

# ARK SCHOOLS - GENDER PAY GAP REPORT 2020

## ***Introduction***

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.

We give men and women equal pay for the same roles. The gender pay gap, however, measures the difference between the average amount men and women are paid across all of our employee categories. This is different from equal pay which is the requirement that people are paid equally for work of equal value.

## ***Mean and median gaps***

The overall mean and median pay gap between men and women, based on the data at 31 March 2019 were as follows:

***Mean:*** 13% (2019 – 13%)

***Median:*** 18% (2019 – 20%)

Ark Schools is an organisation with significantly more female (74%) than male (26%) employees. We have a large number of women in senior positions, including our CEO, the majority of our Principals and a mostly female executive team.

There are two primary drivers for the gap. Firstly, there are significantly more women in support and operational roles than men and these roles are typically at the lower end of pay scales. Secondly, there is a lower proportion of male teachers in our primary schools than our secondary schools and pay is lower for primary school teachers than secondary school teachers at a national level.

## ***Proportion of males and females receiving a bonus***

***Male:*** 5% (2019 – 3%)

***Female:*** 4% (2019 – 3%)

## ***Bonus gap***

***Mean:*** 19% (2019 – 24%)

***Median:*** 17% (2019 – 50%)

In 2018, which is the relevant time period for the calculation of the above bonus figures, bonuses were paid to a small proportion of people within the network. While a similar proportion of men and women received bonuses, an average female recipient's bonus pay was 19% lower than for an average male recipient. This is an improvement from last year's 24% difference.

As with regular pay, this apparent gender bonus gap is 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. Effective 1 September 2019, Ark Schools Principals no longer receive bonuses, so the gap will reduce going forward.

***The proportion of men and women within each pay quartile***

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

	<b>Upper Quartile</b>	<b>Upper mid Quartile</b>	<b>Lower mid Quartile</b>	<b>Lower Quartile</b>
<b>Male</b>	32%	30%	25%	17%
<b>Female</b>	68%	70%	75%	83%

***Conclusion***

Ark Schools is committed to attracting, developing and retaining a diverse workforce, with a broad range of backgrounds, experiences and perspectives. to ensure the best outcomes for pupils, we want to be an attractive and inclusive place to work for the best teachers. We acknowledge that we have a gender pay gap under the regulations, but we are confident that there is not a gender pay gap when comparing like for like roles. We will continue to monitor our gender pay gap to ensure that all our staff are given fair compensation for their roles.