



Beacon Academy Trust

Gender Pay Gap Report 2020

Snapshot date: 31/03/2019

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	13.6%	18.6%

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)	16.3%	30.5 %	31.5 %	42.1 %
Female (% females to all employees in each quartile)	83.7%	69.5 %	68.5%	57.9 %

Supporting statement

I confirm that the information published here is accurate.

Signature:

Date:

Name:

Kathryn Burns