

Gender Pay Report 2024/25

Publication Date: 4th April 2026

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 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.

2024/25 Gender Pay Gap

Most of our colleagues work in one of our modern dental practices across the United Kingdom. 93% 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 2024/25.

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
Lead Receptionist	Equal Pay
Team Leader	Equal Pay
Treatment Co-ordinator	Equal Pay
Nurse- Trainee	Equal Pay
Receptionist	Equal Pay
Practice Manager	2%
Nurse - Head / Lead	Equal Pay
Nurse - Qualified	Equal Pay

Values <0.5% 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 25% for 2024/25 represents a reduction of a 3%, further to the reduction of 8% in the previous year and 7% the year before that. This reduction is as a result in the increase in female appointments in the executive team and equally paid male colleagues in lower quartiles. We have also seen an increase in representation of females in the upper middle and upper quartiles.

2024/25 Total employees (n=759)	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female %	92%	96%	88%	93%
Male %	8%	4%	12%	7%

The median (mid-point) pay gap at zero, a decrease of 10% on the previous figure (which decreased 13% on the prior year) reflects the improved retention of and the introduction of female leaders to the upper quartile and means that we have no median gender pay gap.

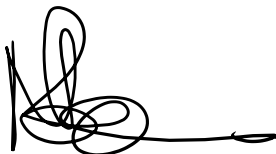
Mean	Total	Median	Total
Mean Pay Gap	25%	Median Pay Gap	0%
Mean Bonus Gap	82%	Median Bonus Gap	72%

In the 12 months to April 2025, 1.6% of females and 0.9% of males received a bonus. The median bonus gap is particularly sensitive to the timing of payments. The increase reported this year is primarily driven by the timing of bonus payments across reporting periods, rather than a change in our overall approach to pay or reward.

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 5th April 2025.



Nicola Bebbington

People Director
Colosseum Dental UK