Gender Pay Gap 2024/2025

For 31 March 2025

Background to the Gender Pay Gap Report

Welcome to our Gender Pay Gap report for 2024/2025.

Sirona's core value that underpins everything we do is Taking it Personally – a commitment to treat you as we would our own loved ones.

Our mission is underpinned by our values:

- Courtesy & Respect
- Effective Communication
- Caring & Supportive
- Effective & professional

We *are actively promoting equality, diversity, and inclusion by creating the conditions that enable compassion and inclusivity to thrive*.

Gender equity is an important part of creating and retaining the workforce we need to achieve our mission, and we work to consider and understand gender equity and barriers to this at every stage of the workforce journey.

Since 2017, Gender Pay Gap legislation has required all employers with more than 250 staff to publish annual information on the pay gap between their male and female staff. For public sector organisations such as the NHS, the snapshot date for data capture is 31 March.

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.

The Gender Pay Gap regulations require a number of figures to be reported:

- Mean (average) gender pay gap in hourly ordinary pay
- Median (middle) gender pay gap in hourly ordinary pay
- Mean (average) gender pay gap in bonus pay
- Median (middle) gender pay gap in bonus pay
- Proportion of men and women in each pay quartile
- Proportion of men and women receiving bonus pay

It is important to recognise that the gender pay gap is not the same as equal pay.

Equal Pay legislation relates to unequal pay, a difference in pay between a man and a woman, or a group of men and a group of women, doing the same or a similar job (or a job of equal value) – unequal pay is unlawful.

The gender pay gap shows the difference in average pay of all men and all women employed by an organisation – everyone, in every role. It is possible to have equal pay within an organisation

while still having a gender pay gap, however it should be noted that a particularly large gender pay gap can indicate issues to be addressed in an organisation.

You will find in our report an overview of our 2024/2025 results along with further information and analysis, and this links to our action plan and wider work for equality, diversity, and inclusion.

Thank you for taking the time to read our gender pay gap report. Should you have any queries or questions or if you would like to request the contents of this report in another language or format, please contact:

Neil.Gokani@nhs.net

Message from Julie Sharma, interim Chief Executive

At Sirona, we are committed to Improving Outcomes for All.

While this applies to the care we provide for everyone in the Bristol, North Somerset and South Gloucestershire region, it also absolutely applies to our colleagues throughout Sirona.

This is why we pay attention to key issues such as the gender pay gap. We believe that all of our colleagues should be treated equitably and that no-one should be disadvantaged because of who they are.

Reading our Gender Pay Gap Report, it's important that we are honest about what our data shows. We do have a pay gap between men and women, in favour of men, and this is despite us being an organisation which is overwhelmingly staffed by women.

Now that we have a clear sight of the data, we can continue to drive forward action that will close this gap. We have already embedded an Equality, Diversity and Inclusion focus across Sirona, and have an action plan to improve equity of pay and experience.

Our vision is for a completely equitable workplace, where everyone is equally and fairly rewarded for the work that they do, and the care that they deliver. We know that we have more to do, and every improvement we make will bring us closer to our mission to Improve Outcomes for All.

Julie Sharma

Interim Chief Executive.

Executive Summary

As an employer we are committed to ensuring that our pay practices are transparent, fair, and equitable.

As a Community Interest Company (CIC) delivering National Health Service (NHS) contracts, we operate the national NHS Agenda for Change pay scheme, and terms and conditions of service. Relevant roles in Sirona are placed within one of these agreed pay grades, with grades being determined based on level of responsibility, qualification, and experience required to effectively undertake the job (assessed through Job Evaluation).

Progression for all staff in Agenda for Change pay bands from 2024 is through the nationally agreed pay step progression process which we have equality impact assessed internally. We also operate Medical pay and terms and conditions. We work closely with our Staff-side colleagues to ensure the schemes are implemented fairly and consistently at every stage of employment.

This report details our headline gender pay gap figures.

This data is based on a snapshot date of 5th April 2024, and bonuses (Clinical Excellence Awards).

We feel it is important, before we begin to detail our results, to state that while the national reporting mandate for the gender pay gap is for the binary norm of male and female, we recognise that not all staff will identify within these confines. We are working to engage with these staff, to listen to their lived experience so that we can ensure the employment experience we provide is equitable, and that they feel supported, valued and included within Sirona.

Our organisation profile is predominantly female, with the ratio of women to men around 7:5, with the highest proportion of men to women ratio in the Upper Quartile of the pay ranges.

We have a female Chief Executive, and our Board is made up of 7 women and 5 men.

Our mean gender pay gap currently stands at 11.5%, an increase from last year's figure of 8.9% (a rise of 2.6%). This increase is attributed to the timing of our reporting. Unlike NHS and local government organisations, which conduct their reports based on data from 5th April, we should be using a snapshot date of 31st March. As a result, our previous reports did not accurately reflect the correct timeframe.

This discrepancy significantly affects our bank staff, as the 5th April snapshot includes a larger number of bank staff compared to the 31st March snapshot, which accounts for fewer bank staff. Consequently, this has influenced our gender pay gap figures.

Snapshot Dates:

- 31 March: Applicable for most public authority employers.
- 5 April: Applicable for private, voluntary, and all other public authority employers.
- Gender pay gap calculations should be based on payroll data collected on the relevant snapshot date.

Pay Infrastructures

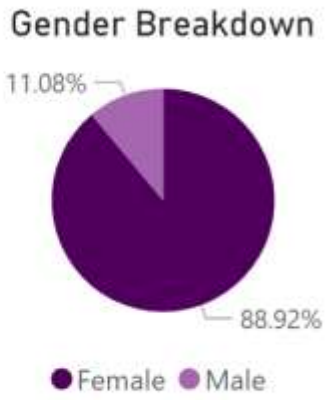
A point to note is that where staff are positioned within the NHS pay scales is based on length of service and experience. Jobs may be rated as equivalent by banding but have staff within the same job role at different points of the pay spine. By its very nature, this will result in pay differentials and differences in hourly rates.

Proportion of men and women in each quartile – ordinary pay

2024 Quartile Pay Bands

Quartile	Female	Male	Total
1	751	71	**822**
2	722	94	**816**
3	727	68	**795**
4	728	132	**860**
Total	**2928**	**365**	**3293**

Quartile	Female	Male
1	91.36%	8.64%
2	88.48%	11.52%
3	91.45%	8.55%
4	84.65%	15.35%
Total	**88.92%**	**11.08%**



Number of employees | Q1 = Lower Quartile Q4 = Higher Quartile

The gender split was **88.92% of the workforce being female** and **11.08% being male**, women are **over-represented** in all pay quartiles. This large gender imbalance impacts the overall pay gap figures, as fewer male employees may be in higher-paid roles, which skews the averages.

Despite this, the pay gap persists in favour of men, suggesting that while women dominate the workforce, men are still earning more on average and at the median.

For gender pay gap calculations all staff are split into pay quartiles based on hourly rate of pay, four quartiles for male staff and four for female staff.

	2023	2024
Mean Gender Pay Gap	8.9%	11.5% ↑
Median Gender Pay Gap	2.0%	6.1% ↑

Year	Female Mean Pay	Male Mean Pay	Mean Diff (£)	Female Median Pay	Male Median Pay	Median Diff (£)
2023	£18.54	£20.36	£1.82	£17.90	£18.25	£0.36
2024	£18.99	£21.47	£2.48	£18.10	£19.27	£1.17

Our Mean pay gap has increased by 2.6% this year.

Mean gender pay gap – ordinary pay

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. A figure closer to zero shows that pay is more equal between female and male staff.

Mean Pay Gap: Increased from **£1.82** to **£2.48** (an increase of £0.66).

Mean Pay Gap Analysis:

- **2023**:

    - Female Average Pay: £18.54
    - Male Average Pay: £20.36
    - **Average Pay Difference**: £1.82 (Men earned £1.82 more on average than women)
- **2024**:
    - Female Average Pay: £18.99
    - Male Average Pay: £21.47
    - **Average Pay Difference**: £2.48 (Men earned £2.48 more on average than women)

Change in the Mean Pay Gap (2023-2024):

- The **mean pay gap (including bonus payments)** has increased by **£0.66** from £1.82 to £2.48 over the year. This suggests no progress toward narrowing the average pay disparity, as male employees still earn more on average than female employees.

Year	Female Mean Pay	Male Mean Pay	Mean Bonus Diff (£)	Female Median Pay	Male Median Pay	Median Bonus Diff
2023	£6,255.36	£7,485.51	£1,230.16	£6,629.05	£4,517.89	-£2,111.
2024	£5,455.88	£4,593.11	-£862.77	£4,995.23	£3,587.79	-£1,407.

Median Pay Gap Analysis:

- **2023**:
    - Female Median Pay: £17.90
    - Male Median Pay: £18.25
    - **Median Pay Difference**: £0.36 (Men earned £0.36 more at the median than women)
- **2024**:
    - Female Median Pay: £18.10
    - Male Median Pay: £19.27
    - **Median Pay Difference**: £1.17 (Men earned £1.17 more at the median than women)

Change in the Median Pay Gap (2023-2024):

- The **median pay gap** has increased by **£0.81**, from £0.36 in 2023 to £1.17 in 2024. This indicates a continuous pay disparity at the median level.

The below table shows mean and median pay, including bonuses, which have decreased in the past year. More information on bonuses paid is below.

Year	Female Mean Pay	Male Mean Pay	Mean Diff (£)	Female Median Pay	Male Median Pay	Median Diff (£)
2023	£18.54	£20.36	£1.82	£17.90	£18.25	£0.36
2024	£18.99	£21.47	£2.48	£18.10	£19.27	£1.17

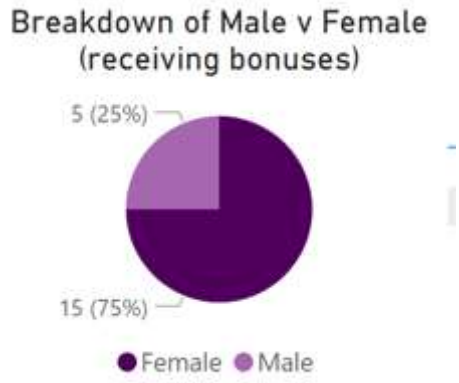
The previous years comparison is below:

Bonus pay gaps.

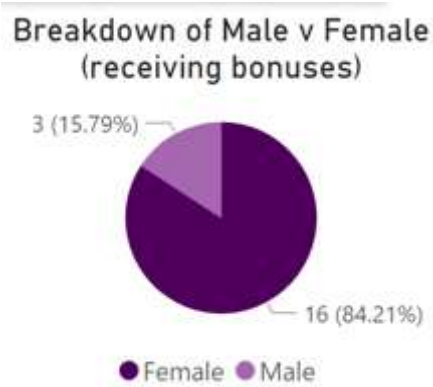
Bonus	2023	2024
Mean Gender Pay Gap	16.4%	-18.8%
Median Gender Pay Gap	-46.7%	-39.2%

Year	Female Mean Pay	Male Mean Pay	Mean Bonus Diff (£)	Female Median Pay	Male Median Pay	Median Bonus Diff
2023	£6,255.36	£7,485.51	£1,230.16	£6,629.05	£4,517.89	-£2,111
2024	£5,455.88	£4,593.11	-£862.77	£4,995.23	£3,587.79	-£1,407

Note: The average and median pay includes bonuses paid in the year to 5th April 2024
We have 16 female and 3 male employees who receive bonus payments[1] awarded under the National Doctor's Clinical Distinction/Excellence Awards scheme, which recognises an exceptional contribution to clinical care.



2023



2024

Bonus Pay Gap Analysis: 2023 vs. 2024

In both 2023 and 2024, a higher proportion of females received bonuses compared to males, though the distribution has shifted slightly.

- **2023 Breakdown**:
  - 5 males (25%)
  - 15 females (75%)
- **2024 Breakdown**:
  - 3 males (15%)
  - 16 females (85%)

Key Observations:

1. **Decreased Male Representation**:
   - In 2023, **25%** of those receiving bonuses were male, but in 2024, this dropped to **15%**. This indicates a significant decline in the proportion of males receiving bonuses.
2. **Increased Female Representation**:
   - The proportion of females receiving bonuses increased from **75% in 2023** to **85% in 2024**. This suggests a continuing trend of more females being rewarded with bonuses relative to their male counterparts.

Analysis:

- This shift could reflect a greater focus on rewarding female employees, who already make up the majority of the workforce (88.92% female). It may also suggest that men are

becoming less represented in the roles or performance categories that typically earn bonuses.
- The data highlights a gender imbalance in bonus distribution, with females increasingly dominating in both 2023 and 2024. Further investigation could help clarify whether this shift is linked to performance, seniority, or representation in bonus-eligible roles.

Next Steps:

- To ensure fairness and transparency, the organisation might consider reviewing the criteria for bonuses and exploring whether the declining male representation is due to structural or performance-related factors.

Our Action Plan

Our People Strategy

- Develop a People Strategy focused on Alignment, Belonging, and Cultivation.
- Foster a positive organisational culture.
- Develop a targeted Workforce Plan.
- Raise awareness of shared parental leave entitlements and flexible working opportunities through our training and communications.
- Ensure that bonus distribution policies are aligned with our commitment to gender balance and equity.

Employer of Choice

- Embed Equality, Diversity, and Inclusion (EDI) across all elements of the organisation.
- Conduct a comprehensive review of our skills and approach to EDI, aiming to reinforce our commitment to gender pay equality and equitable bonus distribution.

Recruitment

- Continue to refresh recruitment strategies to attract and engage a diverse workforce locally and nationally, with specific initiatives to encourage male representation in health and care roles.
- Utilise insights from our EDI audit to identify ways to attract a workforce that reflects the communities we serve.

Career Development

- Enhance knowledge and skills among staff and managers to cultivate an inclusive, healthy workplace culture.
- Ensure Learning & Development opportunities are inclusive and accessible, promoting progression for colleagues across all under-represented groups.

Improving Our Data and Analysis

- Advance our data systems to support analysis of intersectionality across protected characteristics and workforce demographics.
- Work with colleagues to improve the accuracy and completeness of declarations for all protected characteristics.

EDI Taskforce and Staff Networks

- Encourage everyone to have a voice in shaping our policies.
- Continue to integrate feedback and recommendations from our EDI Taskforce and staff networks into decision-making and governance processes.

Appendix One: Clarification to the Gender Pay Gap Report – Considerations from People Committee Discussions

Following discussions at the People Committee (25.2.25), it has been noted that the term 'bonus' as it appears in the Gender Pay Gap reporting may not fully reflect the nature of payments made under the Local Clinical Excellence Awards (LCEA) scheme. While it is recognised that this is a complex area to define with full clarity, it is important to provide additional context to ensure transparency.

Local Clinical Excellence Awards (LCEA) and Gender Pay Gap Reporting

As of **5 April 2024**, only **19 staff** were eligible for LCEA payments, as outlined in the Gender Pay Gap Report. These payments are allocated as a distribution sum and are accessible to all consultants who meet the following eligibility criteria:

1. They have been employed for at least one year.
2. They are employed as a consultant.
3. They do not have an open disciplinary matter.
4. They confirm that they meet the criteria and wish to receive the sum.

These payments are not performance-related in the way traditional bonuses might be, but rather form part of an agreed national mechanism for recognising contributions within the consultant workforce. However, they are currently categorised under 'bonus pay' in gender pay gap calculations, as required by national reporting frameworks.

Updated Position as of 2025

Following the Consultant contract negotiations between **NHSE** and **British Medical Association (BMA)**, LCEA payments have ended, but national awards remain. This means:

- There will be no further LCEA awards.
- The **national scheme** remains, it is assessed on merit and applied for directly by an applicant.

Considerations for Gender Pay Analysis

- Given that only a small number of consultants received LCEA payments, it is important to assess whether gender disparities exist in their distribution.
- Some consultants may choose not to receive the payment due to pension implications, which could have a gendered impact, though further analysis is required.
- One consultant within Sirona transferred under **TUPE** with a historic award, which may require further clarification in gender pay gap considerations.

Next Steps

To ensure accuracy and clarity in reporting:

- HR/Payroll will continue to monitor and provide data on LCEA payments in relation to gender distribution.

- If further clarification is needed on how these payments appear on payslips, the appropriate internal contacts can provide support.

This addendum acknowledges the complexities surrounding the classification of these payments while reaffirming the commitment to transparency in gender pay gap reporting.