



Gender Pay Gap Report 2023

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 93% female (a reduction in 3% from the previous year). 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 2nd submission from period April 2022 to March 2023.

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 348 employees, which comprised of 325 females (93%) and 23 males (7%) 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 83.9% of the highest paid jobs and 100% of the lowest paid jobs.

	Women %	Men %
Upper hourly pay quarter (highest paid)	83.9	16.1
Upper middle hourly pay quarter	97.7	2.3
Lower middle hourly pay quarter	94.3	5.7
Lower hourly pay quarter (lowest paid)	97.7	2.3



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Mean gender pay gap	43.12%	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 43% lower than men. This is an improvement versus the previous year.
Median Gender Pay Gap	42.22%	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 60p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 42% lower than men's. This is an improvement versus the previous year.
Mean bonus gap	74.33%	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 74% lower than men.
Median bonus gap	79.73%	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.	In this organisation, women earn 20p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 79% lower than men's. This is an improvement versus the previous year.
Proportion of Males receiving bonus pay	28%	The proportions of male and female relevant employees who were paid bonus pay during the relevant period. These are an improvement versus the previous year.	
Proportion of Females receiving bonus pay	10%		



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. We have seen a 3% increase in the number of males recruited versus the previous year.
- 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 2023.

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

Nicola Preston

HR Director