

Supporting Narrative – Gender Pay Gap Report 2025/26

Ark Housing Association Limited

Ark Housing Association Limited is committed to promoting equality, diversity and inclusion across all aspects of our work. We recognise the importance of gender pay gap reporting as a tool to better understand our workforce and to support informed action where needed.

As at the snapshot date of 5 April 2025, our mean gender pay gap is **6.4%**, while our median gender pay gap is **0.0%**.

The median gender pay gap of 0.0% reflects the structure of our workforce, where a large proportion of employees are paid at the same hourly rate within front-line care and support roles. This indicates that, at the midpoint of pay, men and women receive equal pay.

The mean gender pay gap of 6.4% is influenced by the distribution of employees across different roles and levels of seniority. While women make up the majority of our workforce overall, a slightly higher proportion of men are employed in some of the more senior and higher-paid roles. As a result, average male pay is higher than average female pay, which contributes to the mean pay gap.

Our analysis shows that this gap is not driven by unequal pay for equal work, but by the composition of our workforce across different roles. The presence of a small number of higher-paid roles can have a noticeable effect on the mean calculation, particularly in an organisation where many employees are clustered around similar pay levels.

Our gender pay quartile data demonstrates that women are well represented across all pay quartiles and form the majority in each quartile. This reflects the nature of our workforce, particularly within care and support services, where female representation is traditionally higher.

Ark Housing Association does not operate a bonus scheme. Therefore, there is no gender pay gap in relation to bonus payments, and no employees received bonus pay during the reporting period.

We are committed to continuing to:

- ensure fair and transparent pay structures
- promote equality of opportunity in recruitment, development and progression
- monitor workforce data to better understand trends and inform actions
- support career development opportunities for all employees

We will continue to review our workforce profile and consider appropriate actions to ensure we are supporting equality and inclusion across the organisation.

Michael Catlin

Assistant Director of People & OD

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