DHC GP FEDERATION
delivering quality healthcare

NHS

GENDER PAY GAP

SNAPSHOT: 5 APRIL 2025

We are committed to ensuring equality of pay for employees undertaking the same roles. Our internal review confirms that men and women are paid equitably within the same roles and in accordance with our structured pay bands and pay policies. No gender-based differences in pay have been identified for comparable roles.

Our organisation operates within the healthcare sector, which has a predominantly female workforce. Approximately 90% of our employees are women, and a number of teams are entirely female. Many frontline and patient-facing roles, such as nursing, healthcare assistants, medical reception, care coordination and administrative roles are female-dominated and are typically lower paid than senior leadership roles. This workforce profile has a significant influence on our gender pay gap figures.

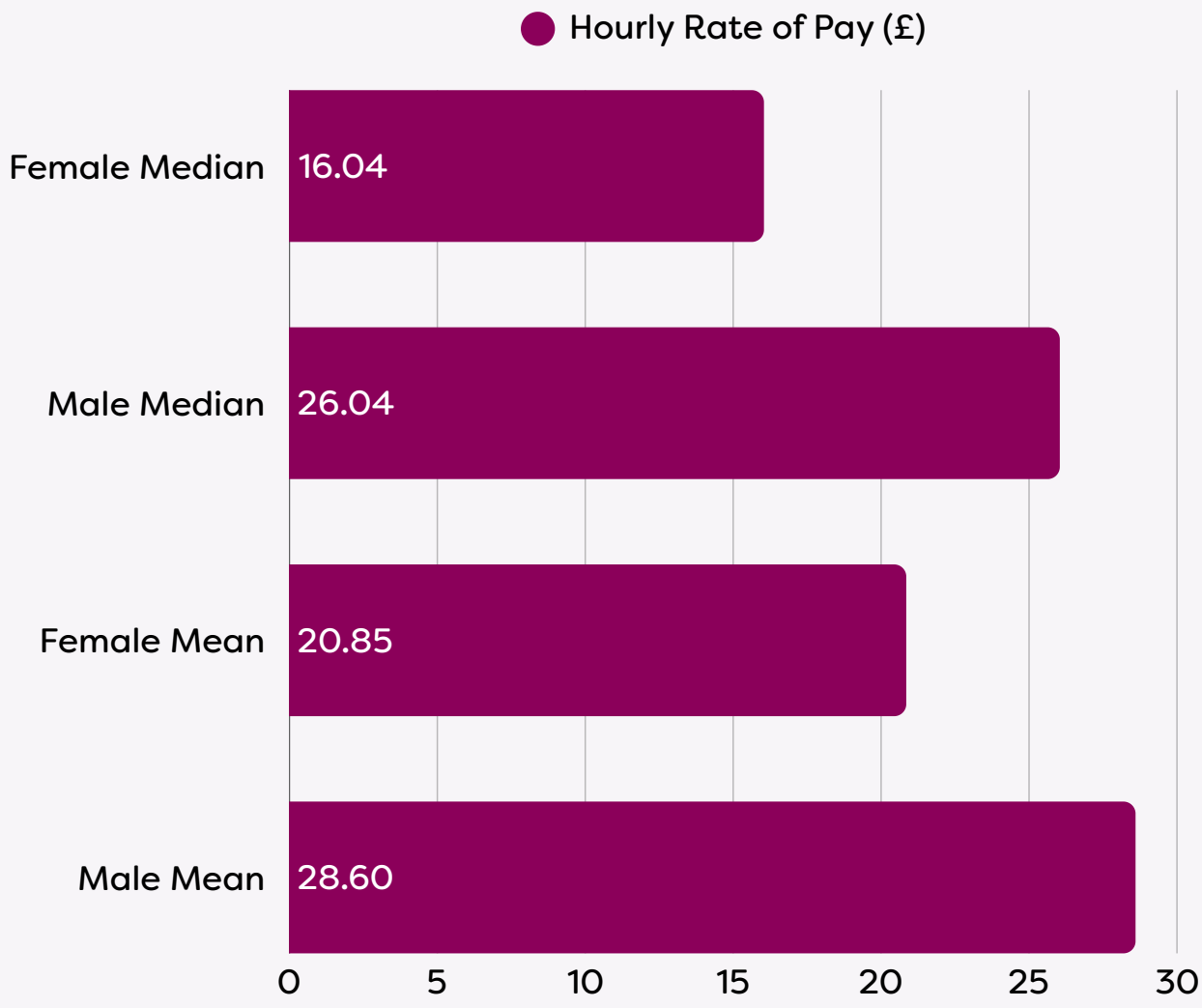
Women are well represented across the organisation and hold leadership roles in several departments. However, a small number of senior leadership positions, including the Chief Executive Officer role, are currently held by men. These roles sit at the upper end of the pay distribution and therefore have a significant impact on overall gender pay gap calculations.

We recognise the importance of addressing the factors that contribute to the gender pay gap and remain committed to fair and transparent pay practices and to supporting development, progression and leadership opportunities across all roles within the organisation. We will continue to ensure that our pay is equitable and fair for all.

MEDIAN & MEAN VALUES

MEDIAN (MEDIUM) AVERAGE GENDER PAY GAP IS 27%

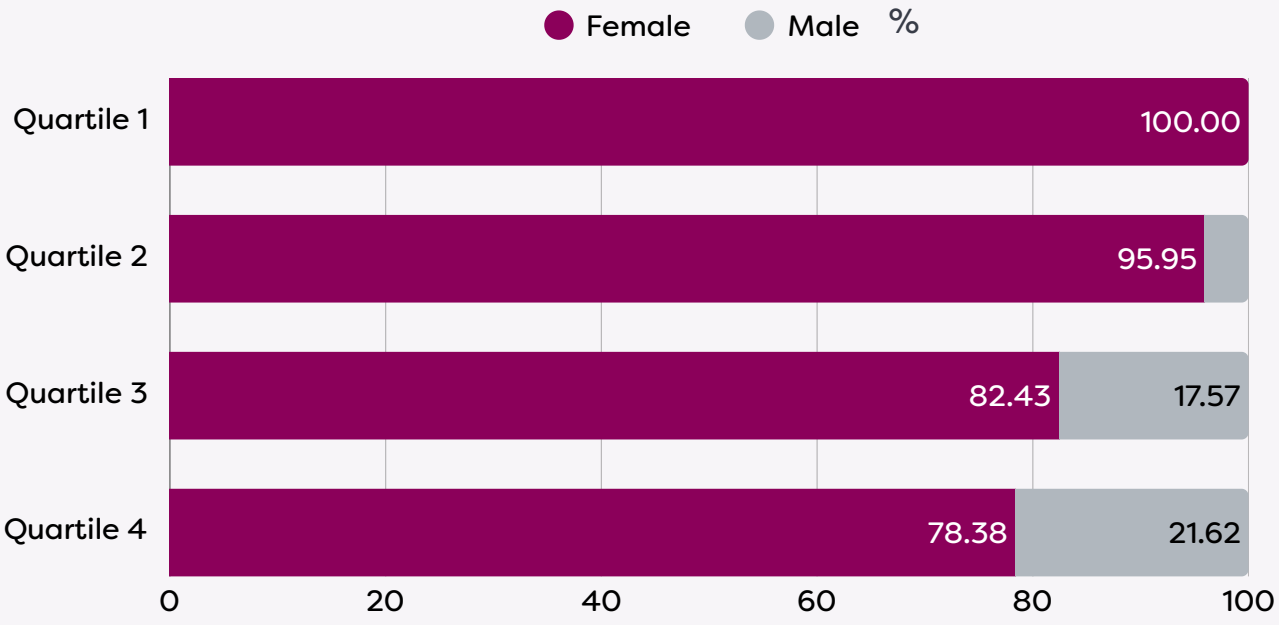
MEAN (AVERAGE) GENDER PAY GAP IS 38.4%



PAY QUARTILE DISTRIBUTION

A PAY QUARTILE DIVIDES EMPLOYEES INTO FOUR EQUAL GROUPS BASED ON PAY, FROM LOWEST TO HIGHEST

	Female	Male
Quartile 1 £11.21-£13.84	100%	0%
Quartile 2 £16.52-£13.93	95.95%	4.05%
Quartile 3 £26.04-£16.52	82.43%	17.57%
Quartile 4 £26.04-£139.92	78.38%	21.62%



This report has been approved by Michael Arnaud, Chief Executive Officer

Registered no. 06927650 | DHC are registered with the Care Quality Commission

Registered office: Dorking Healthcare Ltd, Holmhurst Medical Centre, 12 Thornton Side, Redhill, Surrey, RH1 2NP

www.dhcclinical.co.uk