

GENDER PAY GAP REPORT

2024



ACS
INTERNATIONAL
SCHOOLS



EXECUTIVE SUMMARY

ACS International Schools is a leading charity and provider of high quality international education, operating schools (day and boarding) for students between the ages of 2 to 18 from around the world at our campuses in the UK. ACS International Schools is a truly international community of students. Our staff are equally diverse and this international ethos is an important element of our identity.

This report sets out the gender pay gap data for ACS International Schools in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, as at the snapshot date of 5 April 2024.

- The mean gender pay gap is 6.5%. This is an increase of 0.4% compared with a pay gap of 6.1% in 2023.
- The median gender pay gap is 0.0%. The median hourly rate of pay for both men and women is the same.
- The mean bonus pay gap is 80.3% and the median bonus pay gap is 0.0%. The mean bonus pay gap is affected by the bonus scheme for the Leadership Team. Only six members of the Leadership Team were eligible for payments under the scheme in the relevant period; 2 female, 4 male. It is important to note that this scheme is being phased out.
- The gender pay gap figure includes all ACS International Schools employees. 64.1% of employees are female and 35.9% are male. It is a diverse and multi-national workforce, with very different occupational groups including cleaning and catering roles, grounds, security, administrative support, professional, teaching and senior managerial roles.
- The gender split of each quartile of the pay range is approximately two thirds female, one third male. Although women make up 61.7% of the upper pay quartile, only 25.0% of the Leadership Team are female. The upper pay quartile includes experienced teachers, counsellors and professional roles in Marketing, Finance, Human Resources, Heads of Schools, Heads of Functions and the Chief Executive.

GENDER PAY GAP VS EQUAL PAY

The Gender Pay Gap is different to Equal Pay. The Gender Pay Gap is an annual snapshot of pay and measures the difference in the average pay of men and women in an organisation, irrespective of job role or seniority. Gender pay gaps are influenced by the fact that certain roles often contain higher numbers of men or women, for example higher numbers of teachers are female. A gender pay gap is indicative of occupational segregation and does not equate to an equal pay issue. Equal pay concerns pay differences between men and women performing the same or similar work, or work of equal value. ACS is committed to equal opportunities and equal pay, and this is embraced across our community of diverse nationalities, ethnicities and other characteristics.



REPORTING REQUIREMENTS

All private sector and voluntary employers with 250 or more employees are required to publish their gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the “Regulations”) which came into force in April 2017. Organisations are required to take a snapshot of pay data as at 5 April annually and publish the following statistics:

- the difference in mean and median hourly rate of pay between male and female employees
- the difference in mean and median bonus payments between male and female employees
- the proportion of male and female employees who received bonus pay during the period of twelve months preceding the snapshot date
- the proportion of men and women in each quartile of the organisation’s pay distribution

THE GENDER PAY GAP

The table below shows the mean and median gender pay gap based on hourly rates of pay as at the snapshot date of 5 April 2024. It also shows the mean and median bonus pay gap.

	DIFFERENCE BETWEEN MEN AND WOMEN	
	MEAN	MEDIAN
HOURLY RATE OF PAY GAP	6.5%	0.0%
BONUS PAY GAP	80.3%	0.0%

The mean hourly rate of pay gap is 6.5%, showing that men earn more, on average, than women. This is because the majority of the most senior and highest paid positions are held by men. The median gender pay gap is 0.0%, as the median hourly rate of pay for both men and women is the same.

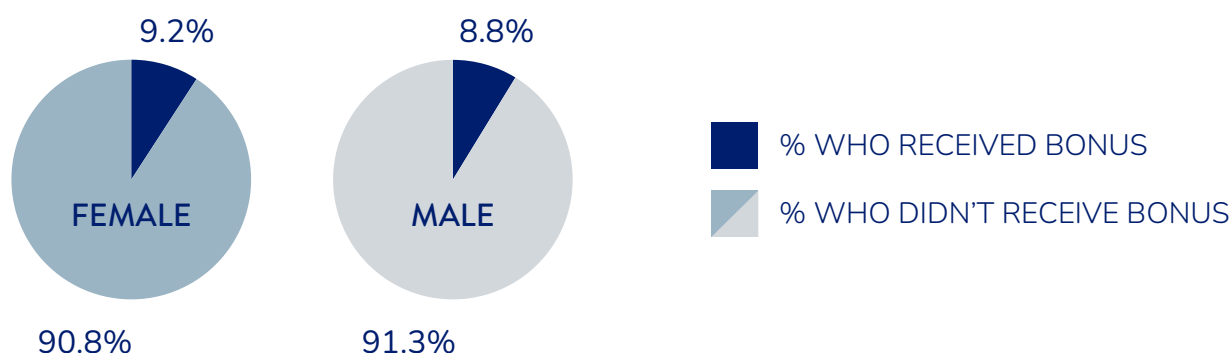
The mean bonus pay gap is 80.3% and the median bonus pay gap is 0.0%. The mean bonus pay gap is affected by the bonus scheme for the Leadership Team. Only six members of the Leadership Team were eligible for payments under the scheme in the relevant period; 2 female, 4 male. This scheme is being phased out.

For the purposes of the calculations, the bonus pay gap data includes all payments made under the following schemes: discretionary award scheme, long service awards, referral scheme and the Leadership Team bonus scheme. Awards made under the long service scheme only vary according to length of service, not by gender, although more women received long service awards during the relevant period than men.

There were 720 full-pay relevant employees (461 female, 259 male) for the purposes of calculating the mean and median hourly rate pay gaps and the pay quartiles. There were 732 relevant employees (469 female, 263 male) for the purposes of calculating the mean and median bonus pay gaps. The number of relevant employees is higher than the number of full-pay relevant employees, as it includes those staff who were employed by ACS International Schools on the snapshot date, but were on reduced pay as a result of being on leave.

PROPORTION OF MEN AND WOMEN WHO RECEIVED A BONUS

9.2% of women and 8.8% of men received a bonus payment in the relevant 12-month period. More women than men received a bonus payment. However, the value of bonus payments made to men were higher on average, than those made to women.

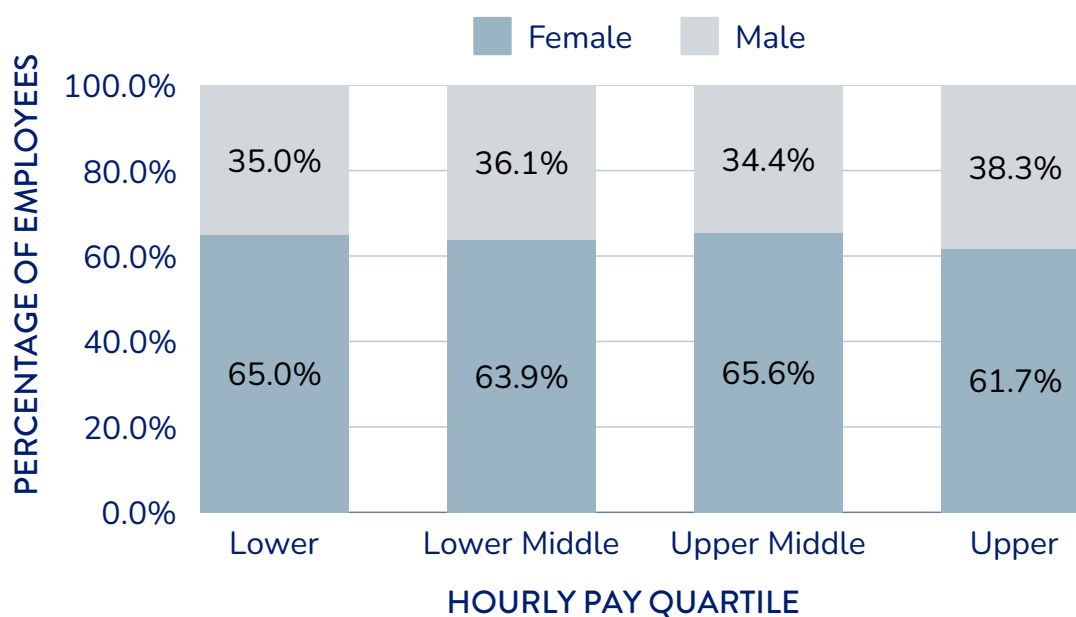




PAY QUARTILES

This shows the distribution of men and women across the pay quartiles. Women comprise approximately two thirds of each quartile. Roles within the lower quartile include: Cleaners, Catering Assistants, Security, Grounds staff. Roles within the upper quartile include: experienced teachers, counsellors, professional roles in Marketing, Finance, Human Resources, Heads of Schools, Heads of Functions and the Chief Executive. Women represent 61.7% of the upper pay quartile, but only 25% of the Leadership Team.

PERCENTAGE OF MEN AND WOMEN IN EACH PAY QUARTILE



	GENDER				
QUARTILE	FEMALE	MALE	TOTAL	% FEMALE	% MALE
LOWER	117	63	180	65.0	35
LOWER MIDDLE	115	65	180	63.9	36.1
UPPER MIDDLE	118	62	180	65.6	34.4
UPPER	111	69	180	61.7	38.3



CLOSING THE GENDER PAY GAP

- We will continue to work to ensure balance and equity for all staff, for example, inclusive and diverse recruitment, including diverse shortlists and interview panels, offering flexible working and fostering an inclusive culture. This is informed by our Diversity, Equity and Inclusion and Belonging Council, made up of networks of employees from across our schools.
- We have held the Inspiring Leaders programme, aimed at teachers aspiring to take on more educational leadership roles, the majority of participants were women.
- We have undertaken a review of our family friendly policies to ensure we're supporting working parents, for example: parental leave, flexible working. We have also provided menopause training for line managers.
- We will review our Women's Health Policy and develop a menopause policy and action plan.
- We will undertake further analyses of the data to gain an understanding of the trends and contributing factors to our gender pay gap.
- We will analyse the feedback from our recent employee engagement survey relating to pay and benefits and develop action plans. We will continue to seek feedback from our staff through regular surveys and forums.

DECLARATION

We confirm that the data has been calculated according to the requirements of The Equality Act 2010 Regulations 2017.

Tim Cagney
Chief Executive Officer



Heather Garrett
Human Resources Director

