2023 – DFC Gender Pay Gap

DFC
by xplor

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The Gender Pay Gap Report

Gender Pay Gap is a piece of UK legislation which came into force in April 2017, to encourage employers to make progress in addressing the difference in average pay across genders. Companies with more than 250 employees need to report their gender pay gap.

This is the second year DFC by Xplor has been required to report this data. Debit Finance Collections plc has of a population of 280 relevant employees, based on a snapshot date of April 5, 2023. DFC by Xplor is part of Xplor Technologies.

What is Gender Pay Gap?

The gender pay gap shows the difference in average pay between all males and females in a workforce.

Only employees with a contract of employment on the snapshot date 5 April, are included in the reporting. Contractors and other agency workers are excluded.

Gender pay gap is different to equal pay. Equal pay deals with the pay differences between males and females who carry out the same jobs, similar jobs, or work of equal value. Gender pay gap is about the difference between men and women's average pay within an organisation.

The hourly pay gap reflects the underrepresentation of females in senior roles, as shown on the quartile summary.

Debit Finance Collections plc 2023 gender pay gap:

	Hourly pay		Bonus Pay	
	Median	Mean	Median	Mean
2023	32.66%	23.28%	28.18%	64.42%
Diff to 2022	+11.62%	+4.49%	-26.76%	-8.45%

27.04% of males received a bonus in the relevant period

33.38% of females received a bonus in the relevant period

In 2022, we introduced a company-wide bonus (quarterly and annual bonus), this is reflected in the reduction of median and mean bonus pay gap results.

Number and percentage of full-time relevant males & females at each hourly pay quartile

					Highest Paid
Upper	48	17	73.85%	26.15%	
Upper-middle	39	26	60.00%	40.00%	
Lower-middle	37	27	57.81%	42.19%	
Lower	28	36	43.75%	56.25%	Lowest Paid

Pay quartiles are prepared by ordering the workforce population by hourly pay, lowest to highest, and then dividing this into four equal groups (lower, lower-middle, upper-middle and upper quartiles).

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What are the percentages showing us?

The percentages for median and mean hourly and bonus pay are expressed as a percentage of male pay. For most companies, the percentage results will be in favour of males.

- A positive percentage shows females are paid lower in pay or bonus than males.
- A negative percentage shows females are paid higher in pay or bonus than males.
- Diff to 2022% shows where we have improved compared to last year and where more work needs to be done.

What are we doing about it?

Our aim is to continue to reduce the mean and median hourly pay gap by ensuring our talent pipeline is gender-balanced and we are creating identifiable career pathways for female employees to progress into leadership roles. We have already improved our bonus pay gap through the introduction of a company-wide bonus scheme, by ensuring DFC employees are eligible for a bonus.

What is the overall data showing?

As gender pay gaps are based on averages taken across the whole workforce, they do not account for differences in role, responsibilities, locations, or levels of seniority. Gender pay gaps for both hourly pay and bonus pay are a result of different representation of males and females across seniority and type of role.

Hourly & Bonus Pay Gap

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Hourly Pay Gap

The hourly pay gap is made up of all regular payments of salary and allowances. April 2023 annual bonus payments, which were pro-rated, are included in the calculations for hourly rates as they were received during the pay period in which the snapshot date falls.

Our hourly pay gap is largely due to a greater proportion of males employed in higher paid roles and more females than males in lower-paid roles.

We need to continue to increase representation of females in senior and other higher-paid roles by hiring and promoting female talent into management and leadership roles.
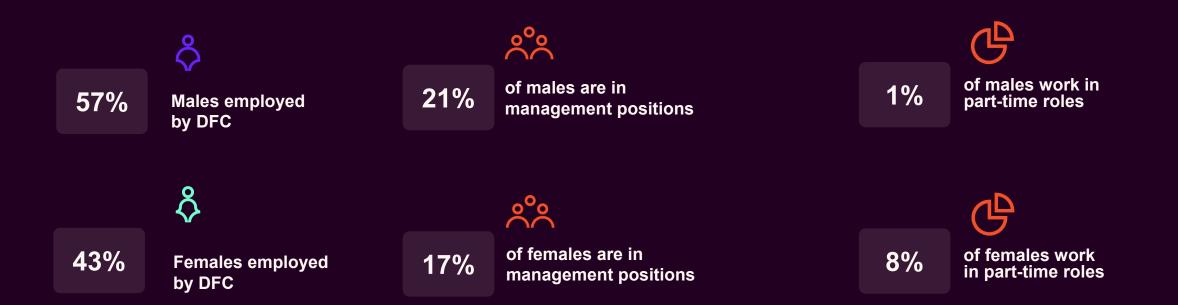
Bonus Pay Gap

Bonus pay is defined as any remuneration in the form of performance, incentives or commission, etc. Calculation is based on the sum of bonus payments received in the 12-month period ending on the snapshot date of 5 April.

The introduction of an Xplor Technologies company bonus (quarterly and annual) has improved the percentage of males and females receiving bonus payments and reduced the bonus pay gap. We expect this result to further improve next year.

Gender Pay Gap
in **Percentages%**

57% Males employed by DFC

21% of males are in management positions

1% of males work in part-time roles

43% Females employed by DFC

17% of females are in management positions

8% of females work in part-time roles

Gender Pay Gap &
Female Representation

Steps to address imbalance

Gender neutral parental leave

Flexible hybrid/work from home

Company-wide bonus scheme

Inclusion & Diversity (I&D) Council strategy and initiatives

Career & Hiring

Refined talent acquisition process with a focus on I&D. We are doing this by curating practices that promote equal opportunity and remove unconscious bias.

We have established a career framework, which allows us to level-set all roles across the organization and identify areas of opportunity.

Internal Promotions

We are relentlessly focused on promoting internal talent and encouraging more females into management and leadership roles.

Inclusion & Diversity

We strongly believe inclusion drives innovation and foster an environment with the right voices at every table, where every Xplorer can bring their whole self to work.

One of our primary I&D goals is to ensure there are more women in leadership positions.

OUR VALUES

Our values are the core beliefs we stand for at Xplor Technologies and are an essential part of how we help people succeed.

Make life simple

We challenge over-complication. We know the greatest impact can be achieved when simplicity is a priority.

Build for people

We put people's needs at the heart of every decision to create the best experiences.

Move with purpose

We are intentional about where we're heading. We keep pace and continuously improve as we go, delivering better outcomes faster.

Create lasting communities

We create strong relationships and leave a legacy. We look for commonalities and shared passions to thrive together.

Statement of accuracy

For the purpose of this report, we have used the terms 'gender', 'male' and 'female', although we understand that, for some people, this will be referring to their biological sex.

Our data shows that we have a proportion of employees who have not declared their gender identity. As part of our commitment to creating an inclusive environment in the organisation, one of our priorities for the coming year will be encouraging all employees to update their diversity data. However, we understand that there may be some employees who do not feel comfortable sharing this information with us. To address this, we have provided our employees with a "gender fluid" option, and for those not willing to disclose their gender we will provide a "prefer not to say" option.

In cases where an employee's gender has not been identified, they have been excluded from this report.

Ties in with our value "We make life simple"

TO HELP PEOPLE SUCCEED

Ultimately all we do is centred around helping our customers, team and shareholders

Talks to our ultimate goal

We confirm the data reported is accurate and aligned to the legislative requirements of the Gender Pay Gap Regulations.

Melinda Vedder

Chief People Officer

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