

Gender Pay Gap

Report 2020

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 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 2020. Findings - Parasol Ltd – April 2020.

1	Average gender pay gap as a mean average	15.5%	
2	Average gender pay gap as a median average	20%	
3	Average bonus as a mean average	0%	
4	Average bonus as a median average	0%	
5	Proportion of staff eligible for bonus	Male 0%	Female 0%
6	Proportion of men and women in the four band pay groups	Male	Female
	Upper quartile	65.4%	34.6%
	Upper middle quartile	56%	44%
	Lower middle quartile	66.2%	33.8%
	Lower quartile	78.2%	21.8%