

Gender Pay Report 2021

Our commitment to diversity and equality

At {my}dentist, 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 {my}dentist 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 more women, whereas our Support Centre, which includes our most senior roles, is more evenly split between men and women.

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.

2021 Gender Pay Gap statistics

The majority of staff who work at {my}dentist work at one of our local dentistry practices. More than 96% of these staff are women.

On average, in our practices, **our gender pay gap is 8.49%**.

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 39% of our 100 highest paid roles, and 50% of our Clinical Directors, the most senior clinical roles in {my}dentist, are women.

Practice employees – Gender Pay Gap	All employees – Gender Pay Gap
The mean gender pay gap for practice employees is 8.49%	The mean gender pay gap for all employees is 49.7%
The median gender pay gap for practice employees is -1.3%	The median gender pay gap for all employees is 30.2%

Bonuses

In the 12-month period to April 2021, 37.6% of females and 46.7% of males received a bonus and our overall mean bonus gap was 90.7%.

For employees within our local practices, our mean bonus gender pay gap is 28.6%.

Practice employees – Gender Pay Gap	All employees – Gender Pay Gap
The mean bonus gender pay gap for practice employees is 28.6%	The mean bonus gender pay gap for all employees is 90.7%
The median bonus gender pay gap for practice employees is -8.5%	The median bonus gender pay gap for all employees is 62.1%

Proportion of men and women in each pay quartile

Women are the largest group of employees in all quartiles of pay, and 97.3% of people in our second highest earning quartile are women.

As a result of {my}dentist'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
% Female	95.9%	96.1%	97.3%	83.1%
% Male	4.1%	3.9%	2.7%	16.9%

{my}dentist 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 2020.

Tom Riall
IDH Group, Chief Executive Officer