

Gender Pay Report 2020

Dental Partners purpose is to create the Best Place to Work in dentistry. By doing so we can improve the quality of life for all our colleagues and patients. Best Place to Work commits to creating a fair and inclusive culture.

We have grown rapidly since our inception in 2017 and welcomed over 50 new practices to the Dental Partners group in the last 3 years. Our published data on gender pay differences reflects that all our acquisitions employ mostly women and they are often on lower hourly rates compared to colleagues that work in our support teams, which are more balanced in terms of sex.

Since 2017 we have introduced formal pay review polices and an annual pay award to reward colleagues and deal with pay inequalities. This initiative allows us to tackle any historical issues but also address pay inequalities of newly acquired practices.

In our dental practices, as our colleagues are predominately women, on average, women’s gross hourly earnings are higher than those of men (-5%). However, when we include our small group of support colleagues and operations team, who attract a higher rate of pay, we do have a gender pay gap (70.04%). This report explains our gender balance and what we plan to do to close pay gaps.

I am very proud of what we have achieved in the last 3 years in creating an organisation where Best Place to Work influences all our decisions. We have improved the pay and benefits of all our colleagues and remain committed to doing even more to close our gender pay gap.

2020 Gender Pay Gap Statistics

Nearly all our colleague are located within dental practices and a small number of support colleagues either work from home or are based in a Support Centre within a dental practice.

Our support and operational roles across Dental Partners typically attract a higher rate of pay.

Women make up 88% of our 100 highest paid roles across the workforce.

Practice employees – Gender Pay Gap	All employees – Gender Pay Gap
The mean gender pay gap for all practice employees is -5%	The mean gender pay gap for all employees is 70.04%
The median gender pay gap for practices employees is -3%	The median gender pay gap for all employees is 24.25%

Proportion of men and women in each pay quartile

Women are the largest group of employees in all quartiles of pay, and 99% of people in our second highest earning quartile are women.

As a result of Dental Partners mostly employing women and considering that women are more likely to work at practices which typically attract lower hourly rates, women have a lower representation in the highest earning quartile than in other quartiles, creating a gender pay gap.

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
	Quartile 1	Quartile 2	Quartile 3	Quartile 4
% Female	94%	100%	99%	89%
% Male	6%	0%	1%	11%

Making a difference

Women are well represented at senior management level. We have a female Chief Operating Officer and 5 of the 6 most senior operational roles are female. Our next report will also show additional female senior management roles joining the organisation.

Finally, as part of our pay strategy and annual pay review process, we are increasing the pay of nursing roles (which are predominantly women) at a higher % compared to support and operational roles to further reduce the gender pay gap.

I confirm that the information and statistics set out above are accurate and relate to employees of Dental Partners Trading Limited with reference to the snapshot date of 5th April 2020.



Qadoos Rashid
Human Resources Director