

## Gender pay gap report 2020

I am pleased to provide this latest report on behalf of Duncan & Toplis which provides a comprehensive overview of our company's gender pay gap analysis for 2019-20.

Previously we reported that our data compared consistently to other organisations in our sector. However, 2019-20 is an unusual year as the data focuses on April 2020 payroll, which as with many other firms meant we had team members on furlough. Fortunately, this was not for a long period; we were pleased to welcome our team members back and continue to operate successfully supporting our clients. However, it is appreciated that the results of this survey are impacted as a result.

Despite the challenges during the pandemic as a company we remained focussed on developing and supporting our team members, with particular emphasis on health and wellbeing.

The challenge for attracting and retaining top talent remains at the top of the agenda for all organisations. Duncan & Toplis recognise the benefit of a diverse workforce with different backgrounds and experience, and this is an area we always strive to improve year on year. I confirm that Duncan and Toplis' gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



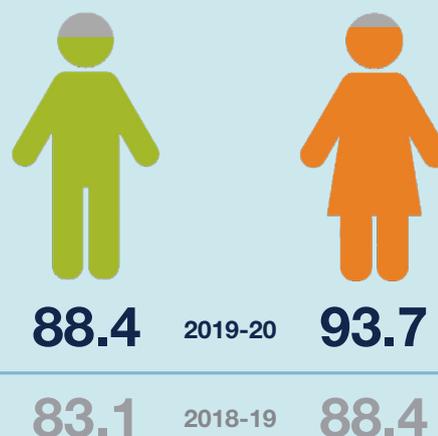
**Adrian Reynolds**  
Managing Director

### Data overview

#### Our gender pay gap percentage

	2019-20	2018-19
Mean pay gap	<b>18.0</b>	<b>15.8</b>
Median pay gap	<b>20.5</b>	<b>17.0</b>
Mean bonus gap	<b>54.5</b>	<b>49.6</b>
Median bonus gap	<b>0.0</b>	<b>0.0</b>

#### Percentage receiving a bonus payment



## Quartile pay band percentage

		2019-20	2018-19		2019-20	2018-19
		53.5	47.8	Upper	46.5	52.2
		45.1	36.6	Upper Middle	54.9	63.4
		14.1	21.7	Lower Middle	85.9	78.3
		42.3	41.3	Lower	57.7	58.7
						

## Our remuneration policy

As a company Duncan & Toplis ensures equal pay across all our team members in accordance with legislation whilst remaining focussed to continue to reduce the gap year on year.

The reason generally for gender pay gap is based on the number of females in more senior (and in effect higher paid roles) being lower than males. At Duncan & Toplis we have a higher percentage of female employees within our company and are pleased that our pay gap is has reduced from 19% in 2016/17. In 2018/19 our reduction dropped to 15.8%, however, this year the gap has increased to 18%. In part this reflects furlough and we are striving to improve this going forward now we can start to measure the figures again more accurately.

We are proud to note that the number of females within our company in more senior roles has significantly increased over the years and our robust recruitment, promotion and training plans ensure a transparent approach to further aid these increases. As with any company, improvements have been made but we strive for more and this is reflected in our ongoing commitment to our team members who remain central to everything we do.

[Click here for our 2018 gender pay gap report](#)

[Click here for our 2019 gender pay gap report](#)