

The Interaction and Communication Academy Trust (ICAT)

Gender Pay Gap Reporting as at 31st March 2023

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, ICAT is required to measure and report on the gender pay gap in the organisation on a snap-shot date of 31 March each year.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation as set out below. We are required to publish the results on our own website and a government website within one calendar year of, for this report, 31 March 2023.

Under the Regulations we are required to report on the following 6 measures

- 1) The difference in the mean pay of full pay men and women expressed as a percentage.
- 2) The difference in median pay of full pay men and women expressed as a percentage.
- 3) The difference in mean bonus pay of full pay men and women expressed as a percentage
- 4) The difference in median bonus pay of men and women expressed as a percentage
- 5) The proportion of men and women who received bonus pay
- 6) The proportion of full pay men and women in each of four quartile bands

The results for the statutory calculations are as follows;

Difference in mean and median hourly rate of pay as at 31st March 2023

	Difference in the mean hourly rate of pay	Difference in the median hourly rate of pay
Pay gap difference as a %	5.9%	-7.5%

Difference in the mean and medium bonus pay as at 31st March 2023

	Difference in the mean hourly rate of pay	Difference in the median hourly rate of pay
Pay gap difference as a %	Not applicable	Not applicable



Academy Trust

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Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	Not applicable
Female employees (% paid a bonus compared to all female employees)	Not applicable

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower Middle	Quartile 3. Upper Middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	21.7	24.5	15.4	25.9
Female (% females to all employees in each quartile)	78.3	75.5	83.9	74.1

Supporting Narrative

ICAT is a small multi academy trust of special schools. The trust operates within the public sector and specifically within education therefore it is common for a higher proportion than average of the workforce to be female.

ICAT is confident that the small gender pay gap identified, is not an issue which arises out of unequal treatment based on gender. The ICAT approach to pay is gender neutral, with pay decisions based on the ICAT pay policy. Pay scales within ICAT are based on the School Teachers Pay and Conditions Document, and for support staff we apply the pay scales inherited through TUPE, which are based on NJC pay values.

Our data shows more females than males in roles. A large proportion of these roles are part-time and/or term time only and do not carry any additional responsibility. These roles tend to attract more women as they offer the hours and flexibility to fit around childcare, which in the UK is still traditionally a female activity. Males tend to want to apply for roles which are full-time and seek to take on added responsibility and promotion where this is available.

However, female ICAT staff in Q1 and Q2 earn marginally more than men, with both the mean and median salaries for women being higher. There are more women with longer service than men and therefore have progressed up the pay scale.