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# CHARLES DARWIN ACADEMY TRUST

## 2023/24 Gender pay gap report

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**Registered address:** Charles Darwin School Jail Lane, Biggin Hill,  
Westerham, Kent, TN16 3AU

**Nature of business  
(SIC):** Education

**Snapshot date:** 31 March 2023

**Employee headcount:** 250 to 499 employees

This employer has not provided extra information on their gender pay gap

[Gender pay gap reporting: guidance for employers \(opens in a new window\)](#)

## Hourly pay gap

In this organisation, women earn 61p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 38.8% lower than men’s.

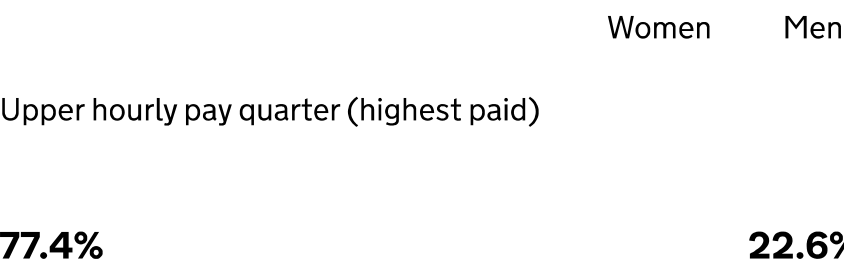


When comparing mean (average) hourly pay, women’s mean hourly pay is 4.4% lower than men’s.

▶ [About median and mean](#)

## The percentage of women in each pay quarter

In this organisation, women occupy 77.4% of the highest paid jobs and 76.6% of the lowest paid jobs.



Upper middle hourly pay quarter

**77.4%**

**22.6%**

Lower middle hourly pay quarter

**77.4%**

**22.6%**

Lower hourly pay quarter (lowest paid)

**76.6%**

**23.4%**

▶ [About pay quarters](#)

## **Bonus pay gap**

### **Who received bonus pay**

No bonuses were paid.