





	Median	Mean
Gender pay gap	0.7%	5.2%
Gender bonus pay gap	0.0%	13.5%
Proportion of males and females receiving a bonus payment.	 34.5%	 56.8%
Proportion of males and females in each quartile band.		
Quartile		
Upper	78%	22%
Upper middle	85%	15%
Lower middle	85%	15%
Lower	74%	26%

Under legislation introduced in 2017, employers with more than 250 employees are required to publish a prescribed analysis relating to the gender pay gap within their organisation on an annual basis. The table above is the result of the analysis carried out in 2021.

This report is based upon the 240 employees in place within ARRK Europe Limited at the snapshot date of 5th April 2021. It should be noted though that the company utilised the Government's Coronavirus Job Retention Scheme during this period and as a direct result, the number of employees receiving full pay for this report is just 108 (45% of the total employed at that time).

Gender Pay Gap

The median pay gap is defined as the difference between the median hourly rate of pay that male and female full-pay relevant employees receive. With a percentage of 0.7% (2020: 7.2%) it is indicated that male employees typically receive a higher rate than female employees. Whilst it is apparent that this gap is decreasing it should also be noted that the percentage of relevant male employees increased to 81% (2020: 78%).

Additional analysis shows that the mean gender pay gap percentage has decreased to 5.2% (2020: 16.2%). This is primarily due to use of the current Government Coronavirus Job Retention Scheme allowing a more flexible approach to the furloughing of staff across all sections of the business as necessary.

Gender Bonus Pay Gap

Of those employees that were paid a bonus during the qualifying period, the gender bonus pay gap analyses the differences in the levels of bonus paid to each gender. For 2021 the median level of bonus paid to female employees was 0.0% lower (2020: 24.0%) than the bonus paid to male employees. The mean average bonus paid to female employees was 13.5% lower (2020: 61.5%) than that paid to male employees.

Proportion of males and females receiving a bonus payment

In this reporting period 70 (2020: 41) male and 21 (2020: 11) female staff received a bonus. This represents 34.5% (2020: 18.2%) of all eligible male staff and 56.8% (2020: 28.9%) of all eligible female staff.

Proportion of males and females in each quartile band

This calculation shows the proportions of male and female full-pay relevant employees in four quartile bands. This is done by dividing the workforce into four equal parts. The employees are listed in order of their hourly pay rate, with the highest levels appearing in the upper quartile and the lowest levels in the lower quartile. This report shows that for this reporting period the upper two quartiles were made up of 82% (2020: 85%) of male employees, with the lower two quartiles showing 80% (2020: 72%).

Summary

The analysis of our gender pay gap has been based upon 45% of the employees in place at the time due primarily to the use of the Coronavirus Job Retention Scheme. As such it is once again difficult to draw meaningful conclusions regarding rates for pay and bonuses from the analysis of a significantly reduced pool of relevant employees. However due to the nature of the flexibility of the current scheme this has allowed an approach to the furloughing of staff across all sectors of the business. This has directly resulted in reductions in the variances between male and female employees across all reported sections.

A quarterly bonus scheme remains in place for all employees linked to the performance of the individual site at which the individual is based. The percentage of relevant staff receiving bonuses has decreased for both male and female employees.

The percentages of male and female employees in the upper two quartiles has remained similar to previous levels. The lower quartile percentage of males has increased with the use of the flexibility of the current Coronavirus Job Retention Scheme.

Whilst it is not possible to draw significant conclusions from this data set the Board is encouraged that the Company continues to show improvements in closing the gender pay gaps where apparent.

As with all organisations in the UK, we continue to operate an Equal Opportunities policy in which we select, recruit, develop and promote the very best people, basing our judgement solely on suitability for the job. We are also committed to promoting flexible working where possible and instigate reviews of our reward systems regularly. It is anticipated that the continuation of these actions will go some way towards further reducing the current gender pay gap further.

Declaration

I confirm that the ARRK Europe Limited gender pay gap calculations are accurate and fully meet the requirements of The Equality Act 2010 (Gender Pay Gap information) Regulations.



Simon Holmes
Finance Director