



**Beacon Academy Trust**

**Gender Pay Gap Report 2024/25**

Snapshot date: 31/03/2024

**Difference in mean and median hourly rate of pay**

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	17.23%	20.79%

**Difference in mean and median bonus pay**

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	N/A	N/A

**Proportion of male and female employees who were paid bonus pay**

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0 %
Female employees (% paid a bonus compared to all female employees)	0 %

**Proportion of male and female employees according to quartile pay bands**

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	18.56%	25.77%	37.50%	41.67%
Female (% females to all employees in each quartile)	81.44%	74.23%	62.50%	58.33%

**Supporting statement**

I confirm that the information published here is accurate.

Signature: 

Date: 07.05.25

Name: Kathryn Burns