



Gender Pay Gap Report 2018-19

Statement

At Bradleys Payroll we are passionate in creating and nurturing a diverse and balance workforce. We are a fully complaint Umbrella Company who processes payroll for temporary workers in UK as their employer. Contractors undertake work through different recruitment agencies and choose to be paid through one source i.e. Umbrella Company.

Bradleys payroll is required to publish as an employer the pay differential between Male and Female workers in-line with Gender Pay Gap reporting guidelines. But as Bradleys payroll is an Umbrella Company, we have no influence over the type of work undertaken or the remuneration provided.

Bradleys Payroll is having employees working in Healthcare sector across the UK in different roles and for irregular periods of time. The data published here is as at the snapshot date and could vary significantly depending on what contracts are live during a given period.

In the payroll period including the snapshot date 05th April 2019 Bradleys Payroll had 488 relevant full-pay employees. Of these 162 identified as male and 326 as females. Our results show a clear difference in rates in favor of our male contractors. This is primarily due to a substantial variation in the type of roles undertaken by our female and male employees. A high proportion of our female team members work within the, Social Care and Nursing department. This has resulted in a gender pay gap of 16.30% in hourly rate.

Gender Pay Gap Report 2018-19

Key Data

The information below relates to the combined employee's population of Bradleys Payroll Solutions Limited. We confirm that the information contained within this report is accurate and put together in compliance with Gender Pay Gap Reporting Requirements & the Equality Act 2010.

Mean and median gender pay gap

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of people in scope. Average hourly pay for men is £26.01 vs £21.77 for women. Men on average are paid 16.30% more than women based on the below calculations.

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value. Average hourly pay for men is £20.37 vs £20.12 women. Men on average are paid 1.26% more than women based on the below calculations.

	Female	Male	%
Mean	£ 21.77	£ 26.01	16.30%
Median	£ 20.12	£ 20.37	1.26%

Mean and median bonus gap

The mean gender bonus gap is the difference in average bonus pay that male and female employees receive. Average bonus paid to men is £6,282.38 vs £5,173.41 women. Men on average is paid 17.65%

more than women based on the below calculations. The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women. Men on average is paid £2,191.60 vs £2,037.99 women. Men on average is paid 7.01% more than women based on the below calculations.

	Female	Male	%
Mean	£ 5,173.41	£6,282.38	17.65%
Median	£ 2,037.99	£2,191.60	7.01%

Proportion of males and females receiving a bonus

This is the percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 5 April 2019.

	Female	Male
Median	66.80%	33.20%

Proportion of males and females by pay quartile

This is the percentage of male and female employees in four quartile pay bands, (dividing our workforce into four equal parts).

Quartile	Female	Male
Upper Quartile	57.38%	42.62%
Upper Middle Quartile	74.59%	25.41%
Lower Middle Quartile	72.95%	27.05%
Lower Quartile	61.79%	38.21%