

# Gender Pay Statement 2018

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for Parasol Ltd.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of 5th April 2017

## Findings - Parasol Ltd – April 2017

1	Average gender pay gap as a mean average	2.2%	
2	Average gender pay gap as a median average	-2%	
3	Average bonus gender pay gap as a mean average	0%	
4	Average bonus gender pay gap as a median average	0%	
5	Proportion of staff eligible for bonus, actually received it	Male - 0%	Female - 0%
6	Proportion of men and women in the four banded pay groups	Male	Female
	Upper quartile	71.5%	28.5%
	Upper middle quartile	62.9%	37.1%
	Lower middle quartile	62.4%	37.6%
	Lower quartile	71.2%	28.8%