

Colosseum Dental UK Ltd - Gender pay gap report 2020

Effective from April 2017 all UK companies with over 250 employees are required to report annually on their gender pay gap, hence this is the 4th submission of the report, which specifically takes into account our headcount population from March 2020 to February 2021. 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 31st March 2020, Colosseum Dental employed 597 employees, which comprised of 547 females (91.7%) and 50 males (8.3%) who were deemed as relevant for the purposes of the gender pay gap report.

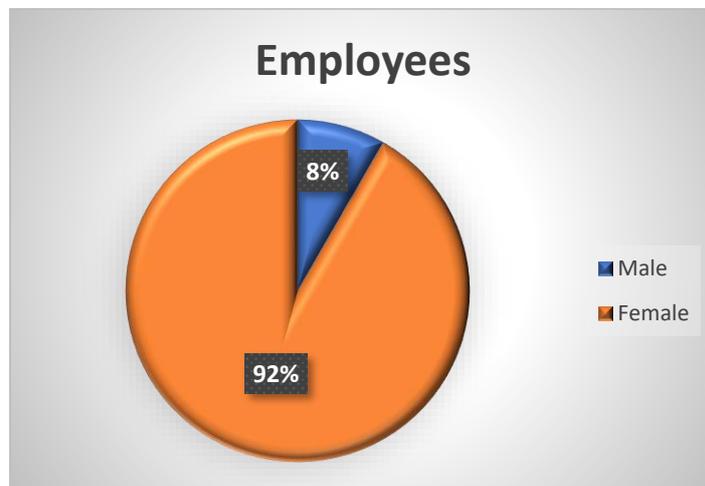


Fig.1

Our Gender pay gap report focuses on six different gender gap calculations and quartile proportions explained below. As this is the fourth instalment of the report, provided throughout the report is also a data comparison with last year’s submission as well as relevant information on the impact of COVID-19 and furlough on the Gender Pay Gap.

COLOSSEUM DENTAL - GENDER PAY GAP BREAKDOWN		
Mean Gender Pay Gap	48.25%	The difference between the mean hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees.
Median Gender Pay Gap	31.07%	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Mean Bonus Gender Pay Gap	95.97%	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
Median Bonus Gender Pay Gap	78.69%	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
Proportion of Males receiving Bonus payment	3.36%	The proportions of male and female relevant employees who were paid bonus pay during the relevant period.
Proportion of Females receiving Bonus payment	1.52%	

Fig.2

Mean and Median Gender Pay Gap

In the previous 2019 report, the mean (average) gender pay gap was 55.81%, however as illustrated in fig.2 above this has decreased to 48.25%, this also represents a decrease on 48.7% in 2018. This variance remains high due to several senior male colleague appointments.

The median (mid-point) gender pay gap has however decreased slightly from 31.10% to 31.07% year on year. This decrease is attributable to the slight increase in the proportion of female employees.

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 occupy within the organisation.

Mean Bonus and Median Bonus Gender Pay Gap

The bonus information was obtained for the period between 31st March 2020 and 28th February 2021. The total number of colleagues receiving a bonus in 2020 were comprised of:

- 20 males
- 100 females

As demonstrated in fig. 2, the mean bonus gender pay gap is at 95.97% and the median bonus gender pay gap at 78.69%, both have seen a significant increase. The reason for this change is due to the increase in the number of colleagues that are overall in receipt of a bonus and the previously mentioned difference in the roles fulfilled by males and females, following the introduction of a performance bonus scheme.

Quartile Proportions

Our gender distribution by quartile reflects that our male employees are still under-represented across all four quartiles. The changes demonstrate that positive action within recruitment has resulted in senior positions occupied by more females and a greater number of males recruited into roles, typically fulfilled by females.

	QUARTILE PROPORTIONS				
	Total Colleagues	Number of Males	% of Males	Number of Females	% of Females
ALL COLLEAGUES	597	50	8.3%	547	91.7%
LOWER QUARTILE	150	10	6.4%	140	93.6%
LOWER MIDDLE QUARTILE	148	4	2.5%	146	97.5%
UPPER MIDDLE QUARTILE	150	7	4.5%	138	95.5%
UPPER QUARTILE	150	30	18.8%	120	81.2%

Fig.3

How has furlough impacted the Gender Pay Gap at Colosseum Dental?

As fig.4 demonstrates, during the COVID-19 pandemic, 32 colleagues were furloughed. With the exception of 2 colleagues (both female), all were paid 80% of their salary (although this was allowed to exceed the government CJRS upper limit). This impacted, due to our demographic composition, more females than males.

The figures supplied throughout the document are based on actual salaries and bonuses and therefore reflect the colleagues furloughed. Were the impact of the furlough removed, this would increase the mean gender pay gap by 0.5% and the median would remain the same.

Average Furlough Quartile Proportions					
Quartile	Total Colleagues	Number of Males	% Males	Number of Females	% Females
All Colleagues	32	2	5%	19	59%
Lower Quartile	12	1	4%	11	96%
Lower Middle Quartile	2	0	0%	2	100%
Upper Middle Quartile	3	0	14%	3	86%
Upper Quartile	4	1	23%	3	77%

Fig.4

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

As reporting for 2020/21 has been postponed until 5th October 2021, only 4842 companies had submitted their data at the time of compiling this report and data for 2019/2020 is also incomplete as enforcement was suspended, the figures below could continue to change. Based on all companies required to report, the gap between Colosseum dental and the wider economy is sizeable, for the reasons previously stated.

Reporting Year	# of companies reporting	Status	Mean GPG Hourly pay	Median GPG Hourly Play
2017/18	10,565	Completed	14.3%	15.2%
2018/19	10,831	Completed	14.2%	11.9%
2019/20	6,013	Enforcement suspended	14.1%	12.8%
2020/21	4,842	Enforcement postponed Oct 21	14.1%	13.5%
2020/21	Colosseum	N/A	49.25%	31.1%

Fig.5 (<https://gender-pay-gap.service.gov.uk/viewing/download>)

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.

We currently reported a mean gender pay gap of 49.25%, at Colosseum Dental this is due to senior appointments predominantly occupied by male employees, which is seen across the dental sector.

The current reported gender pay gap in the Dental industry in the UK is 40%, favourable to males.

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 remain committed to reducing the gap. The main reason for our pay gap is that we have more men than women in senior roles and higher proportion of the lower paid roles are filled by women.

At Colosseum Dental we demonstrate in all that we do that we care more about our patients, colleagues and communities than any other provider and as such will continually monitor equality data, identifying any barriers to gender equality and prioritising action.

We will continue to monitor the following data to gain insight:

- The proportion of males and females being recruited;
- The proportion of males and females applying for and obtaining promotions;
- The proportion of males and females leaving the organisation and their reasons for leaving;
- The number of males and females 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 31st March 2020.

Nikki Bebbington

Head of HR Strategy

Colosseum Dental UK