

## Gender Pay Gap

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, requires the General Dental Council (GDC) to publish information on its gender pay gap. This is an indication of the overall average pay difference between men and women.

The information provided is accurate account of the gender pay gap within the GDC with the 'snapshot' date of 5th April 2020. The position was not reported in 2020 for the 2109 snapshot as a result of the Covid-19 pandemic. The GDC has a gender pay gap which is set out below and compared with 2019

	2021	2019
Mean Gender pay Gap	11.3% Lower than men	13.2% Lower than men
Median Gender Pay Gap	15.5% Lower than men	18.4% Lower than men

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. The table below sets out the GDC Position in relation to these payments compared with 2019

	2021	2019
Women receiving payments (percentage of female workforce)	16.43%	7.73%
Men receiving payments (percentage of male workforce)	8.39%	8.4%

The gender balance in each pay quartile banding remains comparable to the 2018 data, with an overall 57.2% (2018 - 60%) female workforce. In the upper pay quartile, the gender balance remains similar at 51.1% female and 48.9% male.

We have examined the gender pay gap results and no single or overriding cause is identifiable. The GDC is committed to ensuring our pay structure is fair and appropriate and our employment policies promote fairness and equality.



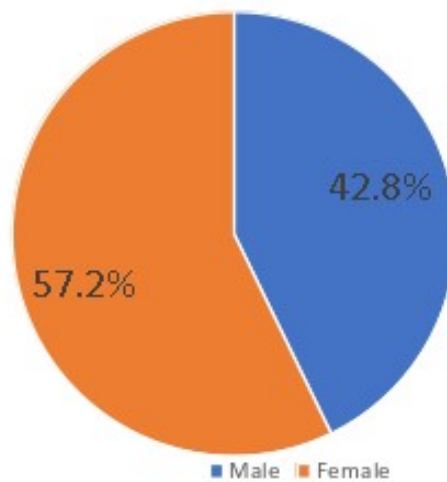
**Ian Brack**  
**Chief Executive Officer and Registrar**

## Gender Pay Gap

The information below is accurate based on the 'snapshot' date of 5<sup>th</sup> April 2020.

### 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	11.3%	Lower
Median gender pay gap	15.5%	Lower
Mean difference in bonus payments	13.89%	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.

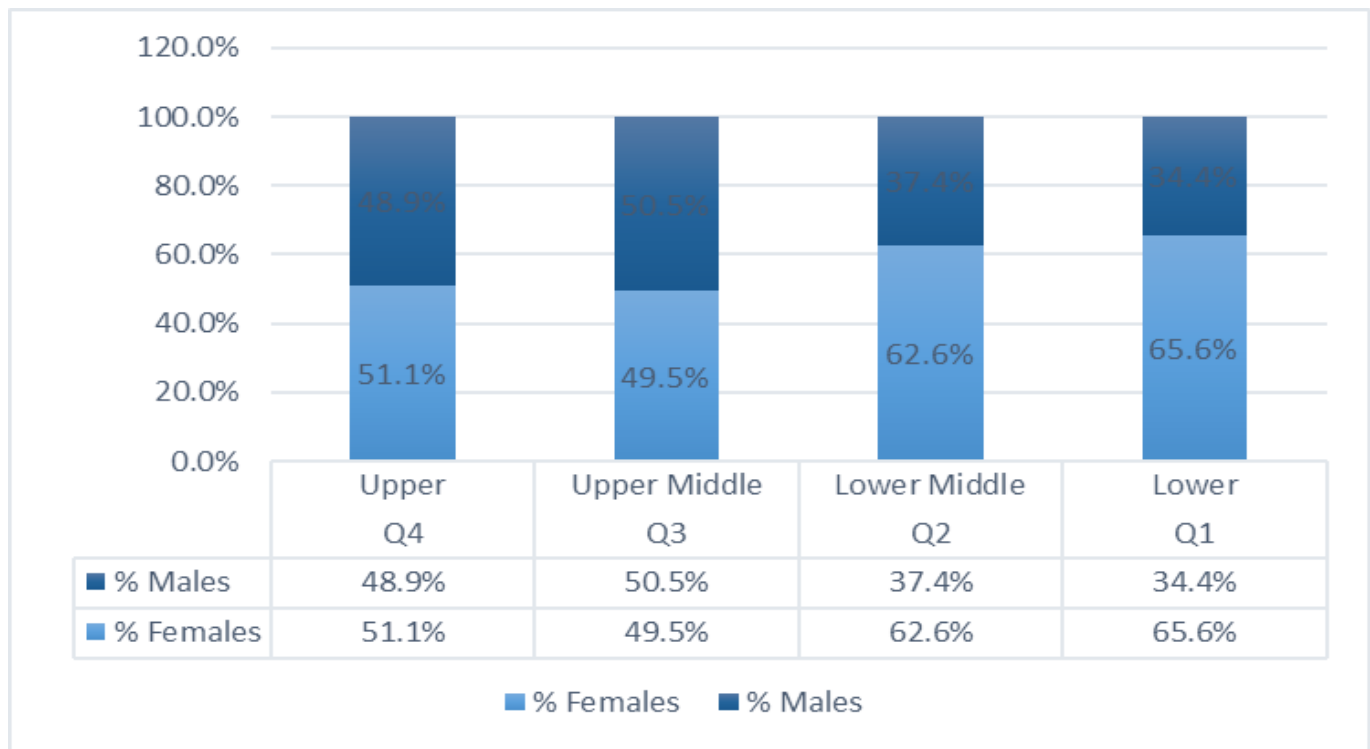
### Fig. 3 Percentage of staff receiving a bonus by gender

The percentage of female staff receiving the recognition payments, outlined above, is higher than male staff receiving payments.

<b>Females</b>	<b>16.43%</b>
<b>Males</b>	<b>8.39%</b>

**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 the first two quartiles. From the third quartile upwards, there is an increase in proportion of male staff. Within the upper quartile there is a relatively equal gender split.