

GDC Group (excluding Northern Ireland employees) is required by law to publish an annual gender pay gap report.

The gender composition of our workforce in scope for reporting purposes is as follows: males (192) and females (78). A large proportion of the females in scope (61) work in administration or customer service roles, there are 13 females working in sales out of a sales team of 90, and two of the in scope sites have 99% male workforce; the following report is reflective of the current composition.

This is its report for the snapshot date of 5 April 2017.

- The mean gender pay gap is 38%.
- The median gender pay gap is 42.8%.
- The mean gender bonus gap is 53%.
- The median gender bonus gap is 50%.
- The proportion of male employees receiving a bonus is 58.2% and the proportion of female employees receiving a bonus is 18.5%.

Pay quartiles by gender

Band	Males	Females	Description
A	53.7%	46.3%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	47.8%	52.2%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	88%	12%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	95.5%	4.5%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of GDC's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

GDC Group are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership,

pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- evaluates job roles and pay grades as necessary to ensure a fair structure.

GDC Group is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in administration roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of GDC's workforce, where the majority of employees in administration roles are women, while the majority of line manager and senior manager roles are held by men.

This can be seen above in the table depicting pay quartiles by gender. This shows GDC's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within GDC, 46% of the employees in Band A are women and 54% men. The percentage of male employees increases throughout the remaining Bands, from 47% in Band B to 95% in B and D.

What is GDC doing to address its gender pay gap?

GDC is committed to doing everything that it can to reduce the gap. However, we also recognise that our scope to act is limited in some areas – we have, for example, no direct control over the subjects that individuals chose to study or the career choices that they make.

In the coming year, GDC is committed to:

- reviewing our policy on bonus payments;
- creating an evidence base to identify any barriers to gender equality and action plan
- relaunch our flexible working policy

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, GDC is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

Any further initiatives launched throughout the year will be reported on the company intranet.

I, Nuala McDonald, Chief Human Resources Officer, confirm that the information in this statement is accurate.

Signed:

A handwritten signature in black ink that reads "Nuala McDonald". The signature is written in a cursive style with a large, stylized initial 'N'.

Date: 4th April 2018