

4th April 2019

Link Financial Outsourcing Limited – Gender Pay Gap Analysis

The median gender pay gap at Link Financial Outsourcing (“Link”) is 16.5%. This figure represents how much lower the hourly pay of the average (or mid-point) female employee is against that of the average male employee. The full outputs of the analysis and explanations are set out below.

Link is an equal pay company, so employees doing the same job on the same grade are paid the same amount. The gap that exists between male and female employees therefore reflects the higher proportion of men versus women in the more senior managerial roles in the business (men represent 65% of the top pay quartile).

As a company, we welcome the transparency and opportunity to consider the gender pay gap and ways in which we can address it. As an equal opportunities employer, all candidates are given equal preference regardless of sex, age, religion, ethnicity, sexual orientation, marriage or gender reassignment.

60% of our workforce is female and we are committed to giving women the same opportunity as men to apply for, and be selected for, roles at all levels within the business.

Gender Pay Gap Data

	Median	Mean
Hourly Gender Pay Gap	16.5%	33%

This set of data (hourly gender pay gap) represents the average hourly pay gap between female and male employees on a median (16.5%) and mean (arithmetic average at 33%) basis. The mean is skewed by a small number of the highest paid employees so the median (mid-point) is considered a more representative reflection of the workforce as a whole.

The gender pay gap in the company is a result of the lower number of women in senior roles. Whilst female employees make up 60% of our overall workforce only 35% of the highest paid management roles are held by women (although this has increased from 28% from one year ago) versus 62% of positions in the lowest pay quartile (down from 69% in the same category one year ago). This is demonstrated by the following table.

Proportion of Females and Males by Quartile Pay Bands

	Lowest Quartile	Lower Middle Quartile	Upper Middle Quartile	Highest Quartile
Females	62%	76%	55%	35%
Males	38%	24%	45%	65%

We have also considered the difference between male and female employees in terms of the value of any bonus payments (“Gender Bonus Gap”). The average female employee received a bonus which was 34% lower than the average male (median basis) with the mean (arithmetic average) being 65% lower. Again, the mean is skewed by a small number of the highest paid employees.

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Gender Bonus Gap

	Median	Mean
Gender Bonus Gap	34%	65%

While this calculation is again impacted by having fewer women in the most senior roles it is also affected by the number of part-time workers in the company. A higher proportion of women are employed on a part-time basis and employees who work part-time receive their bonus pro-rated. The calculation for the gender bonus gap does not allow for any adjustment to bring these bonuses back to their full-time equivalent. 8.6% of female employees work on a part-time basis compared with just 0.6% of male employees. Whilst we encourage flexible working at Link for both men and women, most of the employees doing so are women.

Proportion of Males and Females Who Received a Bonus

	Females	Males
Received a bonus	69%	73%

This final table shows that roughly the same percentage of female and male employees received a bonus. Bonuses are awarded based on personal and company performance, irrespective of gender