

# Gender Pay Gap



Gender	Sum of Male Count	Sum GPG Hrly Rate	Male Mean
M	45.00	932.63	20.73

Gender	Sum of Female Count	Sum Hrly Rate	Female Mean
F	321.00	5,477.95	17.07

Gender	Sum of Male Count	Sum GPG Hrly Rate	Male Median
M	45.00	932.63	14.36

Gender	Sum of Female Count	Sum Hrly Rate	Female Median
F	321.00	5,477.95	12.84

## 17.66%

MeanDiff%

## 10.56%

MedianDiff%

Beacon  
Academy  
Mar25  
ReportYrMth

### Full Pay Relevant

Male Count	Female Count	Full pay relevant	Quartiles
8	84	Full Pay Relevant	Quartile 1 Lower
6	85	Full Pay Relevant	Quartile 2 Lower Middle
12	79	Full Pay Relevant	Quartile 3 Upper Middle
19	73	Full Pay Relevant	Quartile 4 Upper
<b>45</b>	<b>321</b>		



# Gender Pay Gap

## Full Pay Relevant

Quartiles	Male Count	Female Count	Full pay relevant
Quartile 1 Lower	8	84	Full Pay Relevant
Quartile 2 Lower Middle	6	85	Full Pay Relevant
Quartile 3 Upper Middle	12	79	Full Pay Relevant
Quartile 4 Upper	19	73	Full Pay Relevant
<b>Total</b>	<b>45</b>	<b>321</b>	

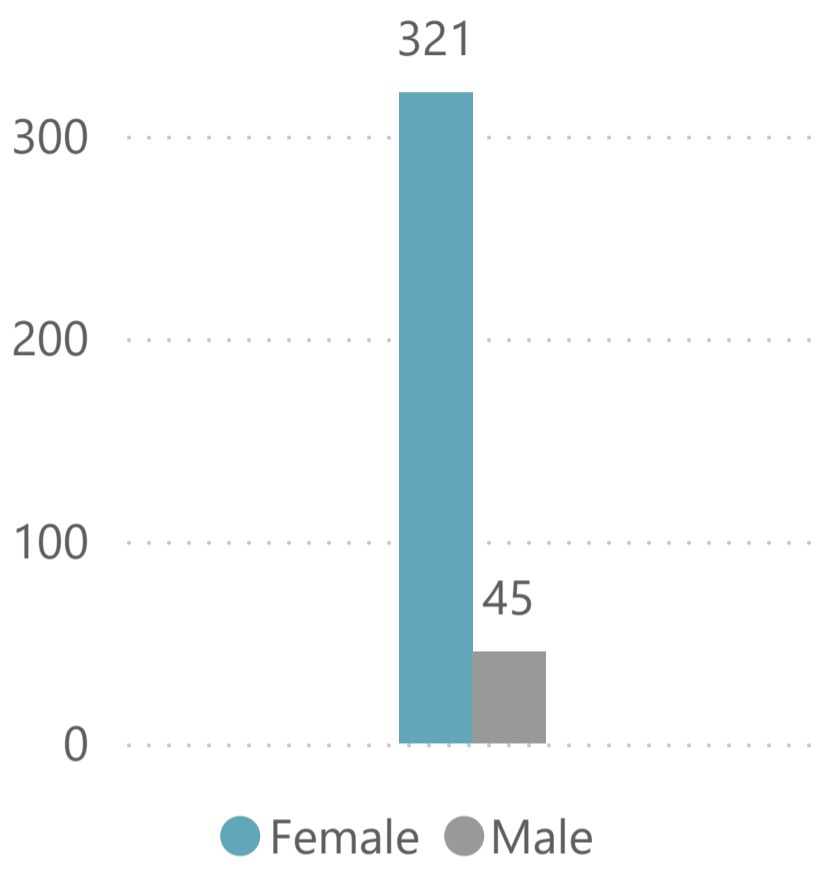
Beacon  
Academy  
Mar25  
ReportYrMth

Quartiles	Females%InQuarter	Male%InQuarter
Quartile 1 Lower	91.30%	8.70%
Quartile 2 Lower Middle	93.41%	6.59%
Quartile 3 Upper Middle	86.81%	13.19%
Quartile 4 Upper	79.35%	20.65%

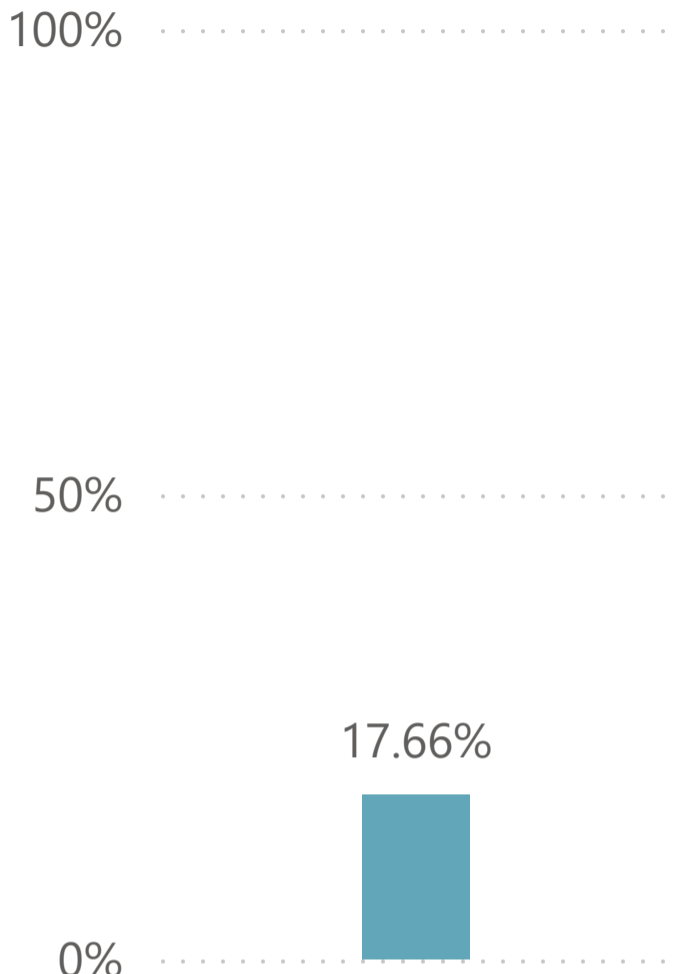
# Gender Pay Gap



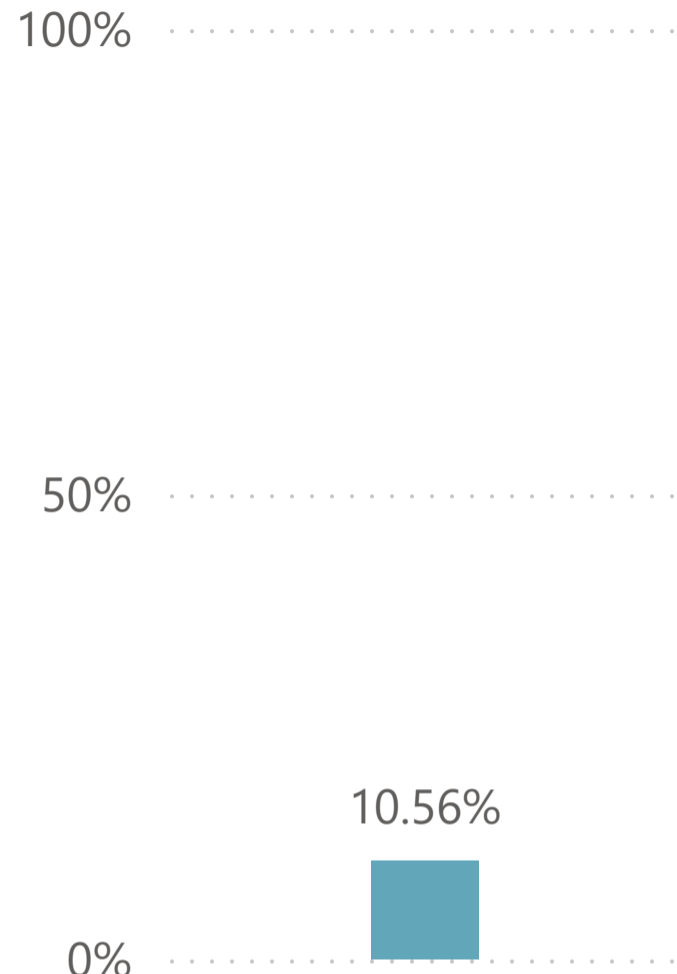
Male/Female Count Current



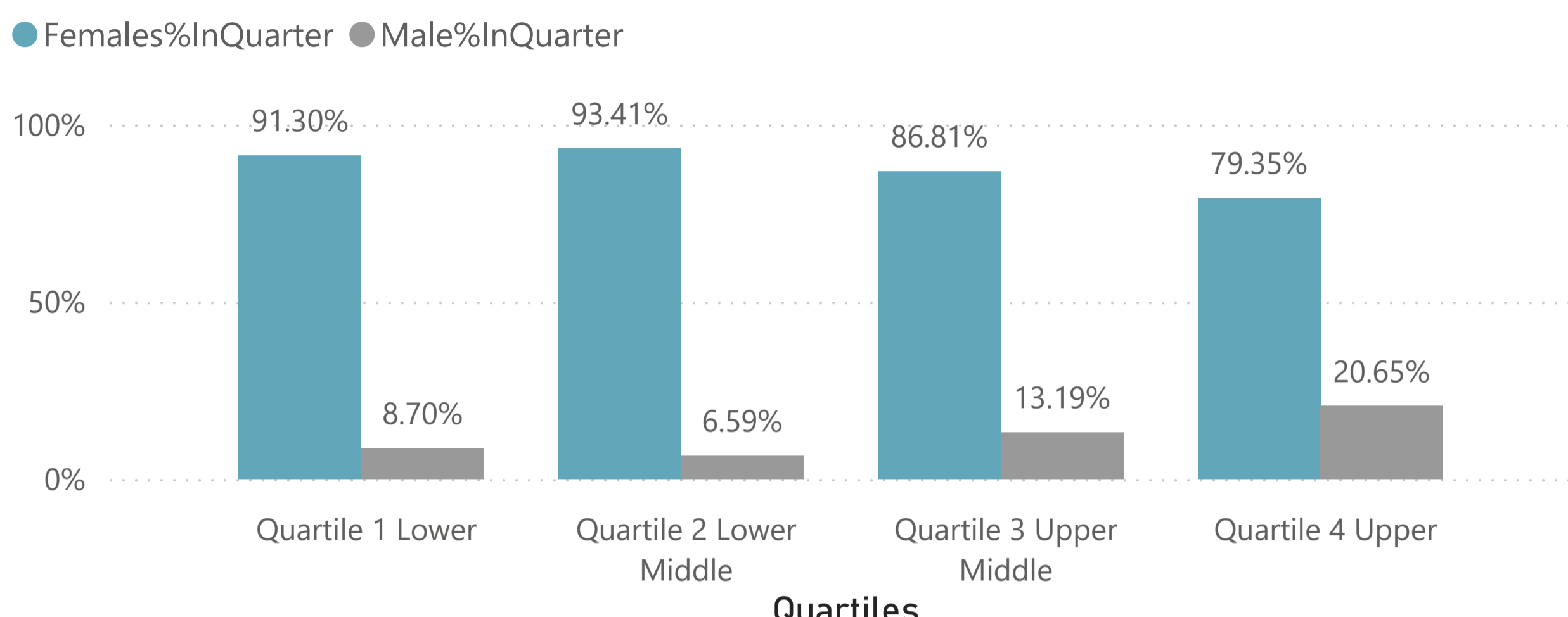
Mean%Diff Current



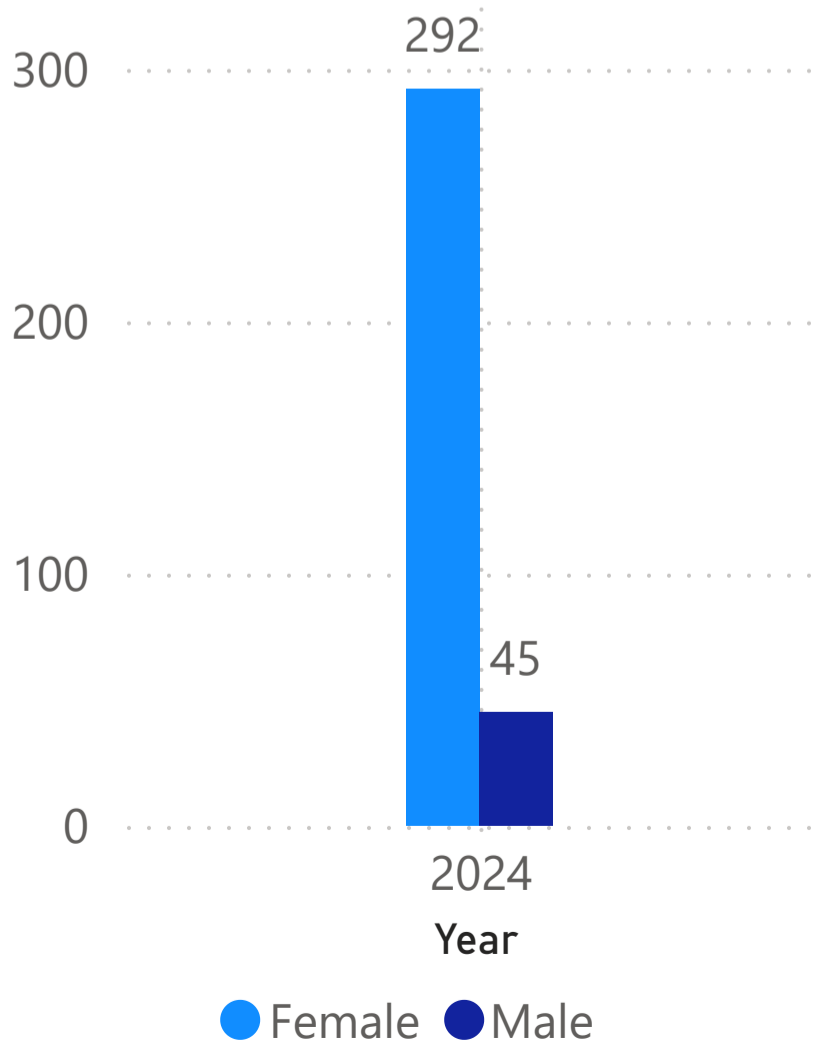
Median%Diff Current



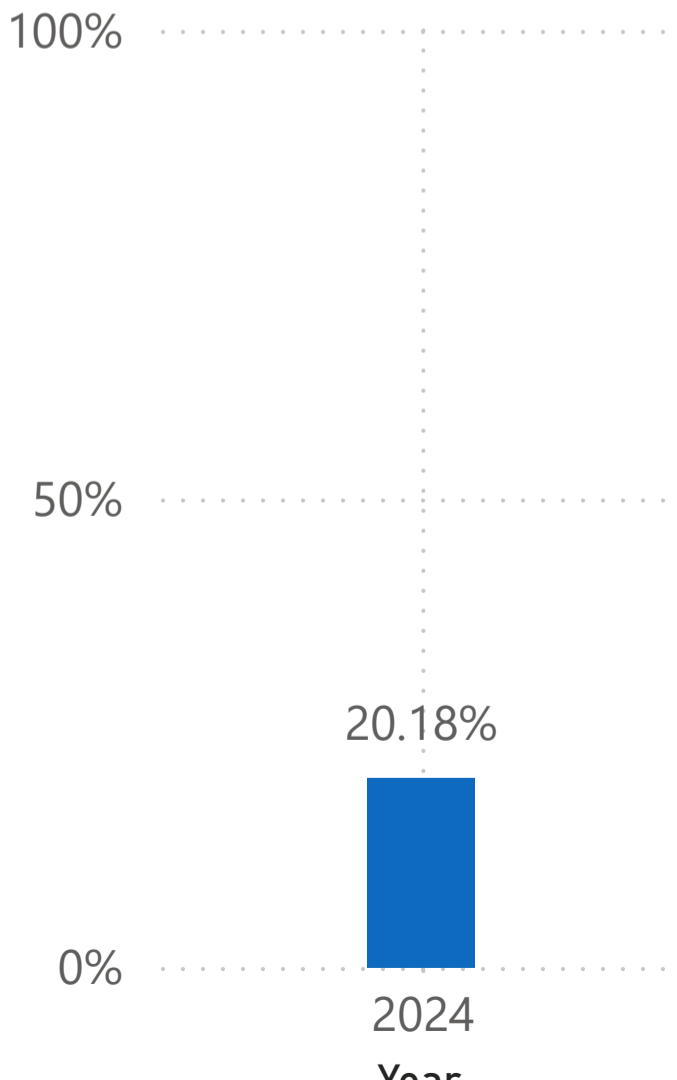
Quartiles Current



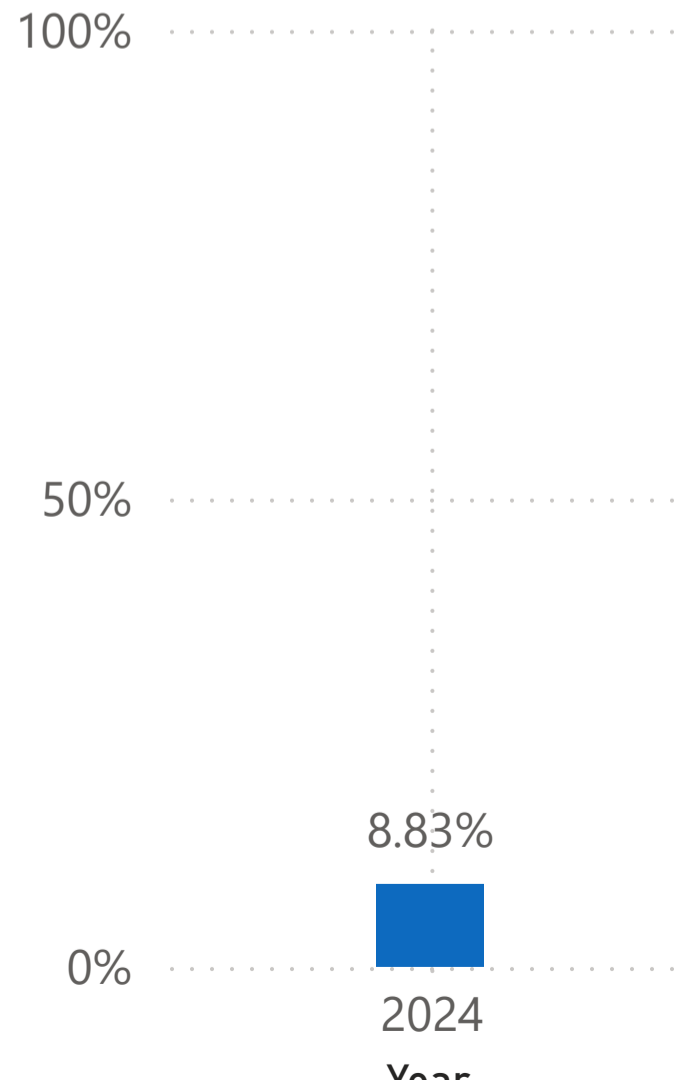
Male/Female Count



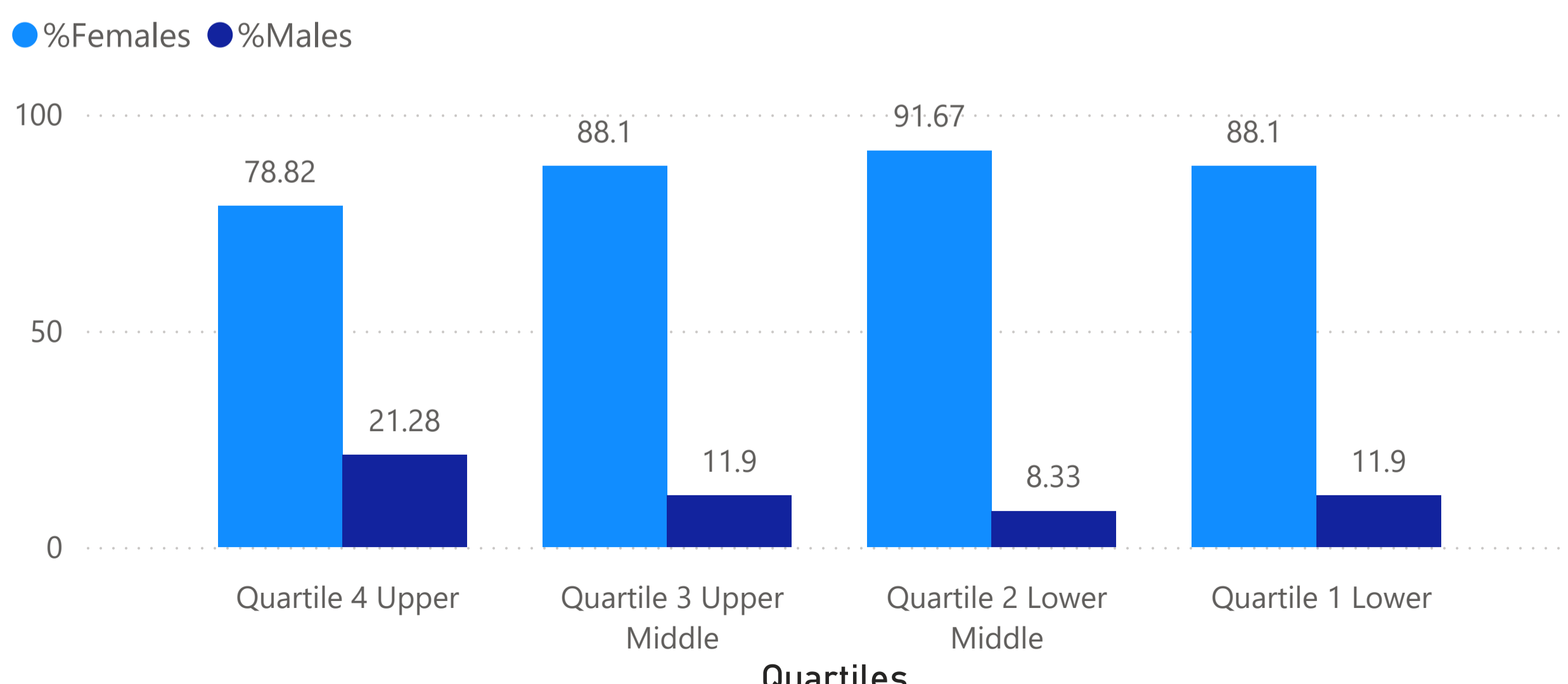
Mean



Median



Quartiles



# Gender Pay Gap



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
20.18%	8.83%	292	45	Beacon	2024

Quartiles Year	Quartile 1 Lower		Quartile 2 Lower Middle		Quartile 3 Upper Middle		Quartile 4 Upper	
	%Females	%Males	%Females	%Males	%Females	%Males	%Females	%Males
2021	88.42	11.58	84.21	15.79	84.21	15.79	82.11	17.89
2022	92.41	7.59	91.3	8.7	84.75	15.25	72.53	27.47
2023	84.04	15.96	93.62	6.38	91.21	8.79	77.5	22.5
2024	88.1	11.9	91.67	8.33	88.1	11.9	78.82	21.28