

## The Interaction and Communication Academy Trust

Difference in hourly rate of pay - mean	15.6%
Difference in hourly rate of pay - median	8.4%
Difference in bonus pay - mean	0.0%
Difference in bonus pay - median	0.0%
Percentage of Males who received bonus pay	0.0%
Percentage of Females who received bonus pay	0.0%

### Employees by pay quartile

	Quartile	Females	Males
	<i>Upper: 75-100% of full-pay relevant employees</i>	73.7%	26.3%
	<i>Upper middle: 50-75% of full-pay relevant employees</i>	89.3%	10.7%
	<i>Lower middle: 25-50% of full-pay relevant employees</i>	84.2%	15.8%
	<i>Lower: 0-25% of full-pay relevant employees</i>	84.2%	15.8%
	<i>Overall gender split of full-pay relevant employees (not reportable)</i>	<i>82.9%</i>	<i>17.1%</i>