



Gender Pay Reporting

Organisational context

Umbrella Paraplus Limited is a payroll umbrella company.

Where a temporary worker is contracted through an agency directly working for a hiring organisation, the worker remains the employee of the agency. Where a hiring organisation uses Umbrella Paraplus, the temporary worker will be set up as an employee of Umbrella Paraplus for the purposes of pay and conditions.

For the purposes of gender pay reporting, this creates an unusual set of circumstances where the agency will supply the worker, the hiring organisation will set the pay rate for an individual and the individual will be paid by Umbrella Paraplus.

Due to the temporary nature of the work undertaken by employees of Paraplus, the relevant data for the pay and bonus calculations is likely to reflect multiple job assignments, even within the relevant pay period for some individuals which also makes it difficult to make comparisons.

The calculations

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are publishing the results of the following calculations:

- The median gender pay gap
- The mean gender pay gap
- The median gender bonus pay gap
- The mean gender bonus pay gap
- The proportion of males and females receiving a bonus
- The proportion of males and females in each of pay quartiles

Gender pay gap

Where male and female workers are contracted to do the same role, there is no differential between their rate of pay.

Gender pay gap reporting is an analysis of the overall differentials between the male and female populations across all roles.

This analysis shows a mean gender pay gap of 14% and the median gender pay gap to be 9%.

Because of the nature of the worker population and the way in which their employment relationship is structured, as has been previously described, it is hard to be certain about the reasons behind the differential.

The overall population of relevant employees is predominantly male (83%). Roles undertaken by this workforce are primarily warehouse operatives, delivery drivers and class 1/class 2 drivers with a small proportion of administration workers.



The pay gap may be a reflection of the premiums associated with some driver qualifications (whose population is predominantly male) because of a relative scarcity of skills and the requirement for specific qualifications when compared with administration roles (with a higher proportion of female workers) where the candidate pool is wider with few if any qualification requirements.

Gender bonus pay gap

We have found a relatively large differential in the bonuses paid between males and females in our relevant population. The mean gender bonus pay gap is 54% and the median is 61%. As can be seen under the next heading, we have identified that a very small proportion overall receive a bonus. The high median bonus differential may be skewed by the fact that the number of females with a bonus is fewer than a handful. For the reasons already explained, it is not possible to definitively identify the reasons behind the gender bonus gap.

Proportion of males and females receiving a bonus

The proportion of workers receiving a bonus overall is low, with only 108 of 1,608 relevant workers receiving a bonus. The proportion of males receiving a bonus is 8% and the proportion of females is 1%.

An analysis of the type of bonus received identifies that the majority fall under the broad category of productivity bonus and it is mainly the warehouse operatives and delivery drivers who benefit from these bonuses. Drawing on the fact that these roles are predominantly occupied by males would appear to explain the differential between the proportion on males and the proportion of females receiving a bonus.

Proportion of males and females in each pay quartile

The table below details the proportion of males and females in each of the pay quartiles.

Regardless of the fact that the overall proportion of males to females is high, this illustrates a greater proportion of males in the upper quartiles and a great proportion of women in the lower quartiles. As stated in the earlier section, this may be an indication of the typically higher hourly rates attracted by HGV and multi-drop drivers when compared to administration hourly rates.

	LQ	LMQ	UMQ	UQ	Total
Male %	67	86	88	93	83
Female %	33	14	12	7	17

What can we do to close the gap?

As an intermediary, Umbrella Paraplus doesn't set rates or source candidates and so has a limited impact on reducing the gender pay gap. We believe there is a wider implication to our findings and those of other organisations which is that there are still roles which are dominated by males and others which tend to be predominantly taken up by females.



Umbrella Paraplus is committed to equality of opportunity and will be using these findings in discussions with the organisations we work with to allow them to have an even clearer understanding of the gender pay gap of their temporary workforce in order that they can add further facts to support initiatives already have in place, such as increasing the number of female drivers.

Andrew Preston
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