



Gender Pay Gap Reporting 2022

How 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.

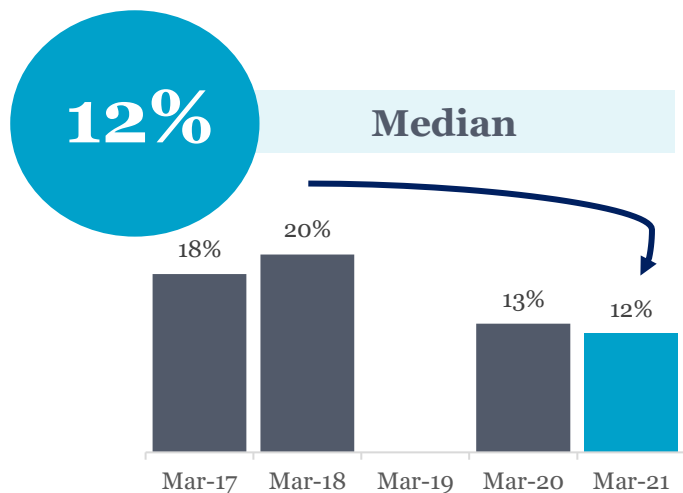
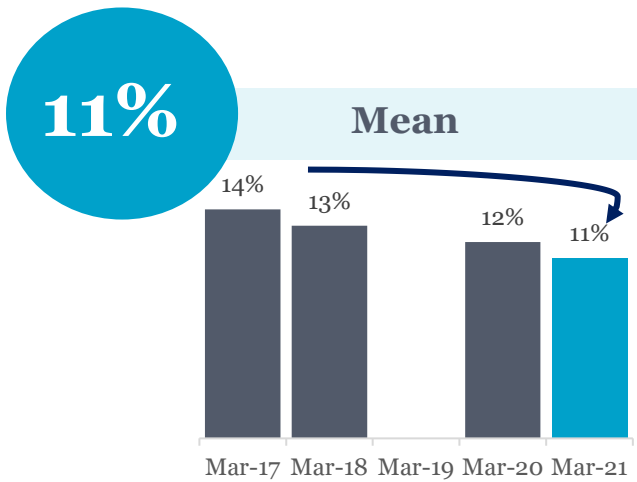
The gender pay gap refers to the differences in the average pay between men and women across all roles and job types. This is different from equal pay which is the requirement that people are paid equally for work of equal value. We are confident that we give men and women equal pay for equal work.

The 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 31st March 2021, explains the main reasons for the gap and details a summary of the plans in place to continue to address it.



Bonus Pay

1% of women received a bonus **1%** of men received a bonus **35%** mean bonus pay gap **-100%** median bonus pay gap

Understanding our Gender Pay

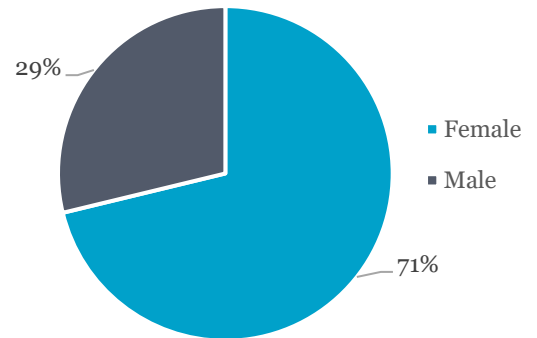
Ark Schools is a predominantly female organisation with more women in every post compared to men. Ark also has large numbers of women in senior positions across the network (including a female CEO and a majority female Management team). We continue to be confident that there are no discrepancies in pay between men and women undertaking the same roles and carrying out the same work.

This year, we can report that Ark School's gender pay gap has decreased with **our mean gender pay** now standing at **11%**. Ark's **median pay gap figure** now stands at **12%**.

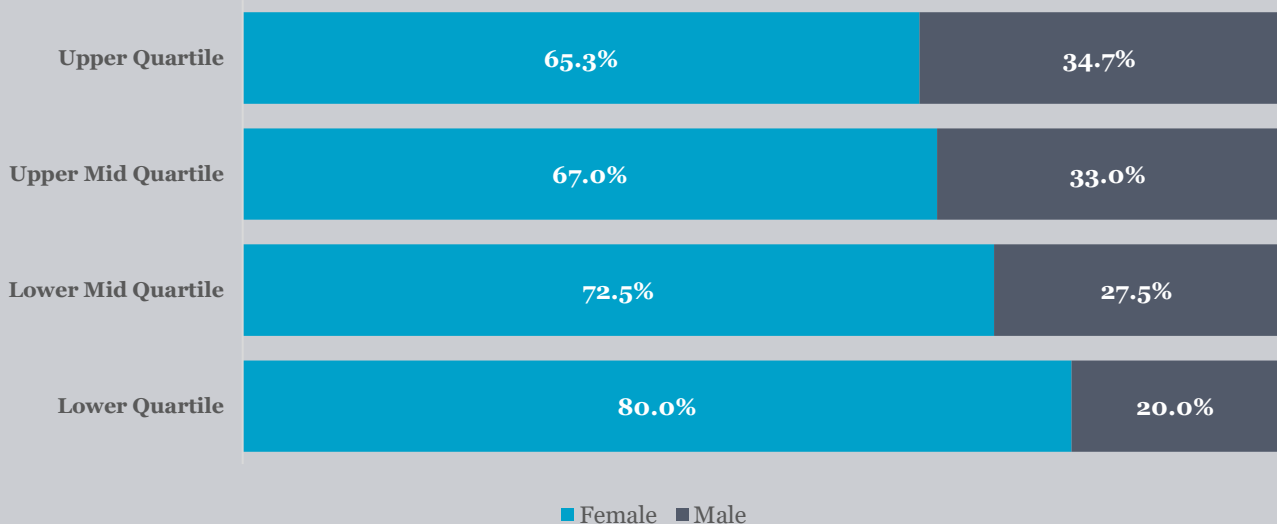
Since last year's reporting, we have seen a slight improvement in the spread of women throughout our quartiles. Some of this is due to an influx of men in some of our trainee and apprentice roles but there has also been a slight increase in the proportion of women in the upper quartiles.

However, in looking at the proportion of men and women throughout the pay quartiles, we can still observe that there are greater numbers of women occupying roles in the lowest paid quartile which tend to be support/operational roles. 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 which leads to the perception of a greater gender pay gap. Our leadership roles in schools across the network comprises just under 60% women which is far less than that which we see occupying our support roles. The other primary driver of our pay gap is that there is a lower proportion of male teachers in our primary schools than our secondary schools and pay is typically lower for primary school employees than secondary school employees at a national level.

Ratio of Men to Women at Ark



Gender Distribution in Pay Quartiles



Bonuses

Our bonus pay gap shows the most significant change since last year. Bonuses are paid to an increasingly small proportion of people in the network. With the small number of employees receiving these payments, it does lead to our bonus pay calculations showing significant fluctuations each year.

Our mean bonus pay gap this year stands at 35% and has therefore swung in favour of men. However, in contrast, our median bonus pay gap now stands at -100% in favour of women. This pattern of the mean being in favour of men and median in favour of women is largely due to the fact that the mean pay gap is more likely to be skewed by any larger anomaly bonus payments but the median pay gap calculation ignores these outliers.

Working to erase 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 already put in place actions and measures to improve diversity and inclusion throughout the organisation and continue to do so.

- We have appointed a Diversity & Inclusion Manager who is working to build out a comprehensive D&I strategy across our network
- 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
- We now use an anonymous platform for our staff survey and review this data to understand barriers to staff retention and progression
- We are developing an inclusive hiring policy as part of a review of our Recruitment strategy
- We will ensure that that all staff are encouraged and supported to apply for promotions and leadership roles by continuing to incorporate part-time and flexible workers.

