

**Haberdashers' West Midlands Academies Trust**

**Gender Pay Gap data**

**Snapshot date 31st March 2024**

Difference in mean hourly rate of pay 24.5%

Difference in median hourly rate of pay 54.3%

Difference in mean bonus pay 65.0%

Difference in median bonus pay 58.3%

	<b>Male</b>	<b>Female</b>
Percentage of employees who received bonus pay	1.5%	3.9%

Employees by pay quartile	<b>Male</b>	<b>Female</b>
Upper Quartile	46.9%	53.1%
Upper middle quartile	43.3%	56.7%
Lower middle quartile	22.4%	77.6%
Lower quartile	22.7%	77.3%

Number of employees 250 to 499