



## Beacon Academy Trust

### Gender Pay Gap Report 2023/24

Snapshot date: 31/03/2023

#### 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 | 16.5%                             | 17.2%                               |

#### 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.<br>Lower | Quartile 2.<br>Lower middle | Quartile 3.<br>Upper middle | Quartile 4.<br>Upper |
|------------------------------------------------------|----------------------|-----------------------------|-----------------------------|----------------------|
| Male (% males to all employees in each quartile)     | 17.4%                | 38.0%                       | 35.9%                       | 52.2%                |
| Female (% females to all employees in each quartile) | 82.6%                | 62.0%                       | 64.1%                       | 47.8%                |

#### Supporting statement

I confirm that the information published here is accurate.

Signature:

Date:

11.01.24.

Name:

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