



Gender Pay Gap Reporting

2026

Introduction

This report contains the information that Ark Schools, as an organisation with over 250 employees, is required to provide about its gender pay gap. It also explains the main reasons for the gap and provides a summary of the plans in place to address this.

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, based on our analysis, we give men and women equal pay for equal work.

The Ark Schools gender pay gap figures shown here are at the ‘snapshot’ date of 31 March 2025. We confirm that they have been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Understanding our gender pay gap

This year, Ark Schools’ mean gender pay gap is **11 percent**. Ark’s median pay gap figure is **12 percent**. The median figure has decreased slightly since last year, which is a positive trend.

Female representation is higher than male representation across most parts of the Ark network, in line with the broader education sector. We also see more women in very senior roles across network.

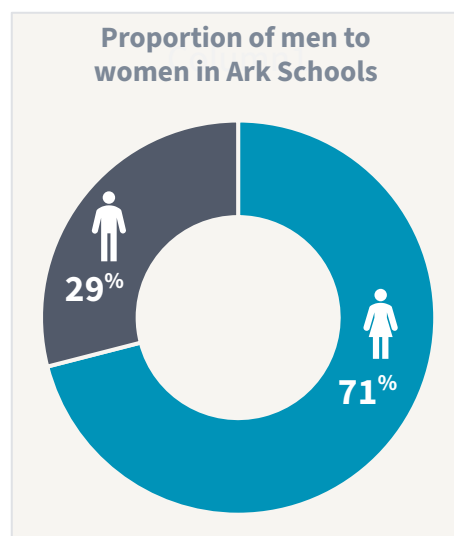
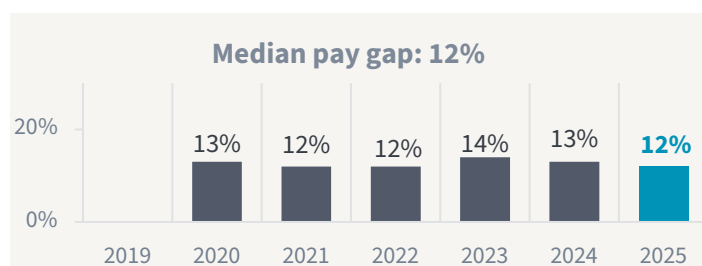
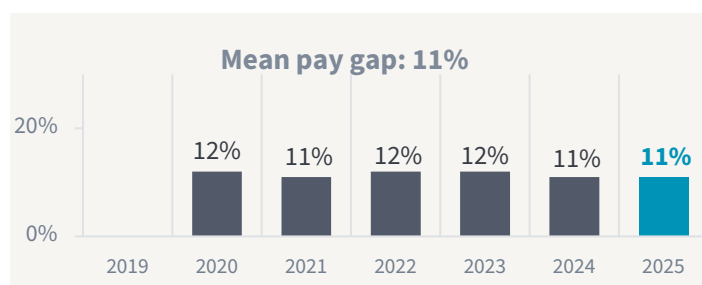
The gender pay gap may seem surprising in a network that is dominated by women, however this can be explained by the types of work that men and women do across our network, and the proportions of men and women within each of our pay quartiles.

Calculating the gender pay gap

The mean pay gap 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 pay of women from the average hourly pay of men and the gap is the difference (%) between these hourly rates

The median pay gap is the difference between women’s median hourly pay and men’s median hourly pay. The median hourly pay rate 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.

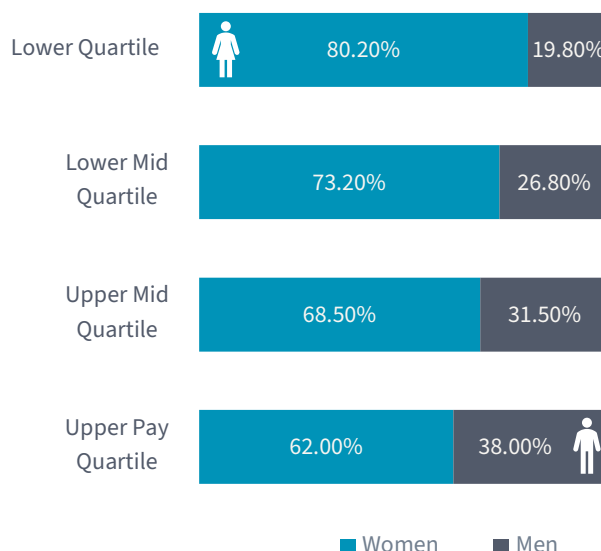
The pay quartiles are calculated by taking all the employees within the reporting cohort and their hourly rates, lining them up in order from lowest to highest and splitting it into four quartile groups. Within each quartile, the amount of both men and women is found and this is calculated as a % to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



At Ark, more than 86.6 percent of positions are filled by women in our primary schools. By contrast, 64.5 percent of positions in our secondary schools, are filled by women. In line with national trends, hourly pay in our secondary schools is typically higher than hourly pay in our primary schools.

Women also proportionately occupy more support and auxiliary roles in 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 a greater proportion of men in teaching and leadership roles. It appears the slight increase in mean gender pay gap this year is largely attributed to a greater proportion of women in the lower quartile (up from 79.3 percent) and a smaller proportion of women moving into the upper pay quartile (down from 63.4 percent).

Gender distribution in pay quartiles



Additional payments

Additional payments are regarded as bonuses under statutory pay gap reporting rules. These are paid to an increasingly small proportion of the network, are low in value and include referral bonuses paid to employees who successfully introduce new recruits to the network.

Last year, the percentage of men and women who received an additional payment was 1.5 percent for men and 1 percent for women. These figures are both up on last year which is largely attributable to the introduction of an additional allowance for Ark Teacher Training (ATT) trainees who offer STEM subjects.

Breakdown of bonuses paid

Bonus reason	% of total bonuses paid
ATT STEM Allowance	10.9%
Referral Bonus	50%
TUPE Allowance	8.7%
Other Bonus	30.4%

The bonus pay gap tends to fluctuate significantly year to year, due to the small percentage of employees who receive additional payments. Last year our mean gap was 12.9 percent in favour of women. Our median pay gap was 0 per cent suggesting there is typically no difference between the amount of additional payments 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. We continue to work on a range of measures to improve diversity and inclusion, and support gender equality throughout the organisation.

1. Promoting flexible working

Ark continues to be committed to encouraging work life balance for our employees, as we know this supports employee engagement and productivity. We have flexible working options across our network team, including flexibility around core working hours.

2. Supporting return to work after maternity leave

We will expand our coaching programme, which is specifically designed to support staff returning from maternity leave. This initiative promotes wellbeing and eases transition back into the work.

3. Supporting carers to remain in work

We will further embed our Carer Guidance into everyday practice, encouraging more staff to access the support available and strengthening our overall approach to supporting working carers.

4. Supporting women through menopause

In addition to embedding our Menopause Guidance and accompanying risk-assessment framework to support employees experiencing menopause-related symptoms, we will launch an e-learning course for managers and employees.

5. Analysing our data and processes

We will continue to use the data from our systems to analyse our recruitment, retention and progression data. Our capabilities will be enhanced as we prepare to roll out a new HR System, which will enable us to dive deeper into our employee data.