

**Haberdashers' West Midlands Academies Trust****Gender Pay Gap data****Snapshot date 31st March 2022**

Difference in mean hourly rate of pay	19.0%		
Difference in median hourly rate of pay	45.9%		
Difference in mean bonus pay	52.2%		
Difference in median bonus pay	66.7%		
Percentage of employees who received bonus pay	<b>Male</b> 3.4%	<b>Female</b> 2.0%	
Employees by pay quartile	<b>Male</b>	<b>Female</b>	
Upper Quartile	46.8%	53.2%	
Upper middle quartile	44.3%	55.7%	
Lower middle quartile	34.2%	64.6%	
Lower quartile	23.8%	76.3%	
Number of employees	250 to 499		