

Ark



Gender Pay Gap Reporting 2023

How gender pay gap is calculated

This report contains the information that Ark Schools, as an organisation with over 250 employees, is required to provide relating to its gender pay gap. We confirm that the Ark Schools Gender Pay Gap has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

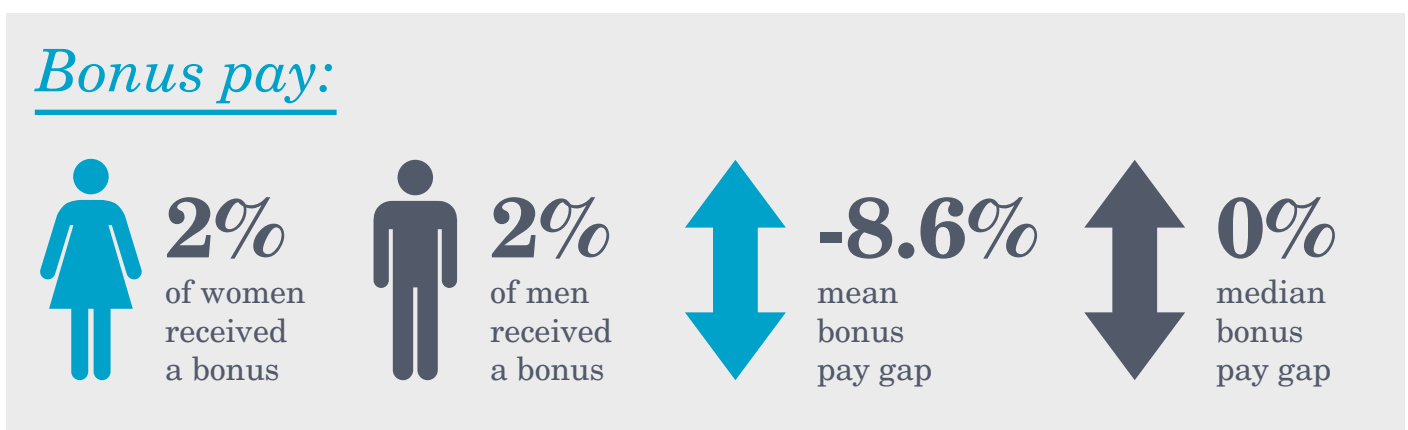
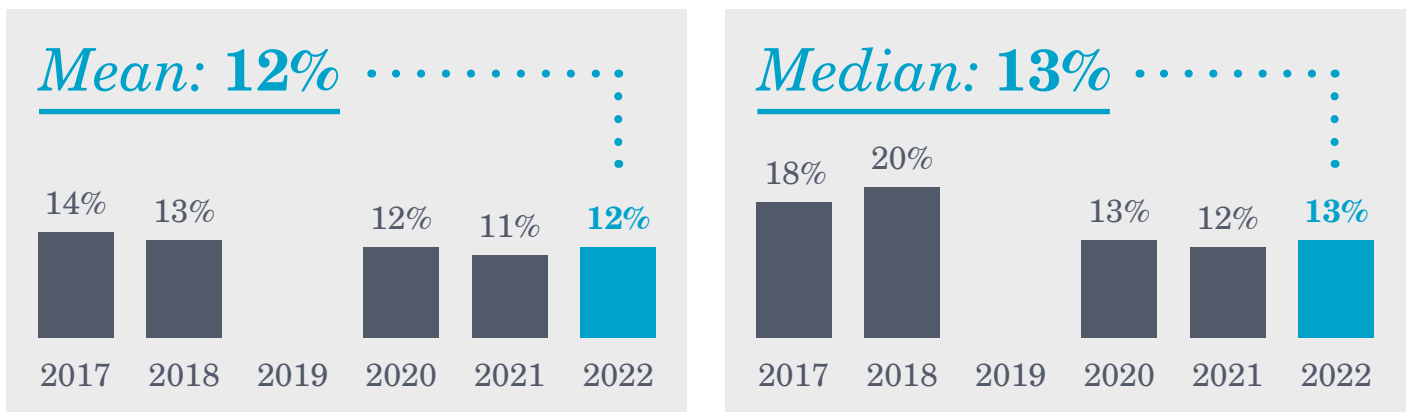
The gender pay gap refers to the differences in the average pay between men and women across all roles and job types. This is different from equal pay which is the requirement that people are paid equally for work of equal value. We are confident that we give men and women equal pay for equal work.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary. The mean gender pay gap is calculated by deducting the average hourly wage of women from the average hourly wage of men. The pay gap is the difference (%) between these hourly rates.

The gender pay gap requires us to report on male and female employees only.

Summary of gender pay gap figures

This report shows the gender pay gap figures for Ark Schools at the 'snapshot' date of 31 March 2022, explains the main reasons for the gap, and details a summary of the plans in place to continue to address it.



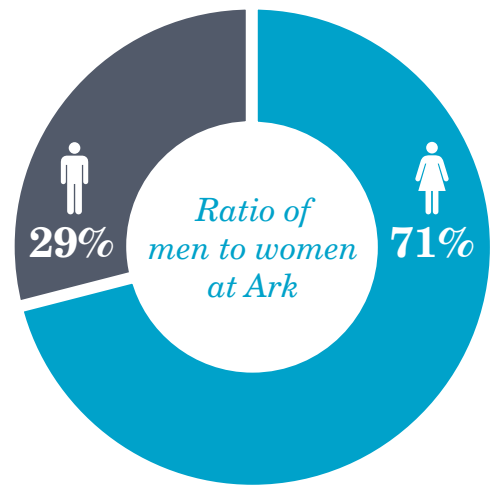
Understanding our gender pay gap

This year, Ark Schools' gender pay gap is **12 percent**. Ark's **median** pay gap figure is **13 percent**. Both figures are slight increases from the last reported year. Ark Schools is a predominantly female organisation with more women in every post compared to men. Ark also has large numbers of women in senior positions across the network. The fact that we have a gender pay gap under the regulations remains, therefore, surprising. We continue to be confident that there are no discrepancies in pay between men and women undertaking the same roles and carrying out the same work.

The reasons behind our pay gap continue to be primarily to do with the types of work than men and women do across our network and the proportions of men and women within each of our pay quartiles.

- **Phase distribution** – in line with national trends, pay in our secondary schools is typically higher than our primary schools. At Ark, our primary schools contain a higher proportion of women than our secondary schools with more than 85 percent of positions filled by women. In contrast, in our secondary schools 65 percent of positions are filled by women (a percentage that has decreased slightly since last year).
- **Quartile distribution** – Women also proportionately occupy more of our support/auxiliary roles throughout the network. These roles often fall in the lowest paid quartile. One of the primary drivers of our pay gap therefore remains that there are *proportionately* more women than men in support/auxiliary roles throughout the network in comparison to the greater proportion of men in teaching and leadership roles which leads to the perception of a greater gender pay gap. Our leadership roles in schools across the network are filled 60 percent by women but this is proportionally less than the proportion we see occupying our support roles.

A combination of these factors means that since last year's reporting, we have seen a slight increase in the number of male employees in the upper pay quartiles, leading to this small increase in our Gender Pay Gap.



Gender distribution in pay quartiles



Bonuses

Our bonus pay gap again shows a significant change since last year. Bonuses are paid to an increasingly small proportion of the network. Last year, our mean gender pay gap stood at 35 percent but has swung back this year to 8.6 percent in favour of women. As such a small number of employees receive these payments, it is likely that our mean bonus pay gap will continue to fluctuate year on year. It is important to note that our median bonus pay gap remains at zero percent suggesting that there is again typically **no difference** between the amount of bonus awarded to men and women.

Working to erase our gender pay gap

Ark Schools is committed to attracting, developing, and retaining a diverse workforce, with a broad range of backgrounds, experiences, and perspectives. Since our last report, we have put in place a range of measures to improve diversity and inclusion as well as support gender equality throughout the organisation and continue to do so.

- In consultation with our recognised national unions, we have been updating our family leave policies to ensure they support parents in the workplace.
- We will shortly be launching menopause guidance to ensure we are better supporting employees in the workforce.
- We are currently carrying out a review of flexible working to expand the opportunities to incorporate this in roles across the network.
- We are working to gather more data and look for ways to build strong reporting into our processes so we can review our workforce regularly and check for fairness.
- A focus of our diversity and inclusion strategy is to further encourage male applicants into primary teaching roles through our Ark Teacher Training programme.