

Gender Pay Gap Report for 2024

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires organisations with 250+ employees to publish information on its gender pay gap. This is an equality measure that shows the difference in earnings between women & men, irrespective of the roles they undertake.

The information provided is an accurate account of the gender pay gap within the General Dental Council (GDC) using the 'snapshot' date of 5 April 2023.

GDC has a gender pay gap, which is set out below, with the identified gap narrowing when compared with the previous years' data.

	2024 <i>(snapshot date April 2023)</i>	2023 <i>(snapshot date April 2022)</i>
Mean Gender pay Gap	13.56% lower than men	14.7%
Median Gender Pay Gap	17.88% lower than men	21.43%

The GDC does not pay bonuses, however, payments such as our recognition payments are categorised as bonuses for the purposes of gender pay gap reporting. For the snapshot date of April 2023, 9.5% of women received a payment with women receiving payment values on average (mean) 15.63% higher than men.

The gender balance in each pay quartile banding remains comparable to the 2023 report, against an overall 62.2% female workforce (2022 snapshot – 58.8% female workforce). In the upper pay quartile, the gender balance remains similar at 52.69% women and 47.31% men.

The GDC is committed to ensuring our pay structure is fair and appropriate and our employment policies promote fairness and equality. Whilst the gap has narrowed slightly from previous years, we will examine the gender pay gap results and do further analysis about the causes of our gender pay gap.



Gurvinder Soomal
Interim Chief Executive Officer and Registrar

Gender Pay Gap

The information below is accurate based on the 'snapshot' date of 5th April 2023.

Fig 1. Percentage of total number of staff by gender

Within the organisation there is a higher percentage of female staff to male staff. The breakdown of percentages across different pay quartiles is outlined in fig 4.

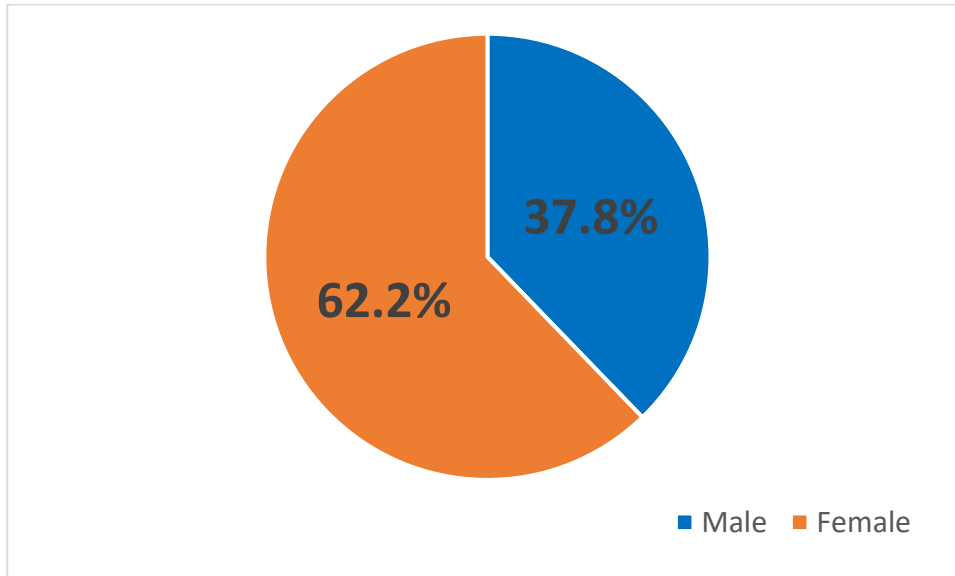


Fig. 2 Mean and Median gender pay gap and differences in bonus payments

	Women's earnings are:	
Mean gender pay gap	13.56%	Lower
Median gender pay gap	17.88%	Lower
Mean difference in bonus payments	15.63%	Higher
Median difference in bonus payments	0%	Equivalent

The GDC did not have a bonus scheme, however, for the purposes of the gender pay gap reporting we have included one off recognition payments. These payments represent a small number of employees receiving one-off additional payment in recognition for a specific piece of work.

Fig. 3 Percentage of staff receiving a bonus by gender

The percentage of female staff receiving the recognition payments against the total female population, outlined in Fig 1, is lower than male staff receiving payments.

Females	9.54%
Males	16.2%

Fig. 4 Percentage of men and women in pay quartiles (Q1 lowest paid, Q4 highest paid)

The pay quartiles are based on the total number of staff, equally divided in 4 quartiles. The range of salaries in each band varies, with the number of staff represented in each quartile remaining the same.

There is a higher proportion of female staff within all four quartiles with the highest proportion being within the lower quartile.

