

# Colosseum Dental

## Gender Pay Report 2022/23

Publication Date: 4<sup>th</sup> April 2024

### 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.

### 2022/23 Gender Pay Gap

Most of our colleagues work in one of our modern dental practices across the United Kingdom. **91%** 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 2022/23.

Females make up **83%** of our workforce in higher-paid roles within the organisation, with **2.44%** 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
Nurse – Head / Lead	Equal Pay
Nurse- Trainee	2%
Nurse - Qualified	4%
Practice Manager	1%
Receptionist	3%

*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 36% for 2022/23 represent a reduction of 9% and this reduction is as a result in the increase in female appointments in the executive team and equally paid male colleagues in lower quartiles.

Quartile proportions				
2022/23 Total employees (n=698)	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
<b>Female %</b>	91.38%	96.55%	94.29%	82.86%
<b>Male %</b>	8.62%	3.45%	5.71%	17.14%

The median (mid-point) pay gap at 19%, a decrease of 13% on the previous year reflects improved retention of and the introduction of female leaders to the upper quartile.

Mean	Total	Median	Total
Mean Pay Gap	<b>36.02%</b>	Median Pay Gap	<b>18.52%</b>
Mean Bonus Gap	<b>88.42%</b>	Median Bonus Gap	<b>90.40%</b>

In the 12 months to April 2022, 2.7% of females and 1% of males received a bonus. Our 88% mean bonus gap is subject to the executive and senior roles within the business receiving a bonus, who were predominantly male.

## Outlook

We are committed to developing our internal talent through robust programmes enhanced through our Academy, 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 5<sup>th</sup> April 2023.*

**Nikki Bebbington**

**Head of People  
Colosseum Dental UK**