**Our commitment to diversity and equality**

At mydentist, we take our commitments to diversity and equality seriously. We want to employ, attract and reward the best people, irrespective of gender, age, race, background, sexuality, or any other factor.

We are confident that every person who works at mydentist is paid equally for the work they do. We have a robust set of policies and procedures to ensure this happens and we do not tolerate unfair treatment of any kind.

Our published gender pay gap reflects the fact that the vast majority of our dental practices, which typically pay lower hourly rates, employ women, whereas our Support Centre, which includes our most senior roles, is more evenly split.

This year, we are investing more than £2.5 million - our largest investment to date - to increase pay for nurses in our dental practices. 95% of all pay rises this year will go to women, and the average pay rise for women this year is 20% higher than for men.

There is still much more to do. We constantly review our policies and procedures and implement appropriate actions to help make positive changes where required, and we are determined to continue improving the diversity of our workforce at all levels to properly reflect the culture of our business.

**2017 Gender Pay Gap statistics**

The majority of staff who work at mydentist work at one of our local dentistry practices. More than 97% of these staff are women.

On average, **in our practices, women are paid 13% more** per hour than men.

Our Support Centre includes our most senior roles across the company and is more evenly split between men and women. These roles typically attract a slightly higher rate of pay.

**Women make up 54% of our 100 highest paid roles**, and the mean gender pay gap of our highest paid 100 employees is **8.52%**

|  |  |
| --- | --- |
| **Practice employees – Gender Pay Gap** | **All employees – Gender Pay Gap** |
| The mean gender pay gap for practice employees is -13.28% | The mean gender pay gap for all employees is 43.7% |
| The median gender pay gap for practice employees is -6.54% | The median gender pay gap for all employees is 27.6% |

**Bonuses**

Employees at our Support Centre can be eligible for one off project-based bonuses. In the year ending 5 April 2017, most colleagues in the Support Centre did not receive a bonus. However, a small number of colleagues in a single team received a one-off bonus related to a project completed within that year, pushing up the overall mean bonus gap to 90.5%. The median bonus gender pay gap shows that, **for all employees, women on average received a bonus which was 20% higher than men** and **16.5% of women received a bonus, versus 13% of men.**

For employees within our local practices, our mean bonus gender pay gap is -49%, meaning **women on average received a bonus which was 49% higher than men**.

|  |  |
| --- | --- |
| **Practice employees** | **All employees** |
| The mean bonus gender pay gap for practice staff is -49% | The mean bonus gender pay gap for all employees is 90.5% |
| The media bonus gender pay gap for practice staff is -20% | The median bonus gender pay gap for all employees is -20% |

**Proportion of men and women in each pay quartile**

Women are the largest group of employees in all quartiles of pay, and 98% of people in our second highest earning quartile are women.

As a result of mydentist’s structure, and the fact that women are more likely to work at our local practices which typically attract lower hourly rates, women have a lower representation in the highest earning quartile than in other quartiles.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Lower quartile** | **Lower middle quartile** | **Upper middle quartile** | **Upper quartile** |
|  | **Quartile 1** | **Quartile 2** | **Quartile 3** | **Quartile 4** |
| **% Male** | 4.5% | 2.6% | 2.1% | 12.8% |
| **% Female** | 95.5% | 97.4% | 97.9% | 87.2% |

**Pay rises in April 2018**

We want everyone who works at mydentist to feel valued, rewarded and recognised for their hard work. That is why, this year, we are investing over £2.5 million to improve the pay of employees at our local practices.

As a result, from 1 April 2018, **95% of pay rises will be going to female employees**. For a full-time, qualified nurse, currently on the National Living Wage, this will result in an **average pay rise of 14%.**

This year, the **average pay rise for women** at our practices will be **3.84%, 29% higher than the average pay rise for men**.

*mydentist is the trading name of the IDH group of companies, which includes Petrie Tucker and Partners Limited (registered in Scotland with company number SC030254). Petrie Tucker is the employing entity for the majority of our employees. I confirm the information and statistics set out above are accurate and relate to employees of Petrie Tucker with reference to the snapshot date of 5 April 2017.*

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**Tom Riall**

IDH Group, Chief Executive Officer