



Gender pay gap service

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CHARLES DARWIN ACADEMY TRUST 2022/23 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 2022

Employee headcount:

Less than 250 employees

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

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 39% lower than men's.

Women Men

39p
less





When comparing mean (average) hourly pay, women's mean hourly pay is 23% lower than men's.

► [About median and mean](#)

The percentage of women in each pay quarter

In this organisation, women occupy 78.5% of the highest paid jobs and 75.9% of the lowest paid jobs.

	Women	Men
Upper hourly pay quarter (highest paid)	78.5%	21.5%
Upper middle hourly pay quarter	77.2%	22.8%
Lower middle hourly pay quarter	75.9%	24.1%
Lower hourly pay quarter (lowest paid)	75.9%	24.1%

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Bonus pay gap

Who received bonus pay

No bonuses were paid.

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Actions to close the gap