



## Gender Pay Gap Reporting 2021

## How Gender Pay Gap is Calculated

This report contains the information that Ark Schools 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.

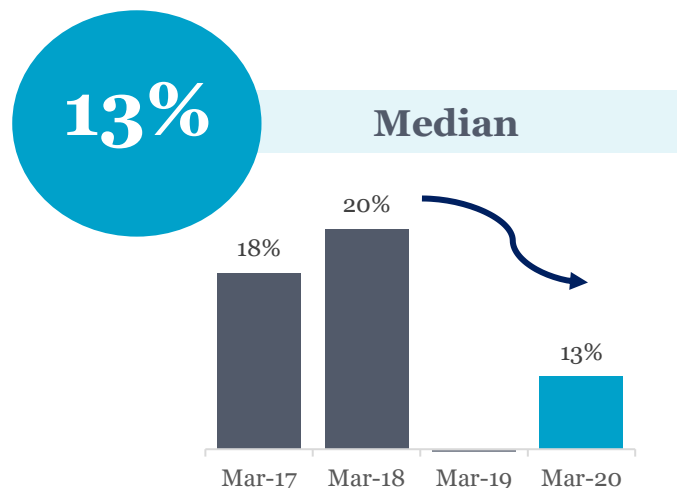
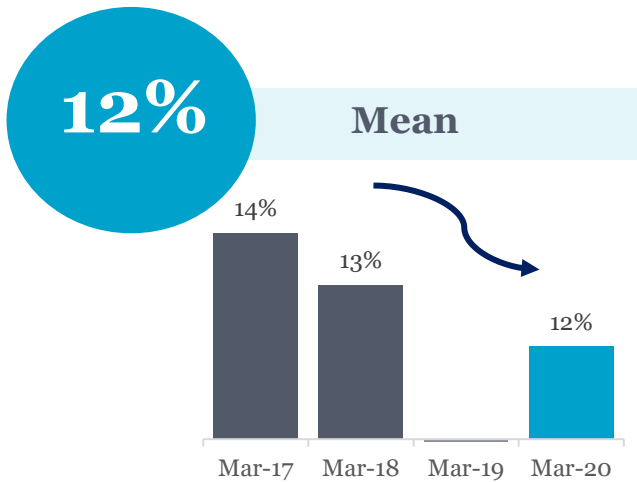
The gender pay gap refers to the differences in the average pay between men and women across all roles and job types. This is different from equal pay which is the requirement that people are paid equally for work of equal value. We are confident that men and women all receive equal pay for equal work.

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<sup>st</sup> March 2020, explains the main reasons for the gap and details a summary of the plans in place to continue to address it.



## Bonus Pay

**2%** of women received a bonus

**3%** of men received a bonus

**-45%** mean bonus pay gap

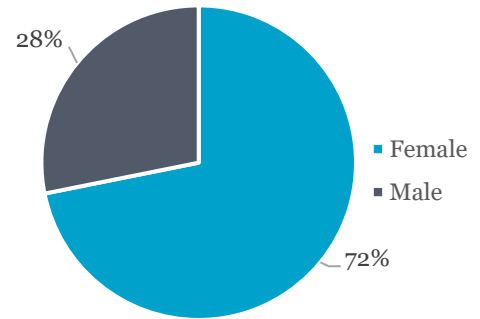
**0%** median bonus pay gap



## Understanding our Gender Pay

Last year there was a pause in statutory reporting for Gender Pay due to Covid-19. This year, we can report that Ark's **mean gender pay gap** is now **12%** while Ark's **median pay gap figure** now stands at **13%** - a significant improvement from the 20% we last reported<sup>1</sup>. Ark has more women in every post compared to men and also has large numbers of women in senior positions across the network (including a female CEO and a majority female Central Management team). The fact that we have a gender pay gap under the regulations may, therefore, at first glance, be 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.

Ratio of Men to Women at Ark

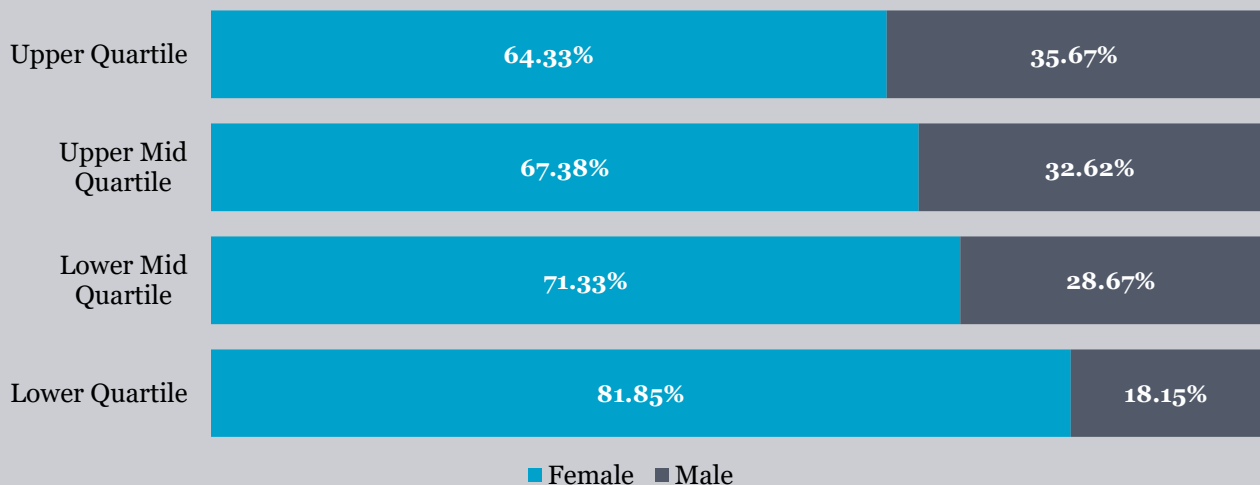


However, by looking at the distribution of men and women across the pay quartiles, it can be seen that there is a greater proportion of women occupying roles in the lowest paid quartile which tend to be support/auxiliary occupations. One of the primary drivers of our pay gap is therefore that there are *proportionately* more women than men in these roles throughout the network compared with teaching and leadership roles. The other primary driver of the pay gap is the lower proportion of male teachers in our primary schools, where pay is typically lower, than our secondary schools.

It appears that the decrease in the median pay gap since we last reported is largely due to the greater proportion of men falling in the lower-mid pay quartile.

<sup>1</sup>. This was in 2019 reporting on data from the snapshot date of 31st March 2018.

### Gender Distribution in Pay Quartiles



## Bonuses

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Bonuses are paid to an increasingly small proportion of people in the network and our mean bonus pay gap now stands at - 45% (therefore now in favour of women). Since 1<sup>st</sup> September 2019, Ark Schools Principals have no longer been eligible to receive bonuses. The number of bonuses paid to Ark Schools employees is therefore relatively small and the average (mean) is liable to fluctuate. Our median bonus pay gap now stands at 0% suggesting that there is typically **no difference** between the amount of bonus awarded to men and women.

## Working to reduce the Gender Pay Gap

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Ark Schools is committed to attracting, developing, and retaining a diverse workforce, with a broad range of backgrounds, experiences, and perspectives. Whilst our report points towards larger societal and structural factors behind our pay gap, we are determined to reduce the gap where possible to do so. Since our last report, we have already put in place actions and measures to improve diversity and inclusion throughout the organisation and continue to do so.

- We are rewriting and refreshing all our People policies in consultation with the unions to ensure they are as family friendly as possible.
- We will continue to review and improve our people processes and provide additional support to our leaders to promote and develop our staff.
- We have refreshed our approach to advertising internal vacancies ensuring that all staff across the network are aware and have better access to such opportunities.
- We will continue to ensure that that we are an inclusive organisation that supports part-time and flexible workers.

**We are also proud to have committed to paying all Ark Staff the Real Living Wage in 2018 and, last year, we extended this further with a commitment to deliver this for all contracted staff working in our schools.**



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## Declaration from Lucy Heller

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I confirm that the information and data reported are accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Lucy Heller, Chief Executive