

Colosseum Dental

Gender Pay Report 2021/22

Publication Date: 31st March 2023

Commitment

Operating a fair pay structure, Colosseum Dental is committed to the principle of equal opportunities and equal treatment for all colleagues, in accordance with the Equality Act 2010.

In all that we do, we strive to demonstrate that we care more about our people, recognising that our people are our greatest asset. We want to ensure our workforce is diverse and inclusive. 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. We are confident that our HR processes and practices ensure that our people are not paid differently due to their gender.

2020/21 Gender Pay Gap

Most of our colleagues work in one of our modern dental practices across the United Kingdom. **92%** of our workforce is female.

The gender pay gap at practice level is negligible (if at all present) across roles as demonstrated in the table below.

Our support centre includes our most senior appointed roles within the organisation. While our dominant gender within the organisation is female, there is a more even balance across supporting roles and functions than among practice-level teams.

Roles within the support centre attract a higher pay rate, with male appointments holding the majority of the executive and senior leadership roles in 2021/22.

Females make up **82%** of our workforce in higher-paid roles within the organisation, with **3.5%** of our male workforce holding the highest executive positions.

Equality and Fairness

We are proud that males and females, in similar or like for like roles within our practice teams, are paid equally.

Practice Job Role	Female vs Male Pay Gap
Cleaner	Equal Pay
Decontamination Room Technician	Equal Pay
Nurse-Bank / Float	Equal Pay
Nurse – Head / Lead	7%
Nurse Specialist	Equal Pay
Nurse- Trainee	5%
Nurse - Qualified	Equal Pay
Practice Manager	3%
Receptionist	Equal Pay

Values <1% margin have been referenced under 'Equal Pay'

Females are the largest group of employees in all quartiles of pay. The mean (average) gender pay gap at 45% for 2021/22 is solely subject to the predominantly male appointments in our executive team. This is a 20% reduction on the previous gender pay gap at 65% and also of note is the slight increase in lower quartile male appointments and upper quartile female appointments.

Quartile proportions				
2021/22 Total employees (n=702)	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female %	94%	97%	96%	82%
Male %	6%	3%	4%	18%

The high median (mid-point) pay gap at 32% reflects a substantial number of female leavers, embarking on new experiences, or retiring, who were situated in the upper quartiles, this is however a reduction on the previous year.

Mean	Total	Median	Total
Mean Pay Gap	45%	Median Pay Gap	32%
Mean Bonus Gap	82%	Median Bonus Gap	82%

In the 12 months to April 2022, 38% of females and 5% of males received a bonus. Our 82% mean bonus gap is subject to the executive and senior roles within the business, who were male and is a reduction of 16% on the previous year.

Outlook

We are committed to developing our internal talent through robust acceleration programmes, which we hope will continue to promote progression and provide career opportunities for female employees into senior roles.

I hereby confirm that Colosseum Dental UK is committed to the principle of gender pay equality and that this information and data reported are accurate as of the snapshot date of 5th April 2022.

Nikki Bebbington

**Head of People
Colosseum Dental UK**