



Gender Pay Gap Reporting


Year Seven - Ending April 2023





Understanding the numbers

Pay Gap vs Equal Pay




There can be confusion about the difference between the gender pay gap and equal pay, but they are not the same thing: Equal pay looks at the pay difference between men and women doing the same role. The gender pay gap looks at the difference between the average pay of all men and all women across the whole business, regardless of job type or how senior they might be.

The calculations

When we calculate our gender pay gap, we are legally required to do more than just add up the basic salaries and provide two different measures. The calculations include basic pay, performance related pay and allowances. It can be influenced by a variety of factors including, most notably, the demographics of a company's workforce.

The DX Approach

At DX we believe in closing the Gender Pay Gap. A more diverse and inclusive workforce helps our business by bringing in new skills, creativity, and innovation.



We continue to be committed to ensuring that male & female employees are treated equally and fairly within our business. Our seventh report shows an improvement in the difference of our overall gender pay gap. It is important to note that due to the nature of our business we have a high proportion of Male workers, the figures are 83% Male and 17% Female.

Jill Jenkins, Personnel Director.





Background Information

The following figures relate to the pay period containing the 5th of April 2023 or the 12-month period prior to the 5th April 2023. It is important to note that due to the nature of our business we have a high proportion of Male workers, the figures are 83% Male and 17% Female.

The key for the illustrations across these slides is:



Men



Women

The figures

Overall Gender Pay Gap		2022	2023
	Mean Pay Gap	6.9%	3%
	Median Pay Gap	3.7%	1.2%

Mean Pay Gap

The mean pay gap is the difference in average hourly pay for women compared to the average hourly pay for men. The mean pay gap for DX Network Services is 3%. This is due to the larger population of males in our business. In comparison, across the UK women earn on average 14.3% less than men.





Median Pay Gap

The median represents the middle point of a population. The median pay gap is the difference between the median point pay rate of men and women in the organisation. The median pay gap for DX Network Services is 1.2% which is a slight improvement on last year.



Population by Pay Quartile

Overall Pay Quartiles		2022		2023	
		Male	Female	Male	Female
	Upper	83%	17%	80.3%	19.7%
	Upper Middle	88.3%	11.7%	87.8%	12.2%
	Lower Middle	86.1%	13.9%	80.8%	19.2%
	Lower	78%	22%	81.1%	18.9%



Bonus Payments

Bonus eligible		2022	2023
	Male	26.7%	42.3%
	Female	20.4%	24.2%

The Mean Bonus pay gap for women in 2022 was 47.32% and in 2023 is 61.7%

The Median Bonus pay gap for women in 2022 was 72.2% and in 2023 is 32.7%.

Following the successful 5-year turnaround plan for the business, 2023 included a PSP scheme which became eligible for payment. We have a high proportion of male scheme participants which have affected the figures. Post Covid pandemic and due to driver shortages, we introduced an attendance bonus scheme for drivers. In our company, under 2% of our drivers are women. This explains why our bonuses are paid to more men than women. Overall, proportionally more women than men are eligible for sales commission. This is paid at a higher rate than other bonus payments.

Jill Jenkins, Personnel Director.



Understanding the Results

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent roles. The gap is driven by having proportionally more men than women in our employment due to the type of roles, unsociable hours and physical work involved. The majority of these roles are being completed by men who are eligible for allowances that increase the overall bonus earnings. We continue to promote from within where possible, ensuring the best candidate is given the role, regardless of gender.

We firmly believe that we are committed to diversity and inclusion across all our business areas.

