



Gender Pay Gap 2024

| Gender | Sum of Male Count | Sum GPG | Hrly Rate | Male Mean |
|--------|---------------------|----------------------|-------------|-----------|
| M | 45.00 | 918.85 | | 20.42 |
| Gender | Sum of Female Count | Sum of Sum Hrly Rate | Female Mean | |
| F | 292.00 | 4,759.13 | 16.30 | |

20.18%

MeanDiff%

Beacon Academy

| Gender | Sum of Male Count | Sum GPG | Hrly Rate | Male Median |
|--------|---------------------|----------------------|---------------|-------------|
| M | 45.00 | 918.85 | | 13.47 |
| Gender | Sum of Female Count | Sum of Sum Hrly Rate | Female Median | |
| F | 292.00 | 4,759.13 | 12.28 | |

8.83%

MedianDiff%

Full Pay Relevant

| Male Count | Female Count | Full pay relevant |
|------------|--------------|-------------------|
| 45 | 292 | Full Pay Relevant |
| 45 | 292 | |

Gender Pay Gap 2024



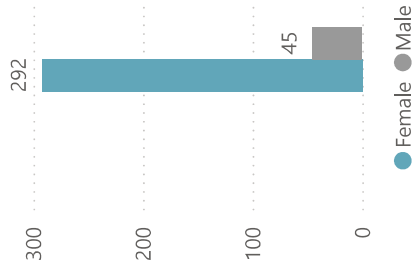
| Quartiles | Sum of Female Count | Sum of Male Count | Sum of Headcount |
|-------------------------|---------------------|-------------------|------------------|
| Quartile 1 Lower | 74 | 10 | 84 |
| Quartile 2 Lower Middle | 77 | 7 | 84 |
| Quartile 3 Upper Middle | 74 | 10 | 84 |
| Quartile 4 Upper | 67 | 18 | 85 |
| Total | 292 | 45 | 337 |

| Quartiles | Females%InQuarter | Male%InQuarter |
|-------------------------|-------------------|----------------|
| Quartile 1 Lower | 88.10% | 11.90% |
| Quartile 2 Lower Middle | 91.67% | 8.33% |
| Quartile 3 Upper Middle | 88.10% | 11.90% |
| Quartile 4 Upper | 78.82% | 21.18% |

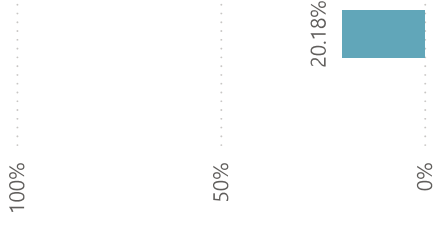
Gender Pay Gap 2024



Male/Female Count 2024



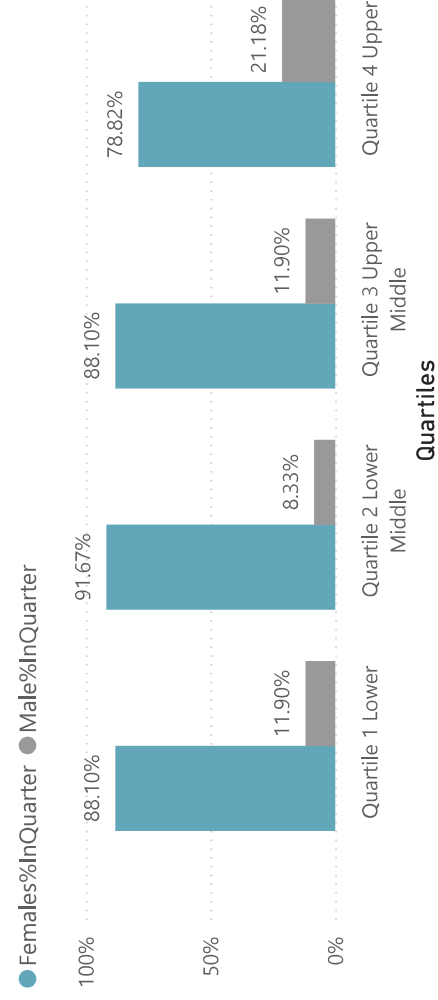
Mean%Diff 2024



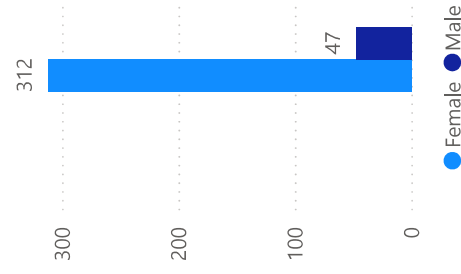
Median%Diff 2024



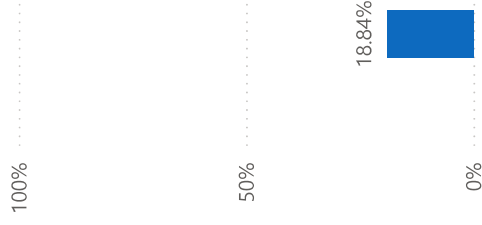
Quartiles 2024



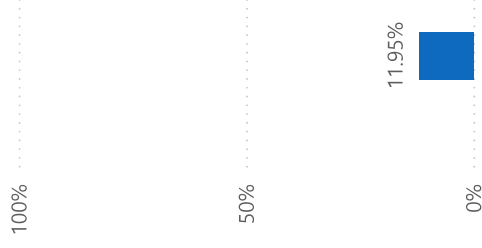
Male/Female Count 2023



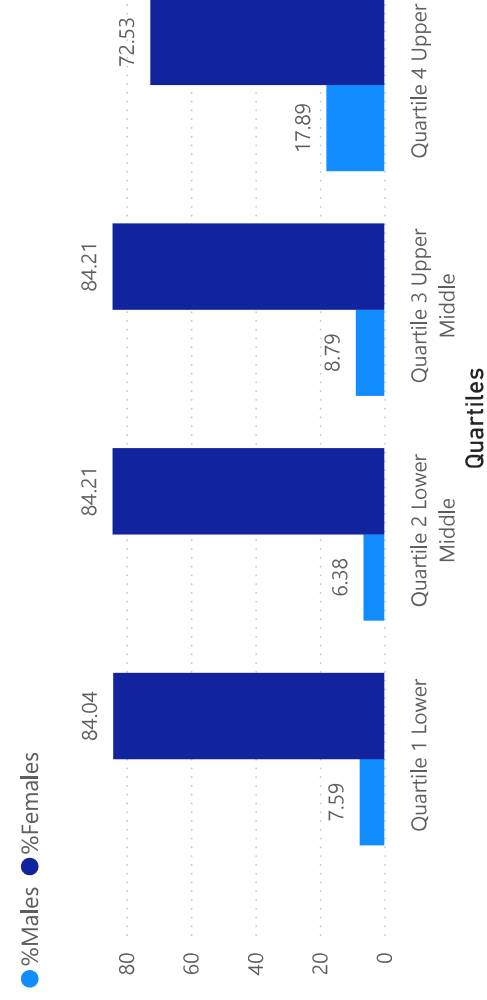
Mean 2023



Median 2023



Quartiles 2023



Gender Pay Gap 2024



| Mean | Median | Female Count | Male Count | Organisation | Year |
|--------|--------|--------------|------------|--------------|------|
| 29.20% | 40.82% | 322 | 58 | Beacon | 2021 |
| 25.31% | 37.63% | 252 | 46 | Beacon | 2022 |
| 18.84% | 11.95% | 312 | 47 | Beacon | 2023 |

| Quartiles | Quartile 1 Lower | Quartile 2 Lower | Quartile 3 Upper | Quartile 4 Upper |
|-----------|------------------|------------------|------------------|------------------|
| Year | %Females | %Males | %Females | %Males |
| 2021 | 88.42 | 11.58 | 84.21 | 15.79 |
| 2022 | 92.41 | 7.59 | 84.75 | 15.25 |
| 2023 | 84.04 | 15.96 | 91.21 | 8.79 |