

Ringlink Services Ltd

Gender Pay Gap Report

Legislation requires all employers with 250 or more employees to publish a report on their Gender Pay Gap on an annual basis. The third report relates to the snapshot date of 05 April 2019.

Gender Pay Gap

The Gender Pay Gap is the difference between the average earnings and bonuses of all men and women.

The figures have been reached using the mechanisms that are set out in the Gender Pay Gap Reporting Legislation.

Mean & Median Pay & Bonus Gap

	Mean	Median
Gender Pay Gap	4.56%	3.70%
Gender Bonus Gap	-281.60%	0.0%

Proportion of Employees Receiving a Bonus

Males	1.1%
Females	5.3%

Proportion of Employees in each Pay Quartile

	Male	Female
Upper Quartile	88.7%	11.3%
Upper Middle Quartile	68.3%	31.7%
Lower Middle Quartile	54.0%	46.0%
Lower Quartile	69.8%	30.2%

Underlying cause of Gender Pay Gap

Ringlink Services Ltd is confident that we have equal pay however we do have a Gender Pay Gap. The reasons for this are highlighted below.

Ringlink Services Ltd is a Temporary Workers Agency which provides labour predominantly to the Agricultural Sector, which traditionally is dominated by males.

Ringlink Services Ltd also provides training to many varied industries and has a Management Team in place to co-ordinate the organisation of courses and tests. Bonuses are paid to this team, annually on Company performance, on completion of 10 years' service and meeting targets, this accounts for the smaller proportion of Males and Females receiving bonuses.

Our Gender Pay Gap Median rate is **3.7 %** which has decreased from **7.0%** last year and **8.3%** the previous year.

Employers Actions to address Gender Pay Gap

Ringlink Services Ltd continues to actively promote the Agricultural Industry in schools throughout Scotland to attract Males and Females into the sector. They continue to work closely with Ringlink (Scotland) Ltd on their Pre-Apprenticeship Scheme which is aimed at getting youngsters (Male & Female) into the Agricultural Industry. Progress continues to show through with the number of female applicants increasing each year.

For the second year we have achieved a decrease in the Gender Pay Gap Median Rate. Last year's decrease was 1.3%. This year we have achieved a 3.3% decrease. We will continue to work towards reducing this even further in the coming year.

Declaration

I confirm that the Gender Pay Gap Data contained in this report for Ringlink Services Ltd is accurate and has been calculated according to the requirements of The Equality Act 2010, Gender Pay Gap Information Regulations 2017.



Graham Bruce
Managing Director