

Gender Pay Gap Report – 2025/26

Introduction

At Orbital Payroll, we're committed to fairness, inclusion, and equal opportunity.

This Gender Pay Gap Report covers the snapshot date of 5 April 2025, in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap shows the difference in average earnings between men and women across our organisation. It's not the same as equal pay, which compares pay for men and women doing the same role.

Our Results

Measure	Result
Median gender pay gap	Women's median hourly pay was 3.0% higher than men's – women earned £1.03 for every £1 men earned
Mean gender pay gap	Women's mean hourly pay was 11.0% lower than men's
Bonus gap (mean and median)	No bonuses were paid

Proportion of men and women in each quartile band:

Quartile	Women	Men
Upper (highest paid)	35.6%	64.4%
Upper Middle	38.2%	61.9%
Lower Middle	40.5%	59.5%
Lower (lowest paid)	24.6%	75.4%

Understanding Our Results

As a payroll provider working with recruitment agencies, our figures reflect the sectors we support rather than our own pay policies. Pay rates are set by agencies and end clients, and our data mirrors their gender balance — more men in **construction and industrial roles**, and more women in **education and administrative work**.

These industry trends shape our results, but we remain committed to equality and transparency across our operations.

Our Commitment

We are dedicated to promoting equality and diversity in our business and among our partners. We will continue to:

- Support inclusive hiring and engagement practices across our supply chain
- Encourage fair pay principles with our agency and client partners
- Monitor our gender representation across all service areas

This statement confirms that the information contained in this report is accurate.



Jonathan Myatt – Managing Director