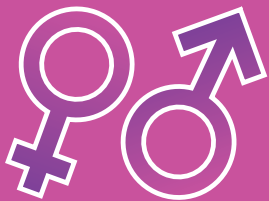




Gender Pay Gap Report 2022

The figures submitted have been calculated using the standard methodologies required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We confirm that the calculations and the data provided for Sirona care & health are accurate and in line with the reporting regulations.



Our Ongoing Commitment

Julie Sharma - Interim Chief Executive



Within 2021/22 we have continued with the challenges brought by the pandemic and I am proud of how our people have come together to respond and to support each other.

This year we refreshed our Vision, Mission and Strategic Objectives to shift our focus onto ensuring that Outcomes and Equalities are at the heart of everything we do.

We have started work on developing our People Strategy - striving to make Sirona a great and inspiring place to work through our Mission of One You, One Sirona, One System.

As part of this we continue to develop our recruitment, attraction, development and retention plans - offering a wide range of career development opportunities across all our different services.

Enhancing diversity and inclusion across Sirona is essential to us achieving our overall ambitions and aspirations for our populations. We know that a diverse workforce adds real value to what we are aiming to achieve and we are absolutely committed to pay equity and continuing to reduce our gender pay gap further - underpinned by our inclusive policies and practices. It is encouraging to see that our gender pay gap has continued to reduce this year but we recognise that there is still more work to do and we are totally committed to doing this.





The gender pay gap shows the difference in the average hourly rate of pay between women and men in an organisation, expressed as a percentage of the average male earnings. A gender pay gap can be driven by several factors, including a lack of women in senior positions.

It is important to note that this is different to the issue of equal pay – namely the legal requirement to pay men and women the same for equal work – which is governed by the Equality Act 2010.

Organisations must follow the calculations methodology set out by the Government Equalities Office to report their mean and median gender pay gap, bonus gap and distribution across pay quartiles.



At A Glance

This data is based on a snapshot date of 31 March 2022, and bonuses (Clinical Excellence Awards) paid in the year to 31 March 2022.

Gender Pay Gap

Mean	Mean
2021	2022
9.4%	8.4%

-1%



Median	Median
2021	2022
2.9%	2.8%

-0.1%



Bonus Pay Gap

Mean	Mean
2021	2022
77.9%	63.4%

-14.5%



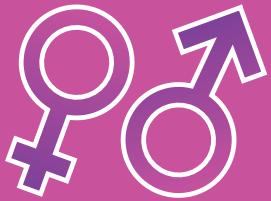
Median	Median
2021	2022
85.5%	77.3%

-8.2%



Note: There are 10 employees who receive bonus payments, awarded under the National Doctor's Clinical Distinction/Excellence Awards scheme, which recognises an exceptional contribution to clinical care.

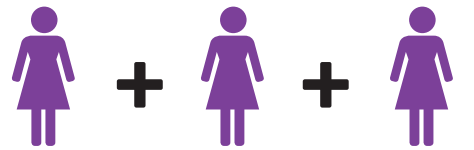




Gender Pay Gap Reporting Explained

Mean Calculations

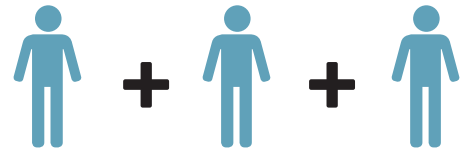
Sum of women's hourly rate of pay



Total number of women

VS

Sum of men's hourly rate of pay

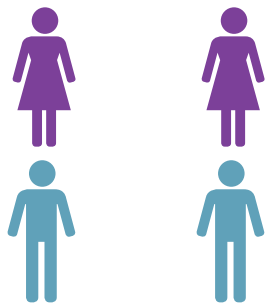


Total number of men

The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees. The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.

Median Calculations

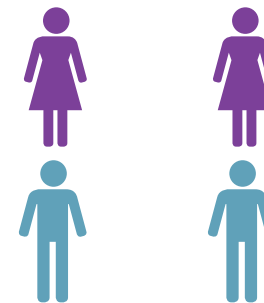
Lowest paid



Median



Highest paid



The median is the figure that falls in the middle of the range when the wages of all relevant employees are lined up from smallest to largest. The median gap is calculated based on the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.



Headline Figures

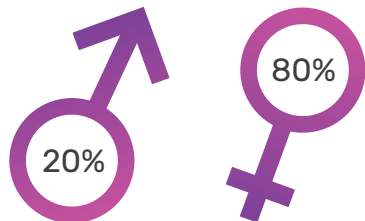
Gender Pay Gap

MEDIAN 2.8%
MEAN 8.4%

Gender Pay Bonus Gap

MEDIAN 77.3%
MEAN 63.4%

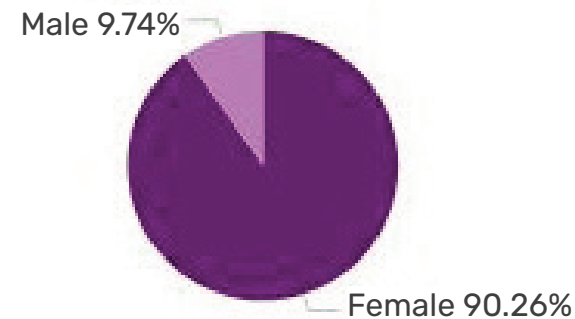
Proportion Receiving A Bonus



We Have A Female Chief Executive, And Our Board Is Made Up Of 10 Women And 4 Men

Our organisation profile is mainly female, with the ratio of women to men around 10:1, with the highest men to women ratio in the Upper Quartile of the pay ranges.

Gender Breakdown



Proportion Of Males And Females In Each Quartile Pay Band

	Male	Female
Upper	12.96%	87.04%
Upper Middle	8.57%	91.43%
Lower Middle	9.54%	90.46%
Lower	8.90%	91.10%





Understanding The Gap

Our Mean Pay Gap Has Decreased By 1% Per Year For The Past Three Years.

This is our sixth Gender Pay Gap report. In 2020 our median gap increased to 10.4% due to the transfer of colleagues into Sirona in April 2020 (increasing our organisation by two thirds) and adopting the National Agenda for Change pay scales in late 2019. However, our median gap has continued to reduce over the past two years.

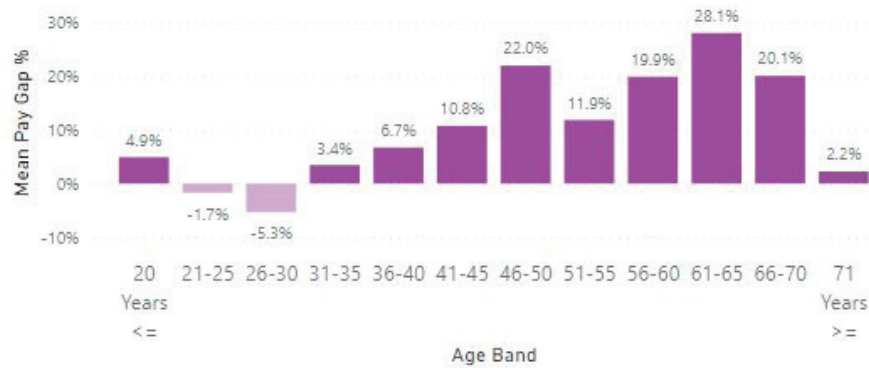
Our Largest Pay Gaps Are In The Upper Part Of Our Pay Range Higher Level Management And Doctors/Consultant.

Our pay gap in favour of female staff is in the middle of our pay range (Band 4 and Band 5) which is where a quarter of all females are employed (27%). Our largest pay gaps are in the upper part of our pay range where there are not large numbers of employees and generally the ratio of females to males is still high.

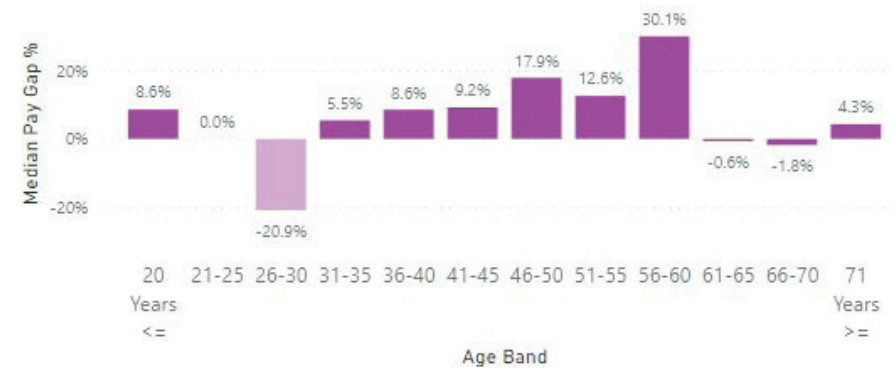


Age And Pay Band

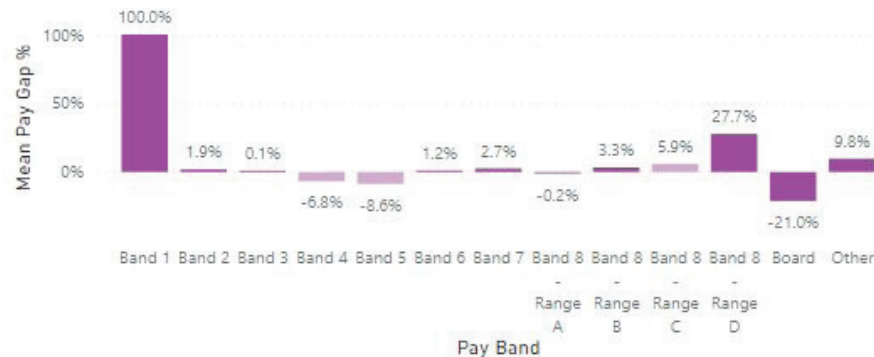
Mean Pay Gap by Age Band



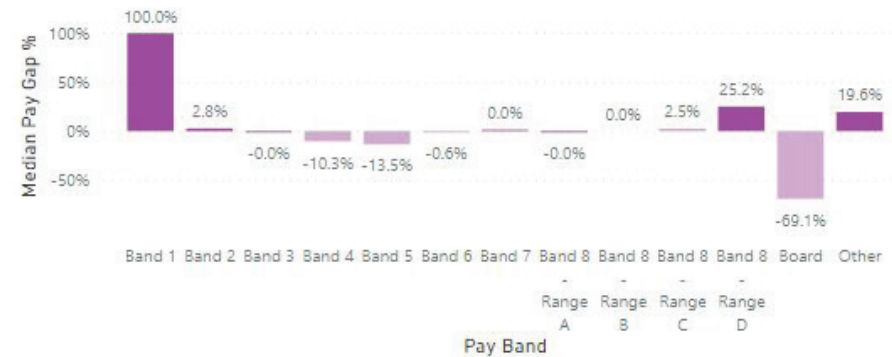
Median Pay Gap by Age Band



Mean Pay Gap by Pay Band



Median Pay Gap by Pay Band



The above charts show our mean and median gender pay gap by age and grade bands. A negative figure indicates that the pay gap is in favour of our female staff. This shows that females between the ages of 21 to 30 are paid more than male colleagues in the same age bands. Our median pay gap is minimal for our staff aged over 61 showing that colleagues in these age bands are paid mainly the same.

The charts show that females are paid more in our lower grades Band 4 and Band 5 and Band 8C, whilst it is our Band 8D and medical staff (other) where we have the biggest pay gap in favour of males.

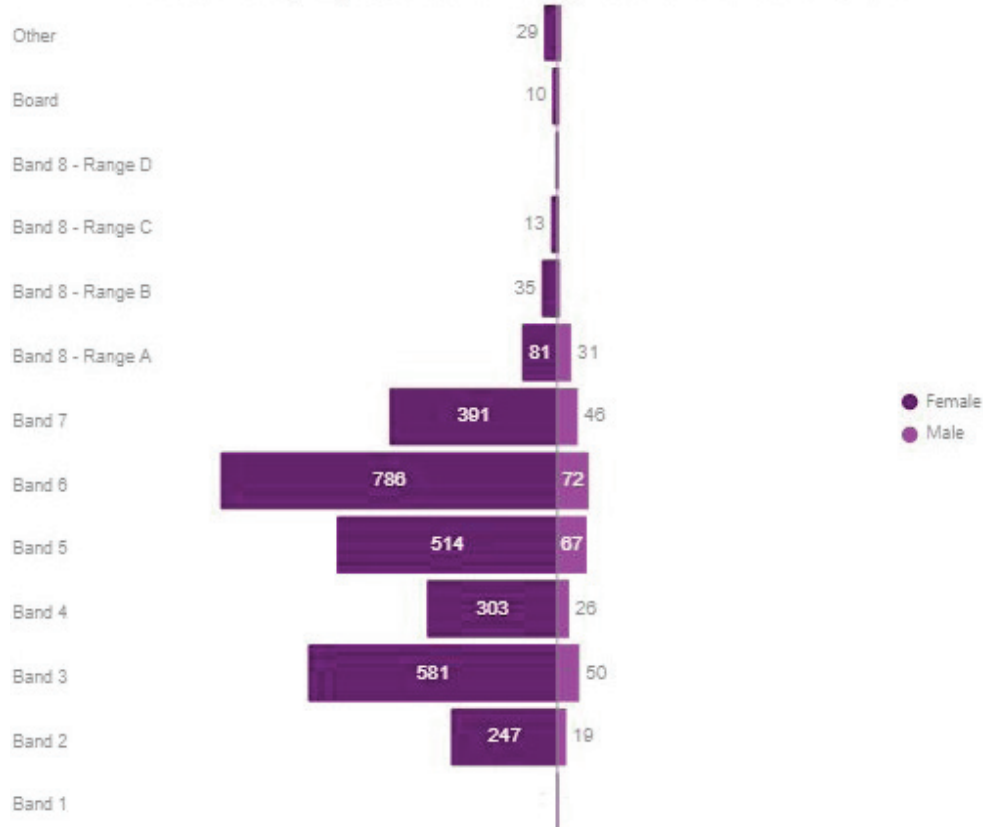




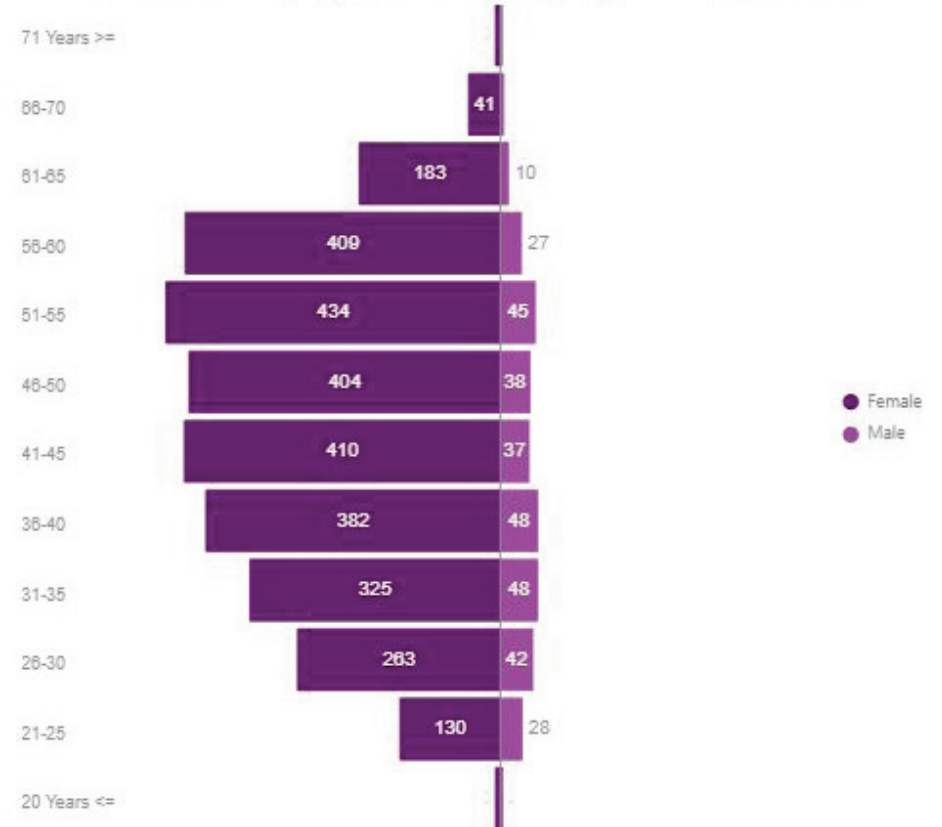
Demographics

Female vs Male

Relevant Employees Numbers by Grade Band and Gender

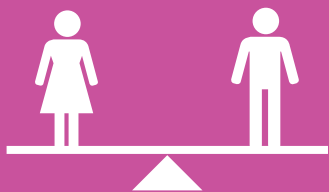


Relevant Employees Numbers by Age Band and Gender



These graphs show our female to male ratio broken down into age and grade bands. 18.8% of females are graded Band 7 or above compared to 29.2% of males. This is evidenced in our pay gap and shows that though we have fewer male colleagues within Sirona we have a higher proportion of males within our higher pay bands. Proportionately we have more females aged 60+ years (21.35% of females vs. 12.95% males) compared to more males aged 25 years and below (9.34% of males vs. 4.54% of females)





How We Will Address The Gap

Ways Of Working

We will promote our policies around flexible, hybrid working and shared parental leave to encourage take up from all colleagues. We will encourage retention of colleagues with our 'return and retire' policy, particularly opportunities for females in the higher pay bands.

Staff Networks

We will continue to strengthen our staff networks to ensure they are providing rich and deep engagement across Sirona. We will work with our male colleagues to identify ways in which to support them as a minority group in the workforce, including support to develop a Male Staff Network while also looking at ways to increase our male workforce and create a more even gender balance.

Equality, Diversity & Inclusion Steering Committee

We will continue to build on and strengthen the work of the ED&I Steering Committee, with specific responsibility for monitoring our actions and progress against our commitment for gender pay equality.

Career Development

As we continue to develop our leadership and career development strategy and programme, we will ensure specific and targeted programmes are available for those in the protected characteristic groups including gender. We will enhance support available for the Clinical Excellence Awards.

Published by: Sirona care & health CIC,
2nd Floor, Kingswood Civic Centre, High Street, Kingswood, Bristol BS15 9TR

Our People Strategy

We will engage with colleagues as part of the co-design of our People Strategy to identify specific and measurable actions we will take towards gender pay equality.

Recruitment

We will continue to refresh our recruitment attraction initiatives which aim to attract and engage the most diverse colleagues locally and nationally - and encourage more male colleagues into health and care. This includes a wider range of online and offline advertising to broaden awareness of Sirona, ensuring the imagery and language we use reflects a diverse workforce and the communities we serve.

