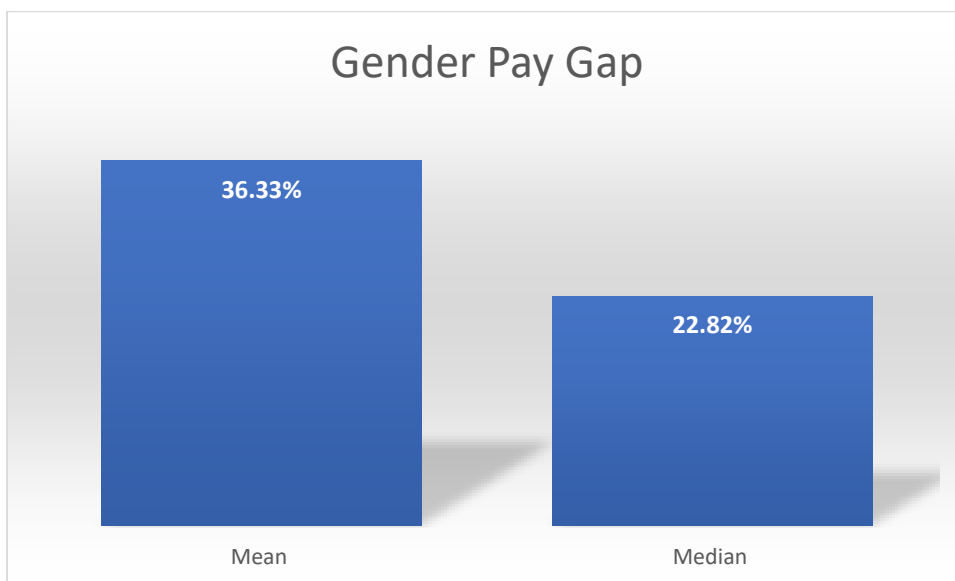
Gender pay gap reporting does not mean that organisations have to report on equal pay. Equal pay is about differences in the actual earnings of men and women doing equal work. Rodericks Dental Partners is an equal pay employer.

## Comparison to 2022 Report

Our mean gender pay gap has **increased from 35.06% (2022) to 36.33% (2023)** and the median gender pay gap has **increased from 22.64% (2022) to 22.82% (2023)**.

Whilst we are aware this has increased, we endeavour to do more and these plans are detailed later in this report.

### Our Gender Pay Gap Data



The Mean hourly rate for women is £12.02

The Mean hourly rate for men is £18.88

Mean Gender Pay is 36.33%

The Median hourly rate for women is £10.18

The Median hourly rate for men is £13.19

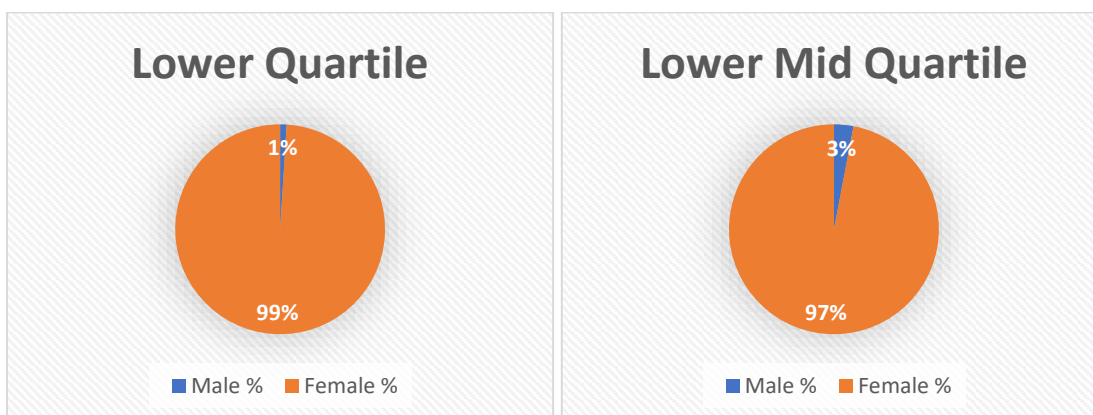
Median Gender Pay is 22.82%

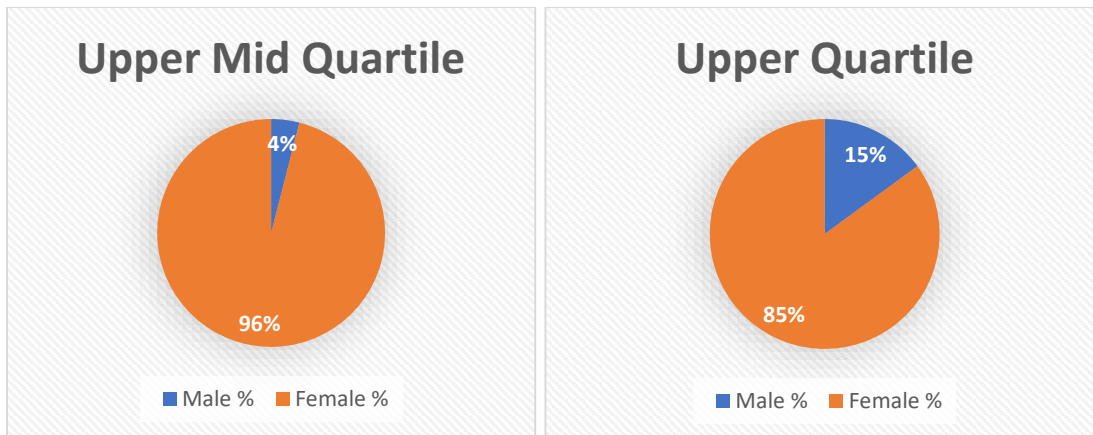
- **98 Male Employees**
  - 2 Directors
  - 54 Central / Support Staff
  - 5 Dentists / Therapists
  - 6 Practice Managers
  - 29 Nurses / Receptionists
  
- **1,509 Female Employees**
  - 3 Directors
  - 107 Central / Support Staff
  - 35 Dentists / Therapists
  - 113 Practice Managers
  - 1,251 Nurses / Receptionists

We collected our data on 5<sup>th</sup> April 2023, when our workforce consisted of 1509 women and 98 men. The figures show that Rodericks Dental has a mean gender pay gap of 36.33% and a median gender pay gap of 22.82%.

In common with the dentistry profession as a whole, our organisation is predominantly female. Given that 94% of our workforce is female, it is also the case that women outnumber men at most levels of the organisation.

Having a greater proportion of men in the upper pay quartiles compared to lower pay quartiles has an impact on our gender pay gap.





Having a predominantly female workforce means that even a small fluctuation in the male workforce can have a significant impact on our gender pay gap.

### Bonus Pay

Mean Bonus Pay Gap - 67.3%  
 Median Bonus Pay Gap - 71.4%

2.11% - Men received a bonus  
 0.99% - Women received a bonus

The Dental industry also has a less than typical workforce from a contractual point of view, in that clinicians (including dentists) tend to be self-employed, not employed and paid on performance of units of dental activity, meaning that our clinicians have not been included in gender pay gap reporting for this year. Being female dominated as a profession, it is likely that including this significant part of our workforce would also reduce our overall gender pay gap.

### Taking Action

These figures show that we can and should be taking action to reduce the gender pay gap in our organisation. We are prioritising the following areas for action:

- A new Chief People Officer appointed in September 2023 has taken action as part of the April 2024 Pay Review to reduce the gender pay gap.
- The introduction of a Head of HR Operations, who will support the team that will be utilising the annual review process and subsequent pay and hiring decisions, to monitor and address gender pay gap challenges.
- Continuous monitoring and evaluation – the Head of HR Operations will regularly monitor and evaluate progress in closing the gender pay gap through ongoing data collection and analysis provided by the HRIS Coordinator. The Chief People Officer will adjust strategies and interventions based on feedback and results, to ensure effectiveness and sustainability.

We are confident that the above actions will have a positive effect on reducing the gender pay gap in Rodericks Dental Partners and we are proud of what we have achieved in the last 12 months.

Nicola Ward

Chief People Officer