

Gender Pay Gap Report 2023/24

As an employer of 250+ employees, Propeller Pay Limited are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The purpose behind the gender pay gap report is to understand and make public the difference between the average earnings of men and women.

Supporting statement

Propeller Pay Limited is a compliant professional employment umbrella company. As an employer to UK contractors and agency workers Propeller Pay must include our employees to support Gender Pay Reporting requirements.

An umbrella company does not negotiate, nor is it otherwise involved in the determination of the worker's rate of pay. All contractors and agency workers have negotiated the rate of pay with a recruitment agency directly before sourcing employment with an umbrella solution. As such pay rates vary widely by sector, skill set and experience.

In 3 of the 4 quartiles, we have a significantly higher percentage of male workers, this is due to the sectors our employees work in.

This statement confirms that the published information is accurate as at the time of publishing.

Reported by

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Person Responsible in the organisation

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1. Main gender pay gap figures

In this organisation:

- women earned 81p for every £1 that men earned (comparing median hourly pay)
- women made up 12.0% of employees in the highest paid quarter, and 53.0% of employees in the lowest paid quarter

2. Hourly pay

In this organisation:

- women's median hourly pay was 19.3% lower than men's – this means they earned 81p for every £1 that men earn when comparing median hourly pay

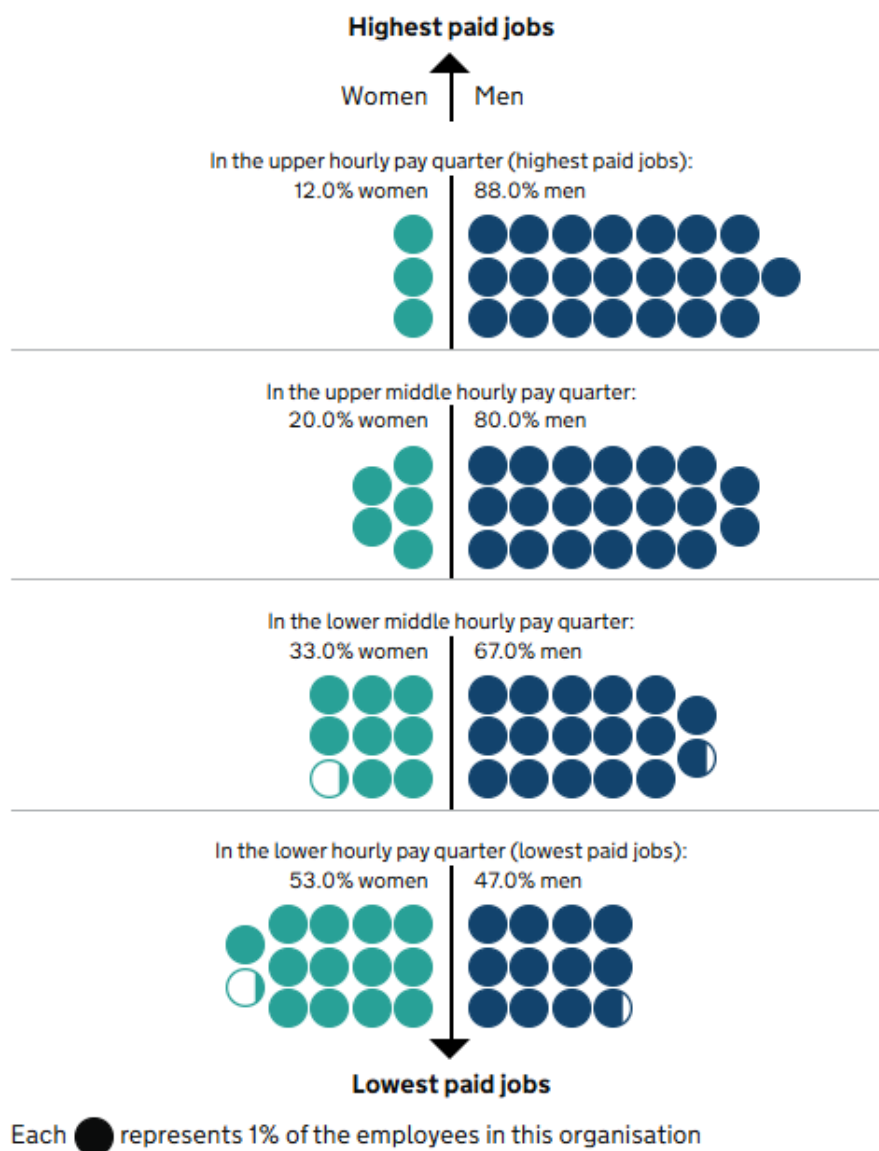


- women's mean (average) hourly pay was 21.5% lower than men's

3. Pay quarters

In this organisation, women made up:

- 12.0% of employees in the upper hourly pay quarter (highest paid jobs)
- 20.0% of employees in the upper middle hourly pay quarter
- 33.0% of employees in the lower middle hourly pay quarter
- 53.0% of employees in the lower hourly pay quarter (lowest paid jobs)



4. Bonus pay

In this organisation:

- no bonuses were paid