

ORBIS EDUCATION AND CARE LIMITED

Gender Pay Reporting

At Orbis Education and Care Limited we provide a workplace that is fair, diverse and committed to treating all staff equally. We are dedicated to ensuring equal pay for male and female colleagues throughout the business and this is reflected in the gender pay gap report identified below.

The Gender Pay Gap is a method of identifying if there are any gaps in pay between men and women by using a set of calculations prescribed by legislation. These figures provide an overview of the gender balance within our business by comparing the mean and median earnings for both sexes, regardless of role and seniority.

At Orbis Education and Care Limited we have a number of roles which have fixed pay scales, for example; Teachers, Support Workers and Learning Support Assistants. Men and women are paid equally for these roles and the only difference in earnings would be down to location, qualifications or experience. More specialist / senior roles may attract a variance in pay which is based solely on an individual's expertise and qualifications regardless of gender.

2023 Gender pay gap report

Registered address:

Vision Court Caxton Place, Pentwyn, Cardiff, Wales, CF23 8HA

Nature of business (SIC):

Human health and social work activities

Snapshot date:

5 April 2023

Employee headcount:

500 to 999 employees

Person responsible:

Gronw Percy (Director of Finance)

Hourly pay gap

In this organisation, women earn £1 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0.5% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 2.9% lower than men's.

The percentage of women in each pay quarter

In this organisation, women occupy 67.3% of the highest paid jobs and 59.2% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)

67.3% of the upper hourly pay quarter (highest paid) are women

32.7% of the upper hourly pay quarter (highest paid) are men

Upper middle hourly pay quarter

65.5% of the upper middle hourly pay quarter are women

34.5% of the upper middle hourly pay quarter are men

Lower middle hourly pay quarter

60.8% of the lower middle hourly pay quarter are women

39.2% of the lower middle hourly pay quarter are men

Lower hourly pay quarter (lowest paid)

59.2% of the lower hourly pay quarter (lowest paid) are women

40.8% of the lower hourly pay quarter (lowest paid) are men

Bonus pay gap

In this organisation, for this year women earn £1.34 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 34% higher than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 2.3% lower than men's.

Who received bonus pay

4.3% of women

2.8% of men