

## **Gender Pay Gap Report 2021/22**

As an employer of 250+ employees, Propeller Pay Limited are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The purpose behind the gender pay gap report is to understand and make public the difference between the average earnings of men and women.

### **Supporting statement**

Propeller Pay Limited is a compliant professional employment umbrella company. As an employer to UK contractors and agency workers Propeller Pay must include our employees to support Gender Pay Reporting requirements.

An umbrella company does not negotiate, nor is it otherwise involved in the determination of the worker's rate of pay. All contractors and agency workers have negotiated the rate of pay with a recruitment agency directly before sourcing employment with an umbrella solution. As such pay rates vary widely by sector, skill set and experience.

In 3 of the 4 quartiles, we have a high percentage of male workers, this is due to the sectors our employees work in.

This statement confirms that the published information is accurate as at the time of publishing.

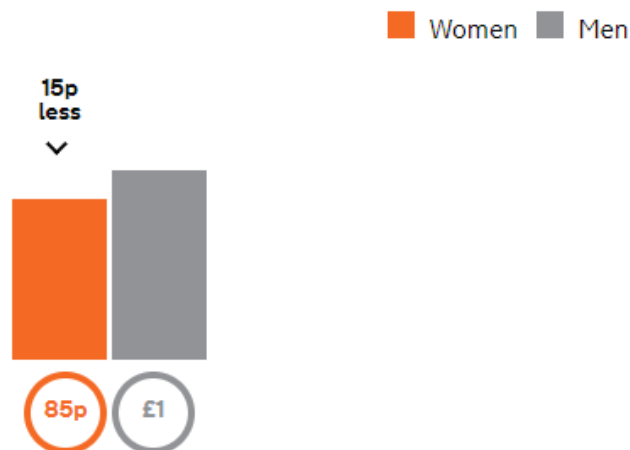
Reported by

Laura Talbot

Payroll Manager

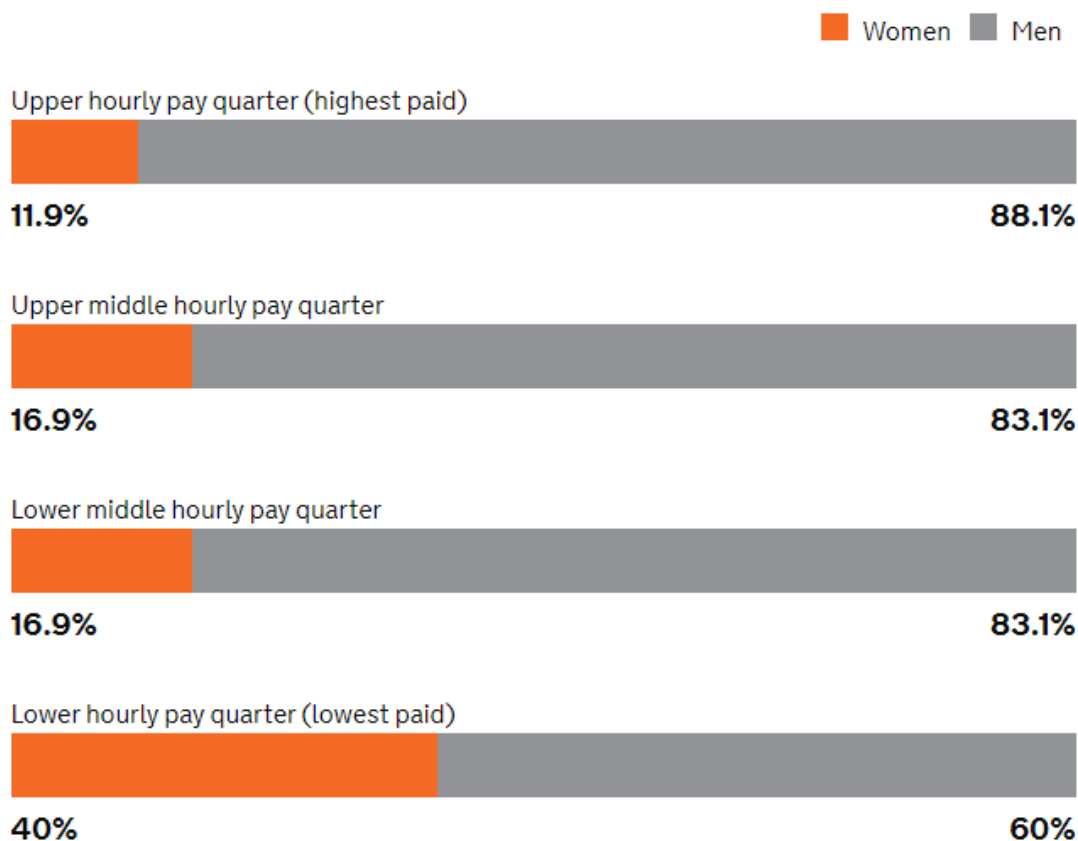
## Hourly pay gap

In this organisation, women earn 85p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 14.6% lower than men's.



## The percentage of women in each pay quarter

In this organisation, women occupy 11.9% of the highest paid jobs and 40% of the lowest paid jobs.



## Bonus pay gap

Who received bonus pay

No bonuses were paid.