



# Ark

## Gender Pay Gap Report 2024

# How our 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 gender pay gap regulations requires us to report on male and female employees only.

## Key metrics explained

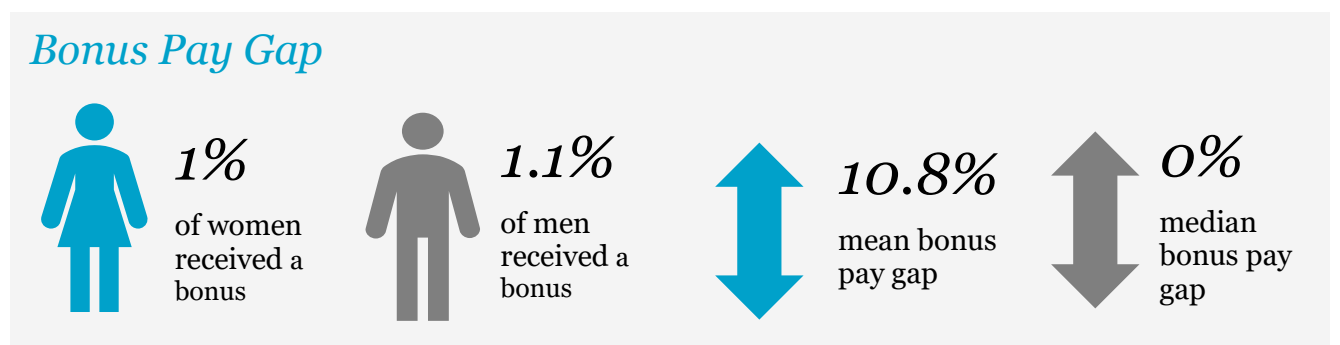
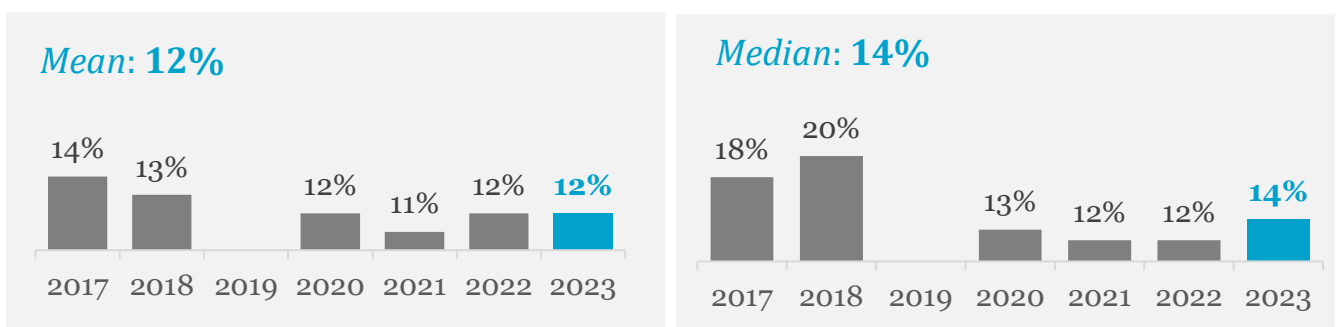
**The mean pay gap** - this is the difference between women's mean hourly pay and men's mean hourly pay. The mean gender pay gap is calculated by deducting the average hourly of women from the average hourly wage of men and the gap is the difference (%) between these hourly rates

**The median pay gap** - this is the difference between women's median hourly pay men's median hourly pay. The median hourly for both women and men is calculated by taking all hourly rates for each, lining them up in order from lowest to highest and finding the middle salary. The median gender pay gap is the difference between these midpoint hourly rates.

**The quartiles** - the pay quartiles are calculated by taking all the employees within the reporting and their hourly rates, lining them up in order from lowest to highest and splitting it into four quartile groups. Within each quartile, the amount of both men and women is found and this is calculated as a % to indicate the proportion of men and women in the quartile.

## Summary of key gender pay gap figure

This report shows the gender pay gap figures for Ark Schools at the 'snapshot' date of 31 March 2023, explains the main reasons for the gap, and details a summary of the plans in place to continue to address it.



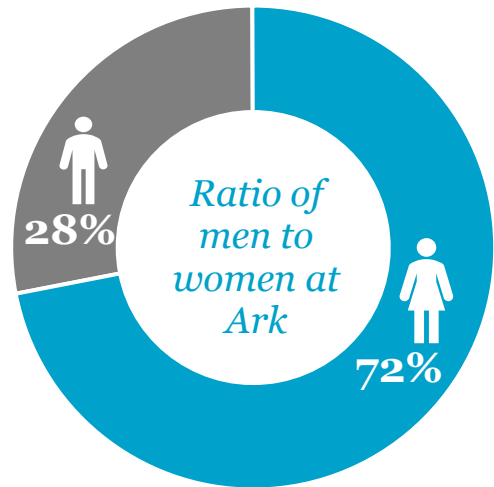
# Understanding our Gender Pay Gap

This year, Ark Schools' mean gender pay gap is **12 percent**. Ark's median pay gap figure is **14 percent**. These figures are slightly up on last year. Female representation is higher than male representation across most parts of the Ark network. We also see women in very senior roles across network wide positions. The gender pay gap is therefore surprising, yet we are confident that, based on our analysis, there are no issues with equal pay across the network.

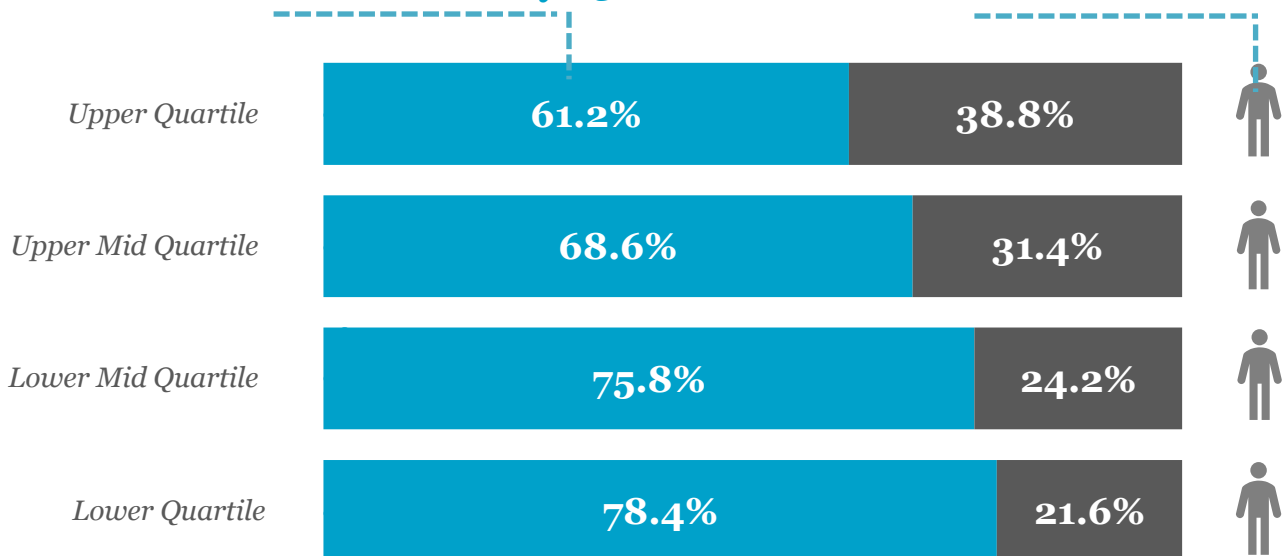
The reasons behind our pay gap continue to be primarily to do with the types of work that men and women do across our network and the proportions of men and women within each of our pay quartiles.

- **Phase distribution** - in line with national trends, hourly pay in our secondary schools is typically higher than hourly pay in our primary schools. At Ark, our primary schools contain a higher proportion of women than our secondary schools with more than 86.6 percent of positions filled by women – this is an increase from last year. At the same time the percentage of women in secondary schools has very slightly decreased from last year to just over 66 percent. Both these changes will have impacted our slight increase in the median pay gap reported this year.

- **Pay 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. This has increased further since last year with more support/auxiliary roles being occupied by women. We can see this change reflected in the spread through our quartiles where the number of women in the upper quartile has reduced slightly (from 63.2 percent) since last year whilst the number of women in lower mid quartile has increased (from 74.2 percent).



## Gender Distribution in Pay Quartiles



## Bonuses

Our bonus pay gap again has changed significantly since last reported but the primary reason for this remains that bonuses are paid to an increasingly small proportion of the network. Last year, the percentage of both men and women who received a bonus was 2 percent. This year, it changed to 1 percent for women and 1.1 percent for men. As such a small percentage of our employees receive bonuses, we anticipated that the mean bonus pay gap will continue to fluctuate year on year and we have seen this again with our mean bonus pay gap now standing at 10.9 percent. This has increased from -8.6 percent last year. It is important to note that our median bonus pay gap remains at 0 percent suggesting that there is again typically no difference between the amount of bonus awarded to men and women.

## Action plan to address 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. Some of the initiatives we are currently prioritising are given below:

### **1. Launching menopause programme**

We will shortly be launching menopause guidance to ensure we are better supporting employees in the workforce.

### **2. Flexible working roles**

We are currently carrying out a review of flexible working to expand the opportunities to incorporate this in roles across the network.

### **3. Analysing our processes**

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.