



Gender Pay Gap Reporting 2021

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 1st 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.

Declaration from Lucy Heller



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