



Gender Pay Gap

Report 2021

Pendragon Umbrella Ltd (a trading name of Pendragon Consultancy) are compliant with relevant legislation and committed to reporting on Gender Pay Gaps.

Pendragon Umbrella employ contractors and temporary workers, who work on multiple assignments, under a permanent over-arching employment contract.

As an employer with more than 250 employees, Pendragon Umbrella are required to annually publish our gender pay data and report on these results.

It is important to note that Pendragon Consultancy are not involved in the negotiation of the contracted rate, which is determined by the end client, recruitment agency and worker before each assignment commences.

The rate is dependent on the skill set and experience required to complete an assignment as well as demand.

Pendragon Umbrella		
Gender Pay Gap		
Average gender pay as a mean	11.27%	
Average gender pay gap as a median	10%	
Pay Quartiles	Male	Female
Upper	78.81%	21.19%
Upper Middle	75.19%	24.81%
Lower Middle	70.63%	29.37%
Lower	66.66%	33.34%
Total Employee Split	73.05%	26.95%
Who received a bonus	0%	0%