



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.

Understanding our Gender Pay Gap

This year, Ark Schools' mean gender pay gap is . Ark's median pay gap figure is . 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 7.7 (tw)11(d)4.8 5 (u)1.98 (d)-6.1 (7.7 (tw)1)1.98 (d)16.4 nn91.901ss 0 Tc 0b-ye

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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: .