



# GENDER PAY GAP REPORT 2025



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 2025.

- The mean gender pay gap is 4.98%. This is a decrease of 1.52% from 2024 when the pay gap was 6.50%.
- The median gender pay gap is -5.58%. Women are earning 5.58% more, on average, than men. This is a significant change from the previous year when the median pay gap was 0.00%.
- The mean bonus pay gap is 83.28% and the median bonus pay gap is 0.0%. The mean bonus pay gap has increased by 2.96% from 2024. It is affected by the bonus scheme for the Leadership Team. Only two members of the Leadership Team were eligible for payments under the scheme in the relevant period; both male. It is important to note that this scheme is being phased out.
- The gender pay gap figure includes all ACS International Schools employees. 63.45% of employees are female and 36.55% 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.
- There are more women than men in each of the pay quartiles. The number of women in the upper quartile has increased by 21 since 2024. Although women make up 72.53% of the upper pay quartile, only 25.00% 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. The Gender Pay Gap is about demographics and the roles women do within the workplace. It is influenced by the fact that certain roles often contain higher numbers of men or women, for example higher numbers of teachers are female.

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 2025. It also shows the mean and median bonus pay gap.

	MEAN	MEDIAN
HOURLY RATE OF PAY GAP	4.98%	-5.58%
BONUS PAY GAP	83.28%	0.0%

The mean hourly rate of pay gap is 4.98%, 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. However, the median gender pay gap is -5.58%, showing that women earn more than men. This is because of the high number of women in roles such as: teachers, counsellors, human resources, marketing, finance.

The mean bonus pay gap is 83.28% and the median bonus pay gap is 0.0%. The mean bonus pay gap is affected by the legacy bonus scheme for the Leadership Team. There were only two members of the Leadership Team still eligible for payments under this scheme in the relevant period; both of whom were male. This distorts the mean bonus pay gap, as it would be -17.41% if these two payments were to be excluded. The Leadership Team bonus scheme is being phased out.

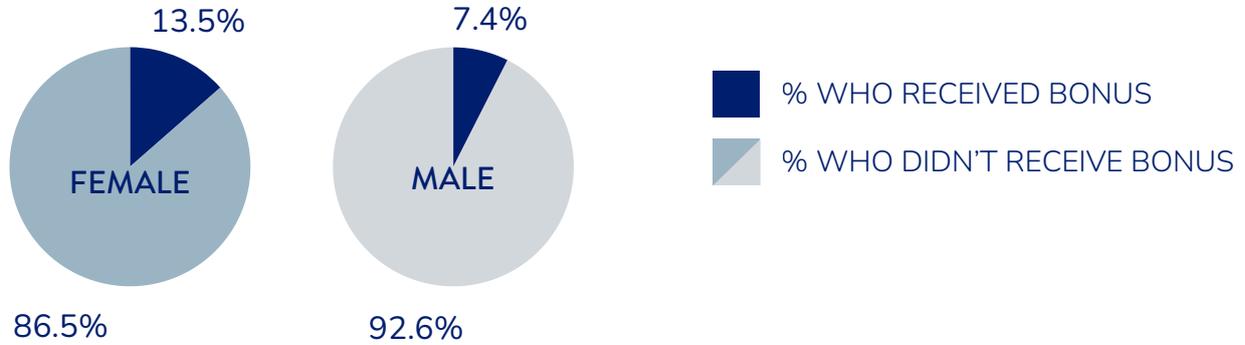
For the purposes of the calculations, the bonus pay gap data includes all payments made under the following schemes: discretionary award scheme, long service awards, recruitment referral scheme and the Leadership Team bonus scheme. Awards made under the long service scheme only vary according to length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

There were 729 full-pay relevant employees (462 female, 267 male) for the purposes of calculating the mean and median hourly rate pay gaps and the pay quartiles. There were 736 relevant employees (467 female, 269 male) for the purposes of calculating the mean and median bonus pay gaps.



## PROPORTION OF MEN AND WOMEN WHO RECEIVED A BONUS

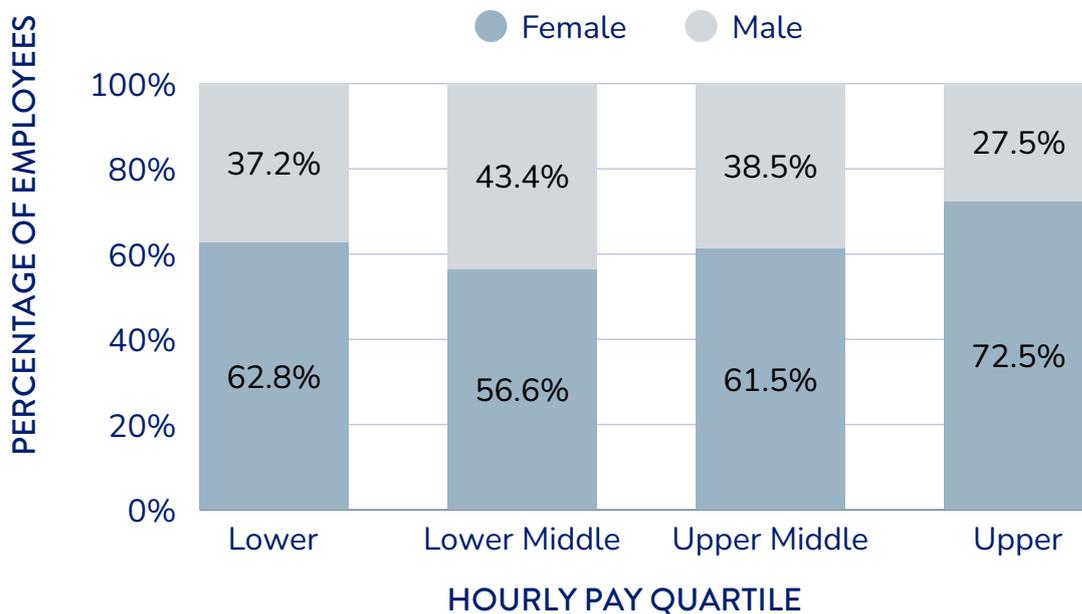
13.49% of women and 7.43% of men received a bonus payment in the relevant 12-month period. More women than men received a bonus payment. This was largely because 3 times as many women received a long service award than men. However, the value of bonus payments made to men were higher on average, than those made to women.



## PAY QUARTILES

This shows the distribution of men and women across the pay quartiles. 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 72.53% of the upper pay quartile, but only 25.0% of the Leadership Team.

### PERCENTAGE OF MEN AND WOMEN IN EACH PAY QUARTILE



	GENDER				
QUARTILE	FEMALE	MALE	TOTAL	% FEMALE	% MALE
LOWER	115	68	183	62.84	37.16
LOWER MIDDLE	103	79	182	56.59	43.41
UPPER MIDDLE	112	70	182	61.54	38.46
UPPER	132	50	182	72.53	27.47
<b>GRAND TOTAL</b>	<b>462</b>	<b>267</b>	<b>729</b>	<b>63.37</b>	<b>36.63</b>

## 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 will review our Women’s Health Policy and develop a menopause policy and action plan.
- We have undertaken an exercise to improve our data collection and encourage employees to review and complete their sensitive data and protected characteristics records in the HR system.
- 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 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.*



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Chief Executive Officer




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Human Resources Director

