



Gender Pay Gap Report 2022

Real Good Dental believe 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 95% female. We do however strive to achieve a balanced workforce across our Company by attracting more men into dental nursing and patient facing positions, and more women into senior level positions.

Our head office function consists of 50/50 split between male and female.

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

We are committed to using this opportunity to look at how we can most effectively tackle the 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 1st submission since reaching over 250 employees from period April 2021 to March 2022.

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 2022, Real Good Dental employed 270 employees, which comprised of 259 females (96%) and 11 males (4%) who were deemed as relevant for the purposes of the gender pay gap report.

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

Quartile Proportions

Our gender distribution by quartile reflects that our male employees are under-represented across all four quartiles.

Females occupy 86.6% of the highest paid jobs and 100% of the lowest paid jobs.

	Women %	Men %
Upper hourly pay quarter (highest paid)	86.6	13.4
Upper middle hourly pay quarter	97.1	2.9
Lower middle hourly pay quarter	100.0	0.0
Lower hourly pay quarter (lowest paid)	100.0	0.0



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

Mean gender pay gap	59%	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.	When comparing mean (average) hourly pay, women's mean hourly pay is 59% lower than men.
Median Gender Pay Gap	64%	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.	In this organisation, women earn 36p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 64% lower than men's.
Mean bonus gap	54%	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees	When comparing mean (average) bonus pay, women's mean bonus pay is 54% lower than men.
Median bonus gap	82%	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.	In this organisation, women earn 18p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 82% lower than men's.
Proportion of Males receiving bonus pay	33%	The proportions of male and female relevant employees who were paid bonus pay during the relevant period.	
Proportion of Females receiving bonus pay	3%		



Looking forward

At Real Good Dental we want to ensure our workforce is diverse and inclusive and we aim to recruit and retain talent by allowing all our people the same opportunities to grow and develop whilst rewarding them for their contributions, regardless of their gender.

The main reason for our pay gap is a high proportion of the lower paid roles are filled by women.

We are committed to reducing the Gender Pay Gap and will continue to monitor the following data to gain insight:

- 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.

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 Real Good Dental is committed to the principle of gender pay equality and confirm that this information and data reported is accurate as of the snapshot date 5th April 2022.

A handwritten signature in black ink that reads "Nicola Preston".

Nicola Preston

HR Director