



**DALCOUR  
MACLAREN**

# **Gender Pay Gap Report 2022/2023**



# Foreword

**When we founded Dalcour Maclaren in 2003, we set out to build a company with people at its heart who really valued everyone.**

We are committed to building an amazing team which is inclusive, supportive in a gender-balanced workplace. Our one team approach relies 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 vital to our success. We are proud of our 52% females and 48% males split. In 2022/23, our mean gender pay gap has remained steady, and our mean bonus pay gap has reduced by 11%, with our median bonus gap reducing

by 30% compared to 2021/22. Dalcour Maclaren's industry leadership is a testament to our efforts to create a truly equal workplace.

Compared to our direct competitors, we have 12.8% more women in the upper middle quartile and 12.1% more in the upper quartile than the industry average. We value our diverse team and recognise the hard work needed to maintain and improve our gender pay gap performance.

However, we still have work to do, and we plan to achieve full pay equality. Our ambition—and my personal goal—is to create one team of brilliant people in a fair and diverse environment that is the team of choice not only for our clients but most importantly our existing and potential employees.



**James Neil**  
Chief Executive Officer

# Introduction

**In 2024 we celebrated our 21st year, and 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.

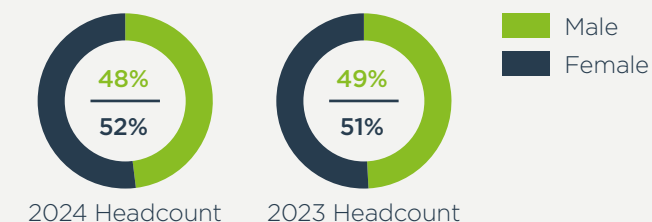


# How we met our 2022/23 commitments

## Over the last 12 months, we have

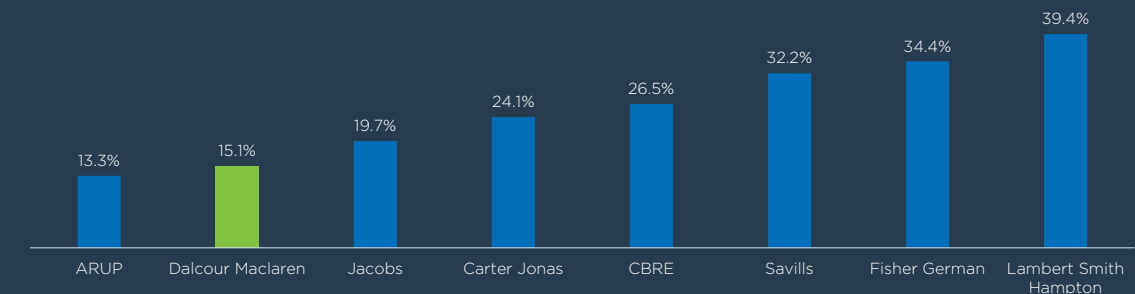
- Maintained stable with our near-equal balance of male and female staff
- Been consistent with a low mean gender pay gap and reduced our bonus pay by a further 11% compared to 2023
- Over £150K invested by uptake of our enhanced maternity and paternity leave
- Harmonised 100% of our organisational structure by offering a clear framework of progression and development
- Offered competitive, family-friendly policies and flexible working options to our staff
- Successfully conducted external benchmarking for all roles within the company, resulting in an investment of £1.3million in salary adjustments to guarantee competitive and fair compensation
- Increased our female leadership population by 5% and introduced a female non-executive director
- Delivered over 2,000 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.

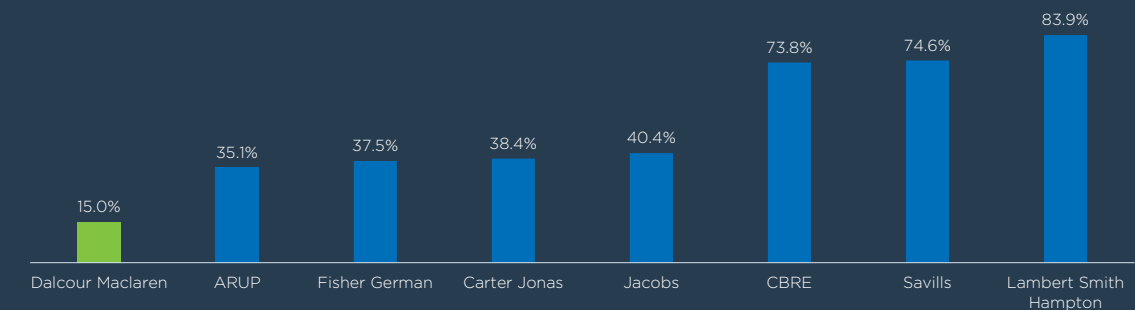


# Market positioning

## 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 going forward

In 2024 we are making bold and significant commitments to ensure it is our best year yet.

## The year of development

We are committed to fostering a thriving, innovative environment where our team can continually enhance their skills. To support our team's career development over the coming year, we are excited to introduce two key initiatives: our High Potentials Program and our Directors Development Program.

## 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. We have committed to invest in 16 dedicated employees to advance their expertise through comprehensive mental health training. This initiative is not just an investment in professional growth but a vital enhancement to our workplace culture and support system.

## Innovation engagement through Peakon Employee Voice

We've implemented "Peakon Employee Voice" to enhance engagement, providing real-time feedback and industry benchmarking. These insights drive our efforts to become the preferred employer, shaping our strategic decisions and fostering a culture of growth and satisfaction aligned with our team's needs.

# 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.

Data is publicly available

# Statutory data

## Gender pay gap

Mean  
**15.07%**

Difference  
**£3.20**

We have maintained our gap

Median  
**11.44%**

Difference  
**£1.98**

We have maintained our gap

## Bonus pay gap

Mean  
**15%**

Difference  
**£450**

We have closed the gap by 11%

Median  
**5%**

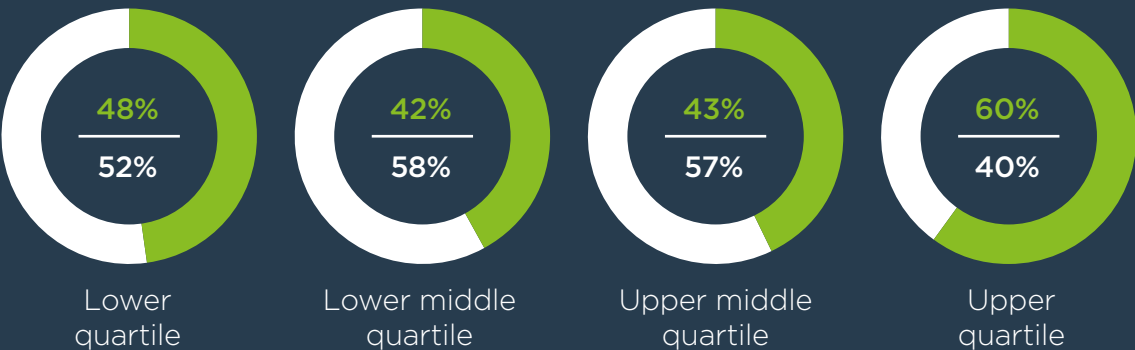
Difference  
**£100**

We have closed the gap by 30%

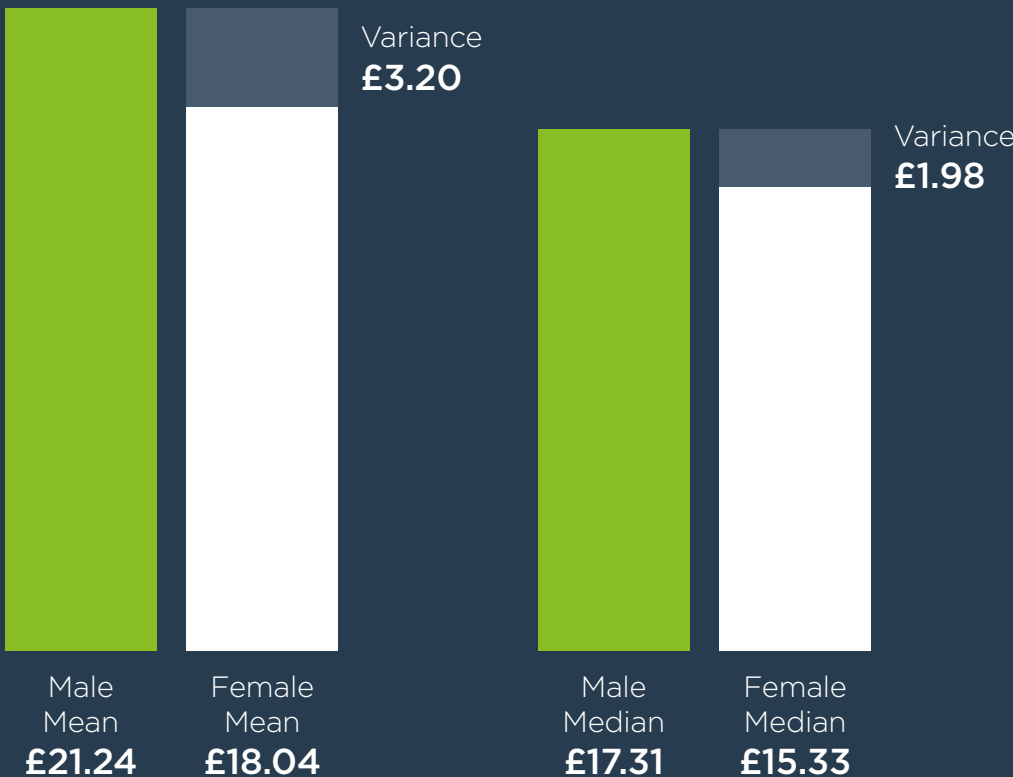
## Pay quartiles

Proportion of male and female employees according to quartile pay bands

Male Female



# Average hourly salary





# Our journey to become the employer of choice

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 take 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 is demonstrated by our actions. These include nominating our teams for professional industry awards to recognise their achievements.



# For more information

If you would like to find out  
more please contact us:

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