



Gender Pay Gap Report 2025

Real Good Dental believes in creating and retaining a diverse and gender-balanced workforce which reflects the patients and communities we serve. We recognise that this is challenging in our sector, where the majority of the in-practice workforce tends to be female. Real Good Dental's workforce is 94.37% female. We continue to strive to achieve a balanced workforce across the Company by attracting more men into dental nursing and patient-facing positions, and more women into senior-level roles.

Our head office function consists of a 40/60 split between male and female employees.

Gender Pay Gap is different from "equal pay." Equal pay relates to differences in pay between men and women who carry out the same or comparable roles. Real Good Dental is committed to remunerating men and women equally in like-for-like positions.

We are committed to using this opportunity to review how we can most effectively address the gender pay gap which exists, because we want to give everyone an opportunity to achieve their career goals at Real Good Dental.

Effective from April 2017, all UK companies with over 250 employees are required to report annually on their gender pay gap. This is Real Good Dental's fourth submission and covers the reporting period April 2024 to March 2025, using the snapshot date of 5 April 2025.

The gender pay gap is defined as the difference between the average earnings of men and women over a standard time period, regardless of their role or seniority. We are therefore required to publish our gender pay gap data on both the government website and the Company website.

On 5 April 2025, Real Good Dental employed 338 employees who were deemed relevant for the purposes of the gender pay gap report. This comprised 319 females (94.37%) and 19 males (5.63%).

Our Gender Pay Gap report focuses on six different gender gap calculations and quartile proportions explained below.

Quartile Proportions

Our gender distribution across pay quartiles reflects the structure of our workforce, which remains predominantly female.

Women continue to represent the majority of employees across all four pay quartiles. During the reporting year there has been a small increase in male representation within the highest-paid quartile, although men remain under-represented overall. Given the relatively small number of male employees within the organisation, even minor changes in role distribution can influence quartile positioning year-to-year.

Women occupy 85.71% of the highest-paid roles, reflecting their strong representation across the organisation overall.



Quartile	Women %	Men %
Upper hourly pay quarter (highest paid)	85.71	14.29
Upper middle hourly pay quarter	95.24	4.76
Lower middle hourly pay quarter	98.82	1.18
Lower hourly pay quarter (lowest paid)	97.65	2.35

Mean Gender Pay Gap - 51.20%

When comparing mean (average) hourly pay, women's mean hourly pay is 51.20% lower than men's. This represents an increase of 0.8 percentage points compared with the previous year.

Median Gender Pay Gap - 26.05%

When comparing median hourly pay, women's median hourly pay is 26.05% lower than men's. This represents a decrease of 4.22 percentage points compared with the previous year.

Mean Bonus Gap - 63.63%

When comparing mean (average) bonus pay, women's mean bonus pay is 63.63% lower than men's. This represents an increase of 12.93 percentage points compared with the previous year.

Median Bonus Gap - 50.0%

When comparing median bonus pay, women's median bonus pay is 50.0% lower than men's. This represents an increase of 8.9 percentage points compared with the previous year.

Proportion of Employees Receiving Bonus Pay

The proportion of both male and female employees receiving bonus pay during the reporting period has decreased compared with the previous year. However, the gap between the proportion of male and female employees receiving bonus pay has narrowed.

Gender Proportion Receiving Bonus

Male 13.48%

Female 5.26%



Looking forward

At Real Good Dental we remain committed to building a diverse and inclusive workforce and ensuring all colleagues have equal access to development opportunities regardless of gender.

Our gender pay gap continues to reflect the structure of our workforce, where a high proportion of lower-paid patient-facing roles are occupied by women, while a smaller number of higher-paid clinical roles are occupied by men.

As our workforce remains predominantly female, relatively small changes in the distribution of male employees across higher-paid roles can have a noticeable impact on the overall gender pay gap from year to year.

Compared with the previous reporting year:

- the median hourly pay gap has reduced
- the mean hourly pay gap has increased slightly
- both mean and median bonus gaps have increased
- the proportion of employees receiving bonus payments has reduced overall, although the difference between male and female participation has narrowed

We remain committed to understanding these trends and taking action where appropriate.

To support this, we continue to monitor:

- the proportion of males and females being recruited
- the proportion of males and females being promoted
- 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

We will also continue reviewing our recruitment, development opportunities, pay and bonus structure, talent management, reward, and recognition strategy to ensure equality of opportunity across the organisation.

We are confident that our HR policies and processes support equal pay for equal work and that pay differences identified in this report reflect workforce composition rather than differences in pay for comparable roles.

I confirm that Real Good Dental is committed to the principle of gender pay equality and that the information and data reported is accurate as of the snapshot date of 5 April 2025.

A handwritten signature in black ink, appearing to read 'Nicola Preston'.

Nicola Preston

HR Director