

DALCOUR MACLAREN

Gender Pay Gap Report

2022/23

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Foreword

When we founded Dalcour Maclaren twenty years ago, we set out to build a company with people at its heart who really valued everyone. As part of this, we have always been committed to establishing and maintaining an inclusive, supportive and gender-balanced workplace. Our One Team approach is 100% dependent on ensuring each person's skills and strengths complement those of their colleagues – to serve our clients better, enjoy our work more and develop a thriving business.

Gender and pay equality are a total no-brainer to us and are vital to our success as individuals and as a team. We are proud of our 51% females and 49% males split. In 2022/23, our current mean gender pay gap has reduced by a further 4%, and our bonus pay gap has reduced by a further 7% compared to 2021/22. What we are doing is paying off, and the fact that Dalcour Maclaren is at the forefront of our industry is a real testament to our continuous efforts to create a truly equal workplace.

What is also working is that compared to our direct competitors, we have the highest percentage of women in our top pay quartiles, with 19.7% more women in the upper middle quartile and 17.2% more women in the upper quartile than the industry average. We need and value the diverse nature of our people and recognise the hard work required to maintain and improve our gender pay gap performance.

However, we still have work to do, and we have plans that are full steam ahead to achieve full pay equality. Everything we do reflects our company values. Our ambition – and my personal goal – is to create One Team of brilliant people delivering a five-star fantastic service in a fair and diverse environment.



James Neil
Managing Director

Introduction

As we celebrate our 20th year, we continue our commitment to excellence and making Dalcour Maclaren the employer of choice.

We aim to create an environment where everyone is fairly rewarded, and individual and team success is celebrated. Our focus is on ensuring our ‘One Team’ philosophy is delivered through our actions.

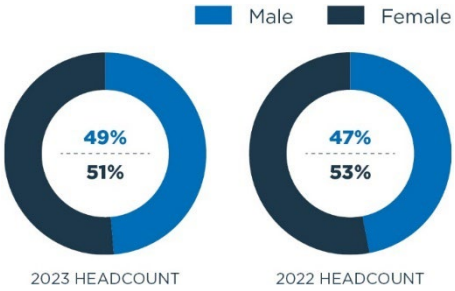


How we met our 2022/23 commitments

Over the last 12 months, we have

- Achieved a near-equal balance of male and female staff
- Reduced our mean gender pay gap by a further 4% and reduced our bonus pay by a further 7% compared to 2022.
- Enhanced maternity and paternity leave. With 26 weeks of fully paid maternity leave on top of the statutory allowance and 2 weeks of paternity leave.
- Harmonised 100% of our organisational structure by offering a clear framework of progression and development.
- Offered competitive, family-friendly policies and flexible working options to our staff.
- Increased our female leadership population by 5%.
- Delivered over 1,000 hours of training through our DM Academy supporting the professional growth of our workforce. We are dedicated to training and development throughout the year and are committed to increasing training hours in the year ahead.

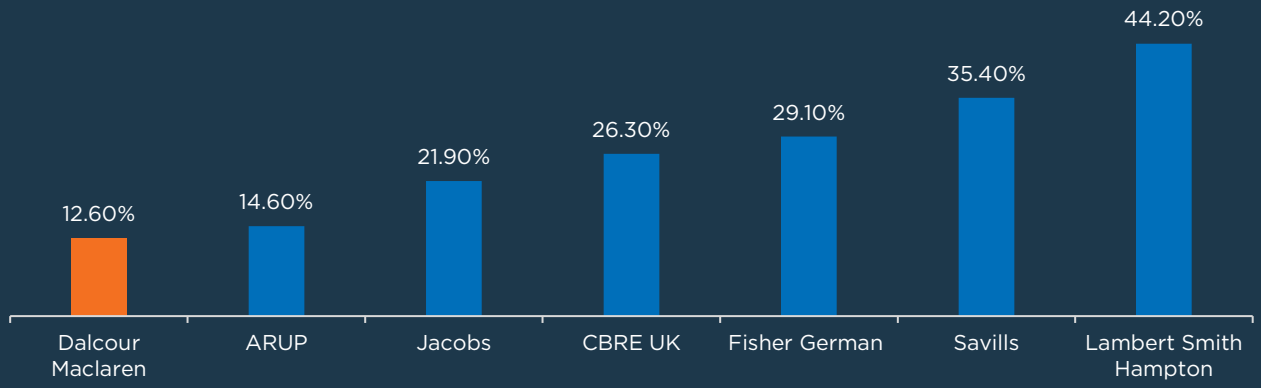
We will continue to lead the way in our industry to create an equal and equitable working environment. The steps already taken have closed the gender pay gap in our workforce and provided a springboard for further improvements.



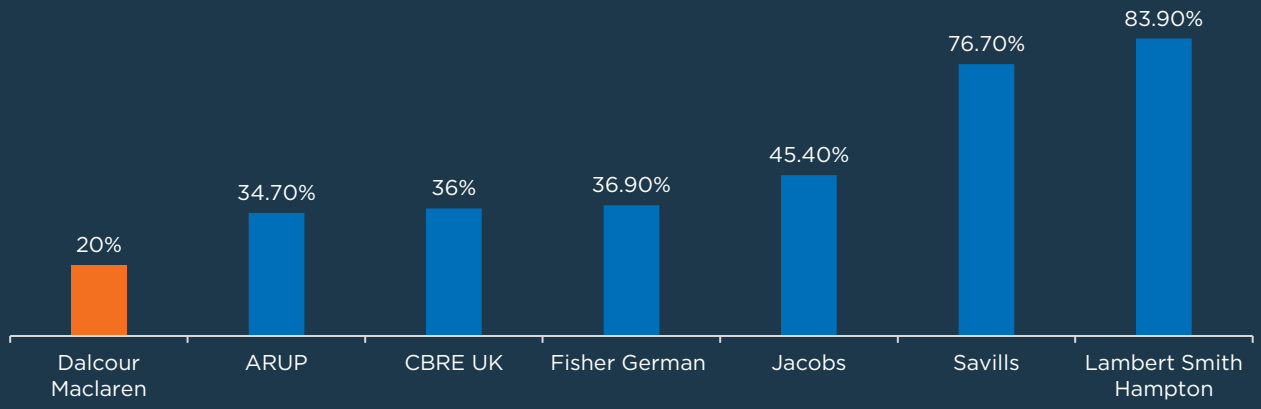
Market positioning vs 2022/23

DALCOUR MACLAREN GENDER PAY GAP REPORTING 2022/23

Mean hourly pay gap compared to others in the industry



Mean bonus gap compared to others in the industry



Data is publicly available.

Our focus for 2023/24

2023 is our 20th year, and we are making bold and significant commitments to ensure it is our best year yet.

The year of development

We want our team to thrive, innovate, and expand their skills. We will support our team's career development throughout the year ahead by increasing soft and technical skills training provided by our DM Academy. Our commitment is for each team member to complete 20 hours of training or continuing professional development (CPD) during 2023/24.

Living wage employer

Dalcour Maclaren has been an accredited Living Wage employer since 2019. We pay a decent wage to meet life's demands and ensure our people are well rewarded for their work.

Wellbeing initiatives

Our people are our most significant asset, and we foster a holistic approach to wellbeing. This includes providing a unique working environment where people are supported to achieve their personal and professional potential, coupled with charitable partnerships (such as Alzheimer's Research UK this year) to benefit the

How the figures are calculated

Median and mean hourly pay gaps defined

Median hourly pay is a figure that refers to the midpoint between the highest and lowest (50:50) pay of staff. This is calculated for males and females, and the difference is calculated and reported on. The mean hourly wage reports on the average hourly rate for males and females across the entire organisation. This is calculated for males and females, and the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

Bonus payment calculations defined

Bonus pay covers any additional regular payments relating to individual or business performance. Both median and mean calculations are carried out by comparing bonus pay over a twelve-month period from the snapshot date. The calculations also highlight the proportion of men and women awarded any bonus over that period.

Pay quartiles defined

As part of this report, we showcase the percentage of males and females in each pay quartile. This is calculated by listing the hourly rates from lowest to highest, dividing them into four equal groups (where possible) then reporting on the proportion of males and females in each defined pay quartile.

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Statutory Data

DALCOUR MACLAREN GENDER PAY GAP REPORTING 2022/23

We are proud of our efforts over the last 12 months to close the gender pay gap; our 2023 data reflects this.

Gender Pay Gap

MEAN
12.6%

DIFFERENCE
£2.63

4%

Since our last report we closed the gap by 4%

MEDIAN
4.8%

DIFFERENCE
£0.77

10%

Since our last report we closed the gap by 10%

Bonus Pay Gap

MEAN
20%

7%

Since our last report we closed the gap by 7%

MEDIAN
30%

We have further defined our criteria in an attempt to close the gap. We recognise that there is more work to be done in this area.

Pay Quartiles

Male Female

Proportion of male and female employees according to quartile pay bands



Since our last report, we have balanced out our lower quartile. We have increased female presence in all other pay quartiles, particularly our upper quartile (female leadership).

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Statutory Data

DALCOUR MACLAREN GENDER PAY GAP REPORTING 2022/23

Average Hourly Salary Male

Highest Hourly Rate



MEDIAN
£15.64

Lowest Hourly Rate

MEAN HOURLY RATE
£20.80

Average Hourly Salary Female

Highest Hourly Rate



MEDIAN
£14.87

Lowest Hourly Rate

MEAN HOURLY RATE
£18.17

Identified Variance (Male/Female)

Highest Hourly Rate



MEDIAN
£0.77

Lowest Hourly Rate

MEAN HOURLY RATE
£2.63

DALCOUR MACLAREN

Our journey to being the employer of choice continues

We continue to close the gaps in pay equality year on year and build on the lead we have over the whole industry with more women as a percentage in senior roles than similar competitors.

Our business takes a unique approach to both service delivery and the working environment we create for our employees.

Our commitment to our people is embedded in our One Team ethos and is demonstrated by our actions. These include acquiring Investors in People status in 2023 and nominating our teams for professional industry awards to recognise their achievements.

Our 20th year will provide a showcase for how far we've come and a roadmap for future innovations and continued success.

For more information

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