



GENDER PAY GAP REPORTING

Any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. For example, 'women earn 15% less than men per hour'.

Employers must both:

- publish their [gender pay gap data and a written statement](#) on their public-facing website
- report their data to government online - using the [gender pay gap reporting service](#).

If an employer has fewer than 250 employees, it can publish and report voluntarily but is not obliged to do so.

Umbrellaphant Ltd provides umbrella payroll services to temporary workers across a range of industry sectors. We pride ourselves on compliance customer service.

All umbrella employees receive a basic salary equivalent to the NMW for each hour that they work, and a bonus, this being the difference between NMW and the fee charged to the agency after our costs.