

Gender Pay Report 2021

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 inherently commits to creating a fair and inclusive culture.

We have grown rapidly since our inception in 2017 and welcomed over 60 new practices to the Dental Partners group in the last 4 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 policies 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.

The dentistry profession is renowned for having a large gender pay gap due to the highly populated female workforce at practice level and the high percentage of dental nurses being women. On average at the practice level women's gross hourly earnings are higher than those of men (-8%) which compared to our previous submission has marginally changed and increased by 3%. This is due to a small proportion of junior male workers who have joined Dental Partners, this is evidenced by the percentage of men in the lower quartile.

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 (59%). From reviewing our April 2020 submission this has reduced by 11%. A significant improvement but there is a lot more work to do.

Dental Partners continues to strive to become the Best Place to Work and has significantly improved the pay and benefits for our majority female workforce. We continue strive to deliver our purpose by implementing new ways to close our gender pay gap and this includes creating new career development opportunities for all colleagues.

2021 Gender Pay Gap Statistics

Nearly all our colleagues 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 87% 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 -8%	The mean gender pay gap for all employees is 59%
The median gender pay gap for practices employees is -6%	The median gender pay gap for all employees is 22%

Compared to our April 2020 gender pay gap analysis there have been some changes which has impacted upon the Gender Pay Gap for Dental Partners.

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	95%	99%	99%	90%
% Male	5%	1%	1%	10%

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. We continue to review our support center operations with the aim to reduce the Gender Pay Gap.

Finally, as part of our pay strategy and annual pay review process, we have implemented a further tier into our pay structure for nursing colleagues compared to administrative and support center teams, which we believe will 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 2021.



Qadoos Rashid
Human Resources Director