



Gender Pay Gap Report

Snapshot Date: 5th April 2022

Rodericks Dental Gender Pay Gap Reporting

Having been associated in dentistry since 1984, Rodericks Dental Limited operate over 150 dental practices across England and Wales. We have recently grown our estate significantly 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 Limited is an equal pay employer.

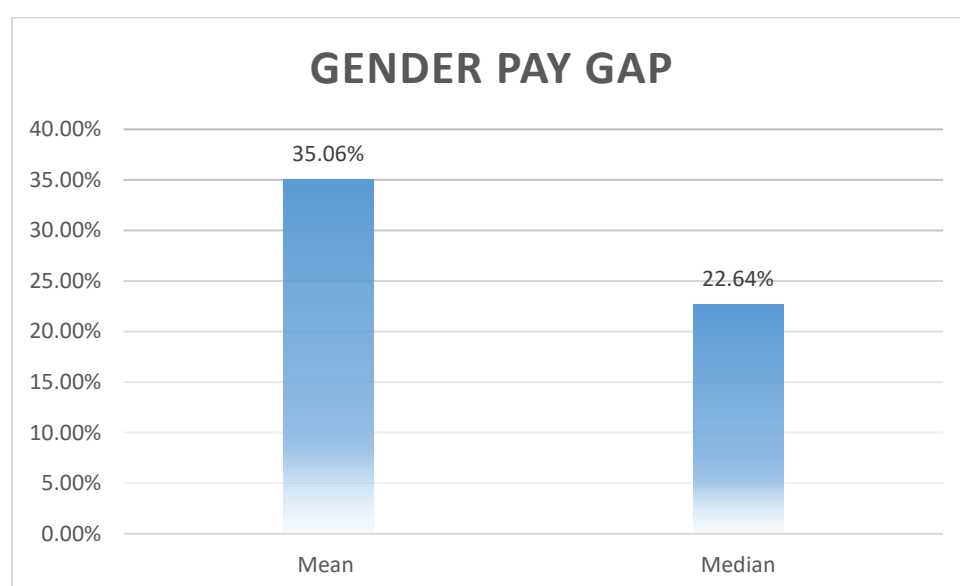
Comparison to 2021 Report

The gender pay gap report has shown significant progress, evidenced by reducing the wage disparity between men and women in the workforce.

Our mean gender pay gap has **reduced from 53.71% (2021) to 35.06% (2022)** and the median gender pay gap has **reduced from 36% to 22.64% (2022)**.

Whilst these are welcome improvements, there is still more to do and these plans are detailed later in this report.

Our Gender Pay Gap data



The Mean hourly rate for women is £11.39

The Mean hourly rate for men is £17.54

Mean Gender Pay is 35.06%

The Median hourly rate for women is £10.25

The Median hourly rate for men is £13.25

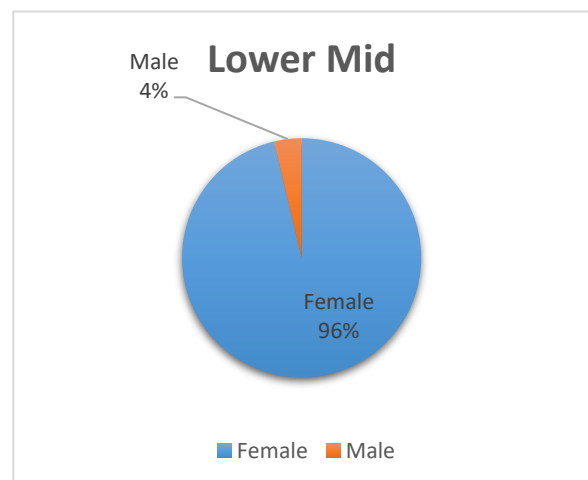
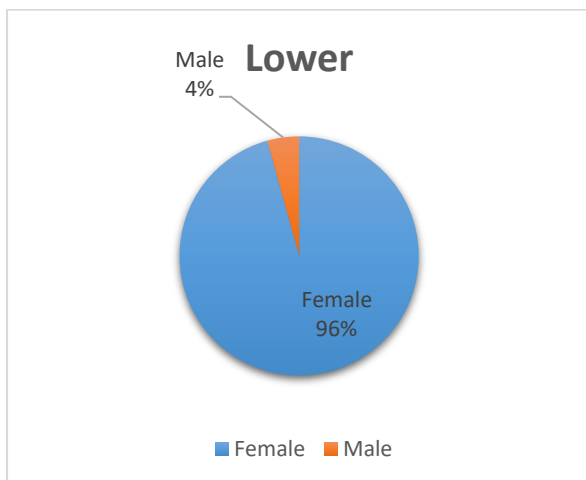
Median Gender Pay Gap is 22.64%

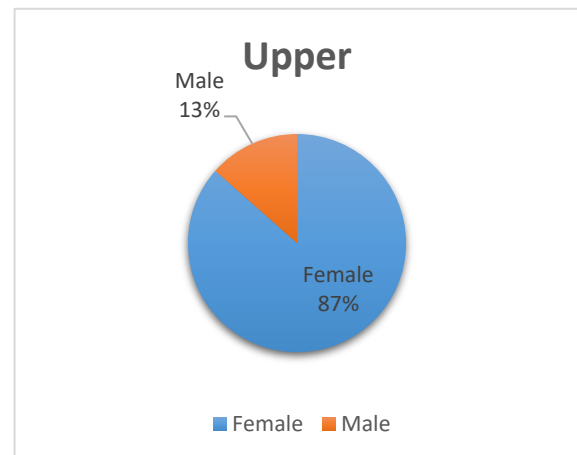
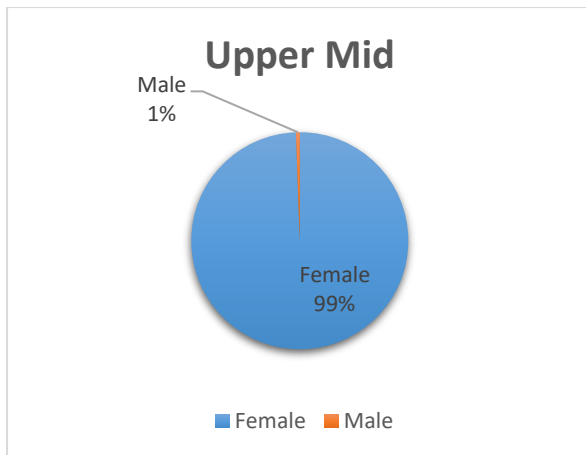
- **77 Male Employees**
 - 4 Directors
 - 19 Central / Support Staff
 - 14 Dentists / Therapists
 - 10 Practice Managers
 - 30 Nurses / Receptionists
- **1,320 Female Employees**
 - 3 Directors
 - 74 Central / Support Staff
 - 45 Dentists / Therapists
 - 108 Practice Managers
 - 1,090 Nurses / Receptionists

We collected our data on 5 April 2022, when our workforce consisted of 1320 women and 77 men. The figures show that Rodericks Dental Limited has a mean gender pay gap of 35.06% and a median gender pay gap of 22.64%.

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.

The fact that there are a greater proportion of men in the upper pay quartiles compared with lower pay quartiles, and a greater proportion of women in the lower pay quartiles compared with the upper pay quartiles, has an impact on our gender pay gap.





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

Bonus Pay

| |
|---|
| <p>Median Bonus Pay Gap 99.2%</p> <p>Mean Bonus Pay Gap 88%</p> |
| <p>1% - Women received a bonus</p> <p>1% - Men received a bonus</p> |

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 our 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:

- The board set out plans to introduce a Chief People Officer (CPO) to join the Executive Team last year. The CPO was appointed in October 2022 and has taken actions as part of the April 2023 Pay Review to take action to reduce the gender pay gap.
- We have also introduced HR Business Partners across the practice and support team that will be utilising the annual review process and subsequent pay and hiring decisions, to monitor and address gender pay gap challenges
- The HR team have recently appointed a HRIS (HR information and systems analyst) to better use the Human Resources system, to build in regular reviews of our gender pay gap. This will include monitoring the approval process for all annual pay, out-of-cycle and bonus payments. We also have the ability to recognise and support those who choose not to identify as a gender moving forward.
- To best support equal opportunities, we recently appointed an Internal Recruitment Manager, so we continue to appoint the best candidate into the role, regardless of their gender or other factors covered by the Equality Act. We have improved our systems and processes through the implementation of an ATS (Applicant Tracking System), which will aid attraction and recruitment to reach a diverse range of candidates and allow practices to undertake recruitment activities in their local area. The ATS will monitor new and returning employees from an equality basis.

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

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Signed

Gareth York, Chief Executive Officer of Rodericks Dental Limited

31st March 2023

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