

Gender Pay Gap

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 2024.

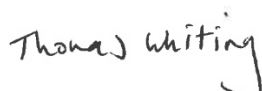
GDC has a gender pay gap, which is set out below, with the identified gap widening slightly when compared with the previous years' data.

	2025 <i>(snapshot date April 2024)</i>	2024 <i>(snapshot date April 2023)</i>
Mean Gender pay Gap	16.7% lower than men	13.6% Lower than men
Median Gender Pay Gap	18.0% lower than men	17.9% 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. For the snapshot date of April 2024, 10.5% of the female population received a recognition payment, compared to 11% of the male population. Of those women, who received a payment, the total value given was on average (mean) 19.1% lower than men.

The gender balance in each pay quartile banding remains comparable to the 2024 report, against an overall 64% female workforce (2023 snapshot – 62% female workforce). In the upper pay quartile, the gender balance remains similar at 47% women and 53% men.

The GDC is committed to ensuring our pay structure is fair and appropriate and our employment policies promote fairness and equality. The gap has increased slightly from previous years, and we are examining the gender pay gap results and conducting further analysis about the causes of our gender pay gap to help close the gap. This is a key focus for the GDC and will be addressed in conjunction with our EDI Strategy and other initiatives identified via the Corporate Costed Plans fully utilising our collaboration with the GDC employee networks.



Tom Whiting

Chief Executive Officer and Registrar

Gender Pay Gap

The information below is accurate based on the 'snapshot' date of 5th April 2024.

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.

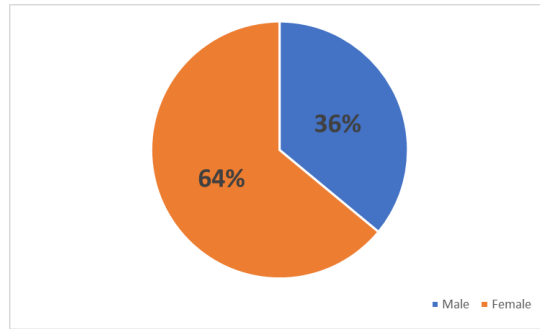


Fig. 2 Mean and Median gender pay gap and differences in bonus payments

	Women's earnings are:	
Mean gender pay gap	16.7%	Lower
Median gender pay gap	18.0%	Lower
Mean difference in bonus payments	19.1%	Lower
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 slightly lower than male staff receiving payments against the total male population.

Females	10.5%
Males	11.0%

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 three lowest quartiles with the highest proportion being within the lower middle quartile, with men taking the higher proportion in the Upper Quartile.

