

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 'snap shot' date of 5th April 2018.

The GDC, like many organisations, has a gender pay gap with, on average, women being paid 13.21% lower than men (18.4% median).

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. 7.73% of women and 8.4% of men receiving such payments. On average, the bonus Payment are 18.32% (17.9% median) higher for women than for men.

The gender balance in each pay quartile banding remains comparable to the 2017 data, with an overall 60% female workforce. In the highest pay quartile, the gender balance is similar at 46.2% female and 53.8% male.

The GDC is committed to ensuring our pay structure is fair and appropriate and our employment policies promote fairness and equality. We have examined the gender pay gap results and, as no single or overriding cause is identifiable, further detailed work will ensue to determine the reasons for the increase in the gap



Ian Brack
Chief Executive Officer and Registrar

37 Wimpole Street London
W1G 8DQ

Phone: +44 (0)845 222 4141 Typetalk: 18001 0845 222 4141 Email: information@gdc-uk.org

Fax: +44 (0)20 7224 3294

Chief Executive and Registrar: Ian Brack

Gender Pay Gap

The information below is accurate based on the 'snap shot' date of 5th April 2018.

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.

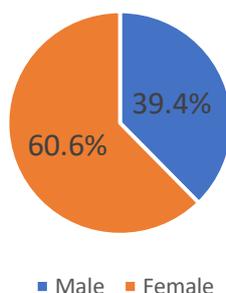


Fig. 2 Mean and Median gender pay gap and differences in bonus payments

	Women's earnings are:	
Mean gender pay gap	13.21%	Lower
Median gender pay gap	18.39%	Lower
Mean difference in bonus payments	18.32%	Higher
Median difference in bonus payments	17.90%	Higher

The GDC did not have a bonus scheme in April 2018, 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 slightly lower than male staff receiving payments.

Females	7.73%
Males	8.39%

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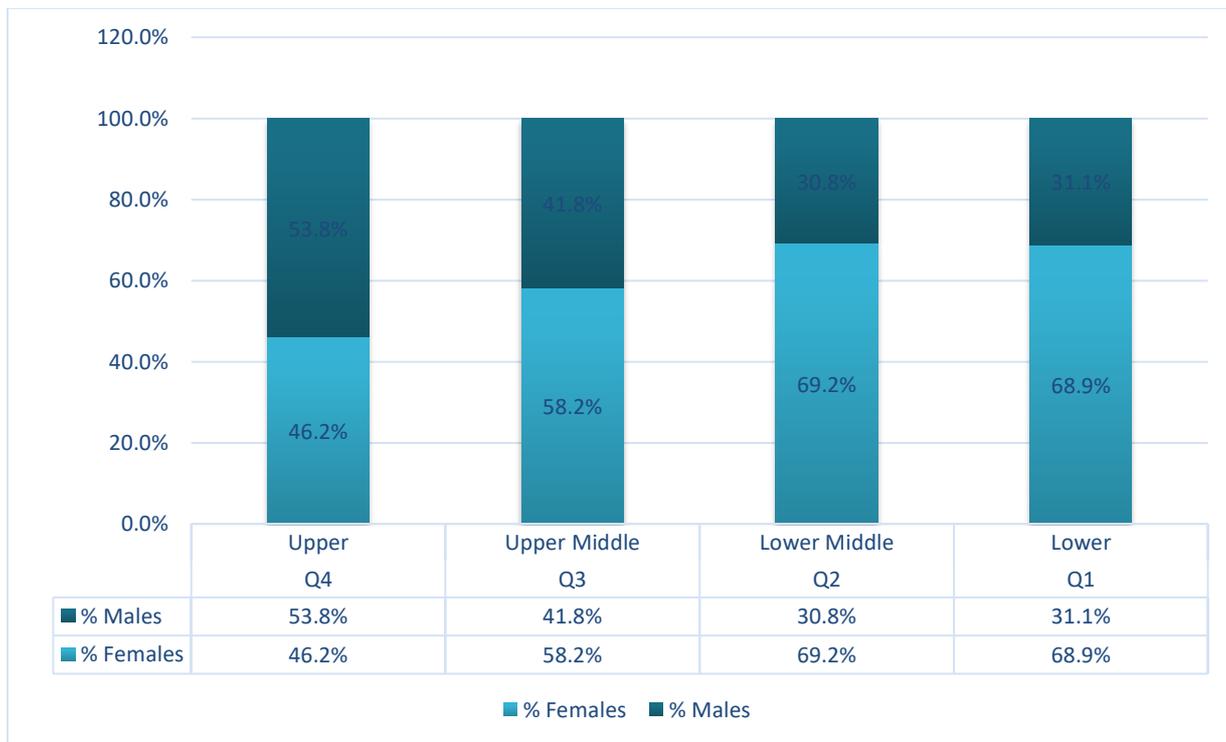
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Fig. 4 Percentage of men and women in pay quartiles (Q1 lowest paid, Q4 highest paid)

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.