

GENDER PAY GAP REPORT

19 March, 2019

Ark's gender pay gap is 13%, slightly better than the national average of 13.7%.

Women's hourly rate is

13% LOWER

(Mean)

20% 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 our CEO, the majority of our headteachers and a mostly-female senior management team.

It is therefore perhaps surprising that Ark's gender pay gap return shows that median pay for women is 13% less than men and that women are four times more likely to be among the bottom quartile for pay. However, on a role-by-role basis, pay gaps are negligible. And if you take into account how many people there are in each role when calculating the gap, it almost disappears.

There are more women than men in every single role type within Ark – but even more in some types than others. The most significant driver is that there are a lot more women than men in support/operational roles, which are typically the lowest paid. Another driver is the lower proportion of men in primary than secondary teaching roles, since pay is lower for primary teachers at a national level. In terms of leadership progression prospects, these are actually much more similar for Ark's women and men than the national averages. This is particularly true at secondary level, where the majority of Ark principals are female while the majority are male at a national level.

This year's gender pay statistics are very similar to last year's, with very small movements in Ark's mean and median values. We will continue to monitor our gender pay gap to ensure that all of our staff are given fair compensation for their roles.

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
31% MEN
69% WOMEN

Lower middle quartile
26% MEN
74% WOMEN

Lower quartile
19% MEN
81% WOMEN

Who received bonus pay:
3% OF WOMEN
3% OF MEN

Women's bonus pay is:
24% LOWER (Mean)
50% LOWER (Median)

Bonus pay gap

Bonuses are paid to an increasingly small proportion of people within the network – less than 3% (down from more than 5% last year). While the same proportion of men and women are receiving bonuses, an average female recipient's bonus pay is 24% lower than for an average male recipient. This is an improvement from last year's 49% difference.

As with regular pay, this apparent gender bonus gap is entirely related to the roles of different recipients. Most Ark principals received bonuses, and most of the men that received bonuses were principals. However, some non-principals also received much smaller bonuses, and most of these recipients were women. These apparent gaps all but disappear when bonuses are compared on a role-specific basis.