



DALCOUR  
MACLAREN

# Gender Pay Gap Report

2021/22

# Introduction

**Since establishing Dalcour Maclaren in 2003, we have nurtured inclusion in the workplace and ensured that everyone feels part of our organisation, regardless of their background, personal beliefs, ethnicity or gender. Our #OneTeam philosophy is much more than a value statement sitting on our office walls: it is a fundamental commitment that drives our unique approach.**

Today, with 15 locations across the UK and more than 400 members of staff, we are a vibrant business brought to life by our people. As we continue to expand, we are proud to employ talented professionals and support their careers in a dramatically changing and demanding industry.

From our recruitment strategy to our personal development approach, we encourage people to bring their best authentic selves to work every day. Whilst remuneration is not the key motivator for people delivering excellence, we acknowledge that it is essential for backing up our commitment to providing equity and fair treatment for all and creating an environment where individuals can grow professionally within their chosen specialisms.

The 2022 review of pay and gender provides us with a good barometer of where we stand and allows us to appreciate what still needs to be done. We are very proud of how far we have come, and the results demonstrate that we are truthfully living out our values. However, it is not in our nature to stand still, so we are committed to doing more and ensuring that our Commitment to Equity, Inclusion and Diversity is upheld and represented in everything we do.

# 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.

# 2021/22 Data

DALCOUR MACLAREN GENDER PAY GAP REPORTING AUGUST 2021/22

## Gender Pay Gap

MEAN

**16%**

MEDIAN

**14%**

## Bonus Pay Gap

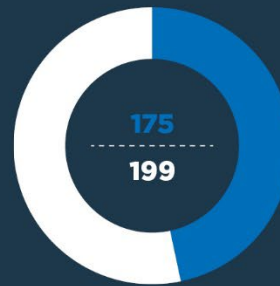
MEAN

**27%**

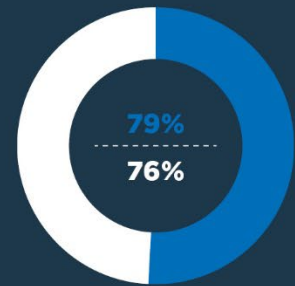
MEDIAN

**-73%**

Male Female



HEADCOUNT

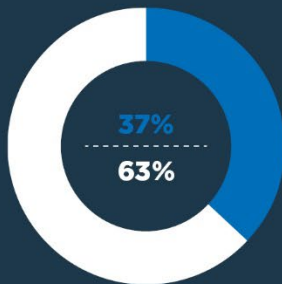


PERCENTAGE OF STAFF WHO RECEIVED A BONUS

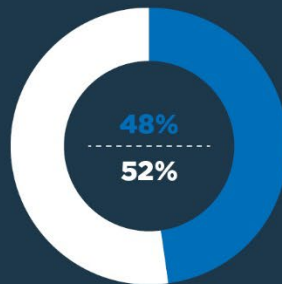
## Pay Quartiles

Proportion of male and female employees according to quartile pay bands

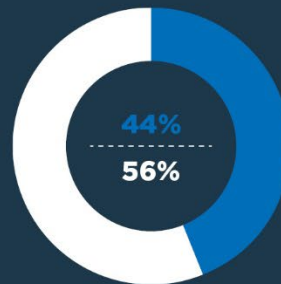
Male Female



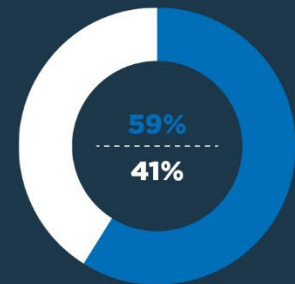
LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE

# Our gender pay gap report summary

**As the UK's gender pay gap rose from 14.9% to 15.4% in 2021 (Office for National Statistics, ONS, 2021), our reported gender pay gap of 14% indicates that we are leading the way when it comes to implementing significant improvements in the inclusion and diversity arena.**

- With over 53% of our workforce being female, we proudly demonstrate our commitment to equal opportunities.
- We are nearing parity in terms of the proportion of eligible female employees vs male employees receiving a bonus.
- We acknowledge that there is still work to do to achieve equality in the upper quartile, and we are already tackling this issue at its root with the expansion of our graduate and apprenticeship recruitment programmes. These schemes have seen females making up 58% of the recruits over the reported period. In addition, 52% of the internal advancement opportunities were rewarded to females, thus demonstrating our attentiveness to supporting the promotion of women into our leadership.



# Our focus for 2023

**2023 promises to be another year where we push the boundaries, promote excellence and embrace our role as a family-friendly employer.**

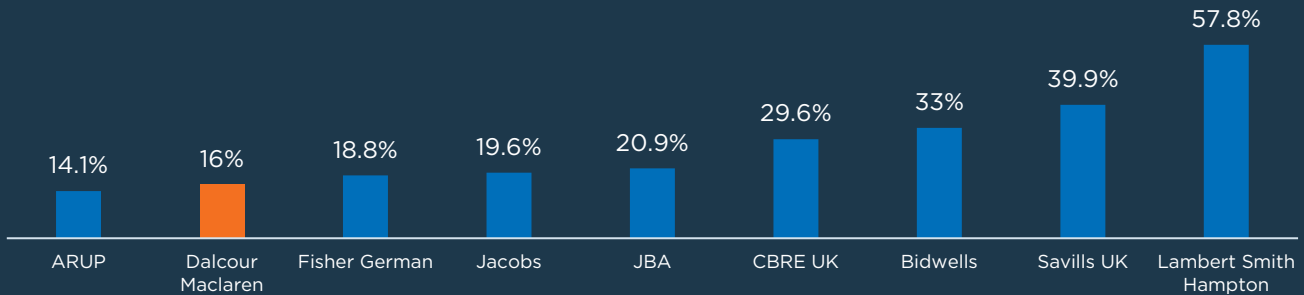
Over the next 12 months, we pledge to:

- continue to harmonise our organisation' structure to level the playing field even further, regardless of role, tenure or gender
- promote our enhanced family-friendly policies and approach to flexible and agile working
- advocate for the greater promotion of women into leadership by focussing on talent management and succession planning
- improve equality of opportunity throughout our business by expanding our engagement with additional schools and universities, and target diverse talents.
- continue to open up inspiring pathways into rural surveying and land referencing through apprenticeships and graduate programmes led by our successful DM Academy. We will also explore other ambitious opportunities towards professional qualifications relevant to our innovative business.

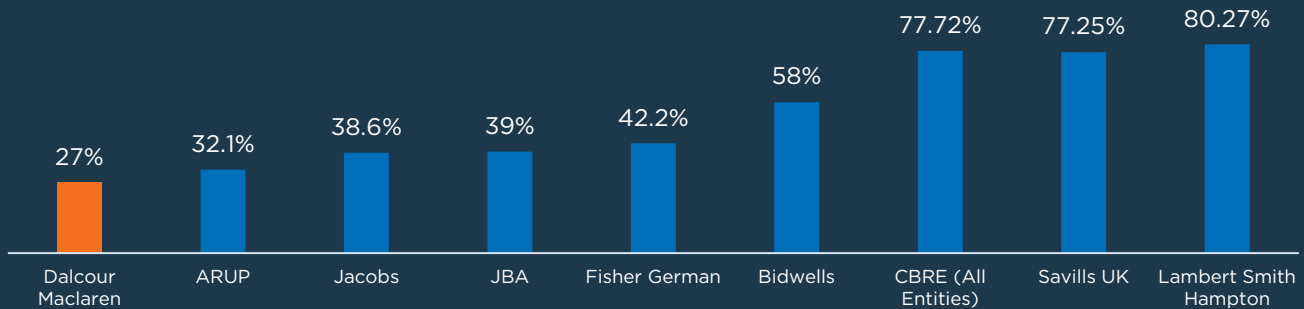
# Industry Comparison

DALCOUR MACLAREN GENDER PAY GAP REPORTING 2022

## Mean hourly pay gap compared to others in the industry



## Mean bonus gap compared to others in the industry



The results of Dalcour Maclaren initiatives to close the gap and work towards becoming a more inclusive, diverse and equality employer are clearly reflected in our industry data comparison. Whilst we are proud of our achievements, we believe in the power of our business to make a positive difference to the future of our industry.

Data is publicly available.



## The employer of choice

We are committed to create and maintain a workplace which is diverse, inclusive, supportive and innovative.

### For more information

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