UMBRELLA CONTRACTS

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Umbrella Contracts Limited
Gender Pay Gap Reporting Statement

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

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.

Company: Umbrella Contracts Limited
Snapshot date: 5 April 2019 (For the period 2019/2020)

We are required to report the following six Key Reporting Metrics:

Percentage difference between the mean hourly rate of pay:	25.6%
Percentage difference between the median hourly rate of pay:	0%
Percentage of males receiving a bonus payment:	0%
Percentage of females receiving a bonus payment:	0%
Percentage difference between the mean bonus pay:	0%
Percentage difference between the median bonus pay:	0%

Pay quartiles: The percentage of gender split in each pay quartile

Lower quartile		**Lower middle quartile**		**Upper middle quartile**		**Upper quartile**	
Male	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
50%	50%	49%	51%	79%	21%	63%	37%

I can confirm that this statement for the year ending 5th April 2020 is made pursuant to section 2 of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and that the information contained therein is accurate and will be recalculated and published annually.

Irene Harding (Payroll Manager), approved March 2020