

## Gender Pay Gap 2022

As an employer with 250 employees or more, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These calculations will show how large the pay gap is between male and female employees. As an umbrella payroll company, we have split our population in two, both our umbrella employees and our Head Office staff. This report is based on pay data as of 5th April 2022 and involves the standard six calculations required by law to show the difference between the average earnings of men and women.

We have split the population into two; internal head office employees and umbrella employees.



R. Wilks

Managing Director

## Internal Head Office Employees – the gap

	Womens earnings are
<b>Mean</b> gender pay gap in hourly pay	12.68% lower
<b>Median</b> gender pay gap in hourly pay	17.57% lower
Difference in <b>mean</b> bonus payments	195.22% higher
Difference in <b>median</b> bonus payments	195.22% lower



Men

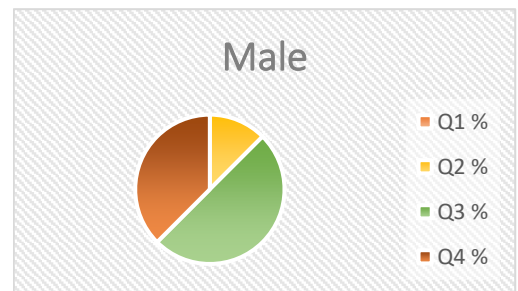
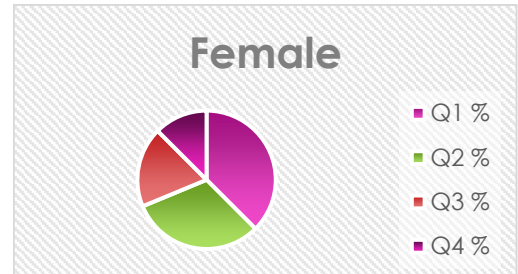
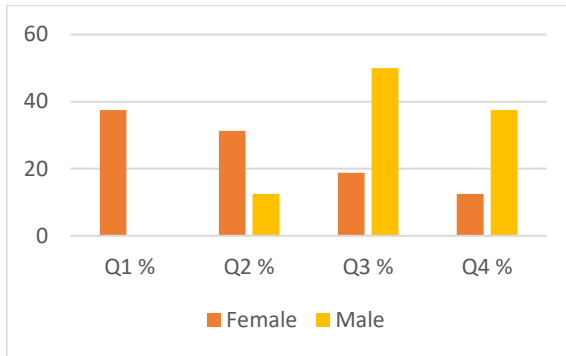
25% were paid a bonus



Women

6.25% were paid a bonus

## Internal Head Office Employees – Quartile information



## Umbrella Employees – the gap

	Womens earnings are
<b>Mean</b> gender pay gap in hourly pay	7.38% higher
<b>Median</b> gender pay gap in hourly pay	4.97% lower
Difference in <b>mean</b> bonus payments	No Bonuses
Difference in <b>median</b> bonus payments	No Bonuses

## Umbrella Employees – Quartile information

