



GENDER PAY GAP REPORT

29 March 2018

Ark's gender pay gap mirrors the national average (14.1% mean and 18.4% median).

Women's hourly rate is

14% LOWER

(Mean)

18% LOWER

(Median)

Ark Schools is an organisation with far more female (73%) than male (27%) employees. We have a large number of women in senior positions, including the majority of our headteachers, as well as a mostly-female senior management team. Despite this, when we crunched the numbers for our own report, we were surprised to discover that our gap came in at 14% (mean) - no better than the national average.

Further digging revealed that men and women within Ark Schools generally do get paid equally, when doing the same jobs. For example, there is no real difference in teacher salaries throughout the network. Our gender gap stems from the fact that, while our workforce is predominantly female, women even more strongly outnumber men in primary schools and among admin and operational staff – all areas with lower average pay. Men are also more represented in leadership roles within the network (36% of our school leaders are men, compared to 27% of our workforce). Moreover, men are more likely to be leaders in the largest schools and therefore receive the highest pay and relatedly, the highest bonus payments.

While our overall analysis confirms that that we pay people in the same roles similar amounts, we know that there is more we can do as an organisation, and indeed within the education sector to improve inclusion and diversity in general. Here are some of the actions we have been doing specifically to address the gender pay gap:

- We are working with a company to provide us with new market-rate salary benchmarking figures for all Ark schools staff. We will use this information to provide principals with improved pay guidelines to support them in making discretionary salary decisions.
- Our People Business Partners will have access to this benchmarking data and will step in to identify any areas where corrective action may be needed.
- We are also in the midst of an organisational review of bonus criteria. Out of this, we will be implementing a new system which we believe will improve bonus-related gender pay gaps.
- Our leadership development programmes support women with leadership potential to develop the skills and competencies to secure school leadership roles, within the network and the sector more widely.



Quartile distribution:

If salaries among all Ark staff are split into quartiles (consisting of four equal sections divided by salary amount) the distribution of men and women within each quartile is as follows:

Upper quartile
34% MEN
66% WOMEN

Upper middle quartile
29% MEN
71% WOMEN

Lower middle quartile
26% MEN
74% WOMEN

Lower quartile
19% MEN
81% WOMEN

Who received bonus pay:

5% OF WOMEN
5% OF MEN

Women's bonus pay is:

49% LOWER (Mean)
8% LOWER (Median)

Bonus pay gap

Bonuses are paid to a small proportion of people within the network – just 0.05%. And while the same proportion of men and women are receiving bonuses, bonus pay is 49% lower for women than for men. This difference stems partly from the fact that most of our largest, all-through schools are led by men, making them eligible for larger bonuses under our current system.