

Gender Pay Statement 2019

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 have done this within one calendar year of 5th April 2019.

Findings - Parasol Ltd – April 2019

1	Difference between the mean hourly rate; male v female	6.4%	
2	Difference between the median hourly rate; male v female	5.7%	
3	Difference between the mean bonus pay paid; male v female	0%	
4	Difference between the median bonus pay paid; male v female	0%	
5	Proportions of male and female employees who were paid a bonus	Male - 0%	Female - 0%
6	Proportions of male and female employees according to quartile pay bands	Male	Female
	Quartile 1	61.9%	30.9%
	Quartile 2	57.3%	42.7%
	Quartile 3	60.6%	39.4%
	Quartile 4	72.5%	27.5%