

Gender Pay Report 2022

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 continue to grow and have welcomed a further 5 practices since April 2021 to the Dental Partners group. 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.

Through the various actions linked to our Gender Pay Gap response, we have tackled historical issues but also addressed pay inequalities of our newly acquired practices.

The dentistry profession is renowned for having a large gender pay gap due having a workforce dominated by females 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 (-1%) which compared to our previous submission has changed for the better (-8% in 2021).

We continue to attract more male practice colleagues, this is evidenced by the increase in our numbers but also the change in percentage of men in the lower and lower middle 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 51%. From reviewing our April 2021 submission this has reduced by 8 points. An 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 work hard 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.

2022 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 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 -1%	The mean gender pay gap for all employees is 51%
The median gender pay gap for practices employees is -11%	The median gender pay gap for all employees is 13%

Proportion of men and women in each pay quartile

Women are the largest group of employees in all quartiles of pay, and 100% 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%	98%	100%	90%
% Male	5%	2%	0%	10%

Bonuses

Mean Gender Bonus Gap	Median Gender Bonus Gap
-167%	-58%
5%	2%

Percentage Paid Bonus	
% Female	13%
% Male	8

The disproportionate gender pay gap on bonuses is linked to the small number of men employed by the group and the majority of colleagues who qualified from trainee nurse to qualified nurse get a bonus. No men sat in this group.

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 were 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 2022.



Qadoos Rashid
Chief People Officer