

## Colosseum Dental UK Ltd - Gender pay gap report 2018

Effective from April 2018 all UK companies with over 250 employees are required to report annually on their gender pay gap, hence this is the second submission of the report which is derived from a snapshot date of 4<sup>th</sup> April 2018. The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority. Thus, we are required to publish our gender pay gap data for this period on the government website and the company website.

On 4<sup>th</sup> April 2018, Colosseum Dental employed 549 employees, which comprised of 503 females circa. (92%) and 46 males circa. (8%) who were deemed as relevant for the purposes of the gender pay gap report.

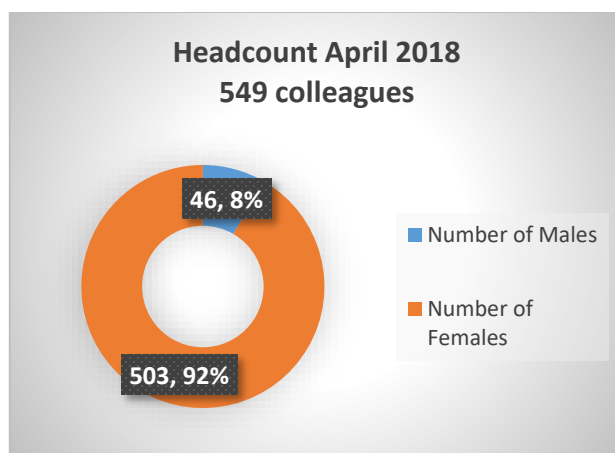


Fig. 1

Our Gender pay gap report focuses on six different gender gap calculations and quartile proportions explained below. Furthermore, as this is the second instalment of the report, provided throughout the report is also a data comparison with last year's submission.

| COLOSSEUM DENTAL - GENDER PAY GAP BREAKDOWN          |         |  |
|--|---------|--|
| <b>Mean Gender Pay Gap</b>                           | 48.7%   | The difference between the mean hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees.   |
| <b>Median Gender Pay Gap</b>                         | 19.6%   | The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. |
| <b>Mean Bonus Gender Pay Gap</b>                     | -124.8% | The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.                    |
| <b>Median Bonus Gender Pay Gap</b>                   | 0.0%    | The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.                  |
| <b>Proportion of Males receiving Bonus payment</b>   | 6.5%    | The proportions of male and female relevant employees who were paid bonus pay during the relevant period.                                |
| <b>Proportion of Females receiving Bonus payment</b> | 1.0%    |  |

Fig. 2



In the previous 2018 report, the mean (average) gender pay gap was 26.7%, however as illustrated in fig.2 above this has increased to 48.7%, whilst the median (mid-point) gender pay gap was 5.88% and has also increased to 19.6%, this is due to new appointments which were senior male employees.

Nevertheless, Colosseum Dental is committed to the principle of equal opportunities and equal treatment for all colleagues, regardless of their sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability in accordance with the Equality Act 2010. It operates a fair pay structure which pays colleagues equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

We are therefore confident that the gender pay gap does not stem from paying males and females differently for the same or equivalent work, rather its gender pay gap is the result of organisation demographics i.e. the roles in which males and females occupies within the organisation.

### Mean Bonus and Median Bonus Gender Pay Gap

The bonus information was obtained for the period between 5<sup>th</sup> April 2017 and 5<sup>th</sup> April 2018, though only 1.46% of relevant employees (8 of 549) received bonus during the year preceding the 4<sup>th</sup> April 2018, of those 8 employees, 3 were males whilst 5 were females.

As demonstrated in fig. 2, the mean bonus gender pay gap is -124.8% in favour of females, whilst the median bonus gender pay gap was 0.0% which is a neutral result as both genders were evenly favoured. This is a remarkable result for us at Colosseum dental as it indeed reflects the demographics of our workforce and truly demonstrates that we uphold our equal opportunity principles. Thus, in comparison to the data submitted for 2018 which were: mean (98.07%) and median (49.68%). As indicated in fig. 2, only 1% of females received bonus compared to 6.5% of males, the 2019 results positively highlights that the gaps between female and male had closed significantly, as the females in receipt of bonus at Colosseum Dental received higher average and median bonus figures than males.

### Quartile Proportions

Our gender distribution by quartile reflects that our male employees are still under-represented across all four quartiles. However, since the last report submitted in the 2018 there have been notable changes across all four quartiles. The upper quartile increased by 6.2% whilst the upper middle quartile decreased by 1.1%, the lower middle quartile also reduced by 6.2% and the lower quartile increased by 4.5%.

|                       | QUARTILE PROPORTIONS |                 |            |                   |              |
|-----------------------|----------------------|-----------------|------------|-------------------|--------------|
|                       | Total Colleagues     | Number of Males | % of Males | Number of Females | % of Females |
| ALL COLLEAGUES        | 549                  | 46              | 8.4%       | 503               | 91.6%        |
| UPPER QUARTILE        | 137                  | 25              | 18.2%      | 112               | 81.8%        |
| UPPER MIDDLE QUARTILE | 137                  | 4               | 2.9%       | 133               | 97.1%        |
| LOWER MIDDLE QUARTILE | 137                  | 8               | 5.8%       | 129               | 94.2%        |
| LOWER QUARTILE        | 138                  | 9               | 6.5%       | 129               | 93.5%        |

Fig. 2



## How does the Colosseum Dental gender pay gap compare with the wider economy?

For the past decade, across the UK economy, the Office of National Statistics (ONS) have shown that males have are more likely to be in senior roles, whereas females are more likely to be in roles at the lower end of the pay scales. Females are also more likely than males to have had breaks from work that have affected their career progression, for example post maternity leave/ additional career breaks to look after children/ family members. Hence, the introduction of shared parental leave in 2015, to allow both genders the flexibility and choice to take time off during the first year of their child's life, however according to a BBC research in February 2018 there have only been a 2% uptake.

The mean gender pay gap for the whole economy (according to the Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures is 17.9%, we currently reported a mean gender pay gap of 48.7%, at Colosseum Dental this is due to senior appointments predominantly occupied by male employees, which is seen across the dental sector.

### What we are doing to close the gap.

As the UK's third largest NHS dental provider, Colosseum Dental UK, we truly recognise that our people are our greatest asset. We want to ensure our workforce is diverse and inclusive and we aim to recruit and retain talent by allowing all of our people the same opportunities to grow and develop whilst rewarding them for their contributions, regardless of their gender in an inclusive environment.

We recognise that the challenge of the gender pay gap is complex and not isolated to an organisation or sector, hence Colosseum Dental have a number of initiatives to build on to continue to reduce the gender pay gap.

Colosseum Dental aim to continually monitor equality data by identifying any barriers to gender equality and inform priorities for action, we will also be monitoring the following data to fully understand how to bridge the gender pay gap within the dental sector.

- The proportions of male and female being recruited;
- The proportions of male and female applying for and obtaining promotions;
- The proportions of male and female leaving the organisation and their reasons for leaving;
- The numbers of male and female in each role and their pay levels.

Additionally, we would also continue to monitor and review our recruitment, training and development opportunities, pay and bonus structure, talent management, reward and recognition strategy to ensure we promote diversity and gender equality. In conclusion, we are confident that our HR processes and practices ensure that our people are not paid differently due to their gender.

I hereby confirm that Colosseum Dental UK is committed to the principle of gender pay equality and confirm that this information and data reported is accurate as of the snapshot date 4<sup>th</sup> April 2018.

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**Colosseum Dental UK**