



Gender Pay reporting - 2019

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 5% and the median gender pay gap to be 14%.

This presents a year on year reduction in our mean gender pay gap of 9% and an increase in our median gender pay of 5%.

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 (80%). 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.

While it appears positive that the mean gender pay gap has decreased by a significant amount, in this workforce the pay levels fluctuate due to engagement on different assignments, amount of work completed etc. and so it can't be said with any certainty that this reduction will be sustained.

Conversely there is a 5% increase in the median gender pay gap. With females making up only 20% of the overall population, there is a greater spread of pay rates and this is likely to cause greater fluctuations in the median figure.

Gender bonus pay gap

By comparison to our 2017/2018 reporting, there were far fewer workers receiving any form of bonus in the year to April 2018. The headline figures of 100% median and 100% mean gender bonus gap are distorted by the fact that the handful of individuals receiving a bonus were all male. As with our previous report, we are confident that this is a reflection of the typical role types undertaken by gender rather than as a result of differing treatment by gender (typically, bonuses have been received for achieving delivery drops or for removing or installing white goods).

Proportion of males and females receiving a bonus

By comparison to the previous report, the number of workers receiving a bonus has reduced dramatically, from an already low 108 (in the region of 10%) to 11 (1.4%). The relevant population has also reduced this year, to 792, partly due to a reduction in the number of contracts supported, with the proportion of males receiving a bonus being 2% and the proportion of females is 0%.

As with our previous report, 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.

We continue to see a stark contrast between the proportion of males to females across the quartiles. Again, this is likely to be the result of the spread of males and females by role type. Much of the Paraplus employee population undertake roles in the logistics, warehousing and waste management sectors and as can be seen by the headline figures, these are predominantly taken up by men. There is a small proportion of administrative roles sourced by Paraplus agencies and these are



predominantly taken up by women. While there is a range of skill requirements across the population, we are currently experiencing a prolonged shortage of qualified drivers and this drives the pay rates for those roles up. Our driver population is almost exclusively male.

	LQ	LMQ	UMQ	UQ	Total
Male %	60	74	89	98	80
Female %	40	26	11	2	20

Important notice about Umbrella Paraplus

We are presenting this data as it relates to the pay period ending 5th April 2018, however Umbrella Paraplus will cease trading on 31st March 2019. At this point, responsibility for workers currently employed by Umbrella Paraplus will return to their respective recruitment agencies.

Andrew Preston
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