General Dental Council

Gender Pay Gap

What is a 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.

What does our data show?
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 2025.

GDC has a gender pay gap, which is set out below, and whilst we are pleased that the gap has narrowed when compared with the previous years' data we recognise that we have more work to do to continue this trend.

	2026 *(snapshot date April 2025)*	2025 *(snapshot date April 2024)*
Mean Gender pay Gap	12.8% lower than men	16.7% lower than men
Median Gender Pay Gap	15.0% lower than men	18.0% 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 2025, 17.3% of the female population received a recognition payment, compared to 23.4% of the male population. Of those women, who received a payment, the total value given was on average (mean) 30.1% lower than men.

The gender balance in each pay quartile banding remains comparable to the 2025 report with a slight increase of women in the Lower Middle quartile, against an overall 65% female workforce (2024 snapshot – 64% female workforce). In the upper pay quartile, the gender balance remains similar at 49.5% women and 50.5% men.

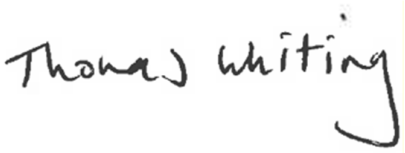
The GDC's commitment

The gender pay gap has marginally reduced from the previous year however, the GDC recognises that closing the gender pay gap involves a continuous and sustainable effort around attraction, retention and development of staff, and progression of a diverse talent into senior technical, professional, management and leadership roles.

EDI is integrated into the 2026-2028 GDC Strategy, reinforcing our commitment to incorporate EDI into everything we do.

Through the strategic EDI focus we have committed to actions to support the reduction of the gender pay gap by;

- Improve our recruitment processes, ensuring they are fair and unbiased for all.
- Implement a revised pay and grading framework, ensuring our pay structure is fair and competitive.
- Introduction of a new approach to career pathways to support career progression.
- Continue to offer existing benefits such as hybrid working, flexi scheme, enhanced annual leave entitlement including buy/sell to support and encourage flexibility.
- Closely monitor our pay gap data and provide interventions where appropriate to support with the attraction, development and progression of our employees.
- Working closely with our staff networks to inform our plans and supporting them and their members to develop their careers whilst working for the GDC.



Tom Whiting
Chief Executive Officer and Registrar

Gender Pay Gap

The information below is accurate based on the 'snapshot' date of 5th April 2025.

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.

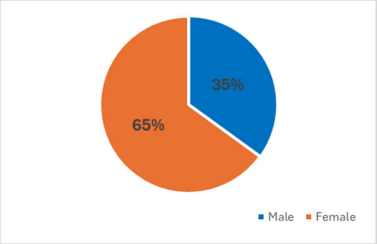


Fig. 2 Mean and Median gender pay gap and differences in bonus payments

	Women's earnings are:	
Mean gender pay gap	**12.8%**	**Lower**
Median gender pay gap	**15.0%**	**Lower**
Mean difference in bonus payments	**30.1%**	**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

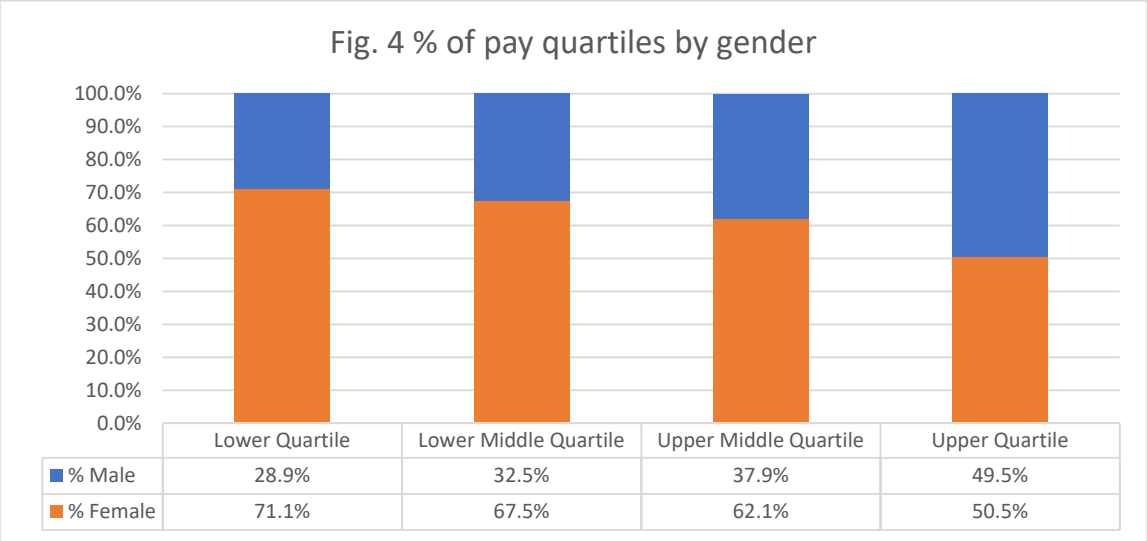
The percentage of female staff receiving the recognition payments against the total female population, outlined in Fig 1, is slightly lower than male staff receiving payments against the total male population.

Females	**17.3%**
Males	**23.4%**

Fig. 4 Percentage of men and women in pay quartiles (Lowest Quartile lowest paid, Upper Quartile 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, the highest proportion being within the lower quartile. There is a comparable balance between men and women in the upper quartile.



	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
% Male	28.9%	32.5%	37.9%	49.5%
% Female	71.1%	67.5%	62.1%	50.5%

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