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Chief Executive Officer: Dr. Amanda Costello

The Interaction and Communication Academy Trust

Gender Pay Gap Narrative based on a snapshot of data as at 31st March 2020

Introduction

All companies, including schools/multi-academy trusts, with 250 or more employees are required to publish their gender pay gap under new legislation which came into force in 2017. The snapshot date for relevant employees each year is 31st March.

The gender pay gap is a measure of the difference between the average hourly earnings of men and women and should not be confused with equal pay. Equal pay is the legislation that makes it unlawful to pay people less for doing work of the same value, based on their gender. We take equal pay seriously and we are confident that the required steps are taken in order to ensure that staff are paid fairly in accordance with their job roles.

Employers are required to provide data which shows any gaps in the hourly rate between men and women, on both a median basis (the middle of the range) and the mean basis (the average of all in the range).

In addition, employers are required to show the distribution of gender, the number of men and woman, across four equal quartiles.

Employers are also required to disclose the percentage of staff receiving a bonus and the gender gap in bonus payments.

Note re the method of calculation

The method of calculation used for ICAT, as at March 2020, follows the method set out by Government guidance.

The Gender Pay Reporting Regulations do not account for term time only working. This means that on a technical application of the Regulations, term time only employees could appear to be paid at an artificially low gross hourly rate. This in turn leads to a distorted gender pay gap.



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**The Gender Pay Gap at the Interaction and Communication Academy Trust (ICAT)
 Breakdown of employees (male/female)**

Overall, as at the point of the snapshot, the Trust has a 18% male and 82% female workforce. The percentage of female to male members of staff is higher across all four quartiles of the organisation, however, in quartiles 1 to 3, the breakdown of females to males is broadly in line but in quartile 4, which is the more senior positions, the breakdown is 22/77, i.e. the ratio of males to females is greater at the higher end.

	Male		Female		Total
	Number	%	Number	%	Number
Q1	15	19.48%	62	80.52%	77
Q2	9	11.84%	68	89.47%	76
Q3	11	14.29%	66	85.71%	77
Q4	22	28.57%	55	71.43%	77
Total	57	18.51%	251	81.49%	308

The Gender Pay Gap within ICAT

See Appendix 1

Overall pay gap based on a median basis

The overall gender pay gap as at 31st March 2020 is **15.11%** on a median basis.

This is compared to a UK median of 15.5% in April 2020, as reported by the Office for National Statistics.

Overall pay gap based on a mean basis

The overall gender pay gap as at 31st March 2019, based on the mean hourly rate, is **17.27%**.

Narrative

ICAT are pleased to note that the mean gender pay gap has reduced significantly since 2018. The mean overall pay gap stood at 22.8% in 2018 and has reduced to 17.27% in 2020. The gender mix of the most senior roles in the organisation remained similar to that of the previous period and we continue to be proud that women hold the majority of the most senior positions in our organisation.

ICAT is confident that the 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.

The data identifies there are a significantly higher number of female to male employees across ICAT in all quartiles, with men earning marginally more than women across all quartiles.

Our data shows more females than males in roles which are at the lower end of the pay band. 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 to apply, as they offer the hours and flexibility to fit around childcare, which in the UK is still traditionally a female activity. Term time only working is particularly attractive for women who have children, and it is still traditional that it will be women who will apply for term time only roles, not men. It is also common that women returning from maternity leave, or those who have school aged children, will seek to give up posts which carry responsibility as they perceive this to give them better work/life balance with their families. 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.

ICAT does not pay any bonus payments so does not have any data to present and no gender pay gap relating to bonus payments.

What does this mean for ICAT?

Whilst the gender pay gap data presented for ICAT compares relatively favourably to the National Statistics we must seek to close the gap further.

Actions ICAT can take to support this are:

- refer to the government 'actions to close the gender pay gap' report for guidance on how best to reduce the gap
- continue with equal opportunity recruitment practices
 - using gender neutral language in job adverts
 - using a variety of channels to attract a diverse field of candidates
- continue with and seek to enhance well-being, work-life balance initiatives and promote smarter working practices outcomes of which will be reviewed and analysed annually
- continue to maximise and encourage development and progression opportunities for all employees, regardless of gender
- identify and support all employees, regardless of gender, to maximise their professional opportunities
- flexible working – new policy and application process has been created for the Trust outcomes of which will be reviewed and analysed annually
- continue with the fair and consistent application of ICAT policies across the MAT
- review of recruitment equalities data, with particular focus on gender and ethnicity



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Statutory Information

Difference in mean and median hourly rate of pay as at 31st March 2020

	Difference in the mean hourly rate of pay	Difference in the median hourly rate of pay
Pay gap difference as a %	17.27%	15.11%

Difference in the mean and medium bonus pay as at 31st March 2020

	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



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Appendix 1:

	Male Mean	Female Mean	Gap	%
Q1	£8.04	£7.77	£0.27	3.36%
Q2	£8.69	£8.57	£0.12	1.38%
Q3	£10.60	£10.53	£0.07	0.66%
Q4	£23.46	£23.06	£0.40	1.71%
	Male Median	Female Median	Gap	%
Q1	£8.25	£8.21	£0.04	0.48%
Q2	£8.64	£8.61	£0.03	0.35%
Q3	£10.68	£10.68	£0.00	0%
Q4	£23.50	£22.51	£0.99	4.21%



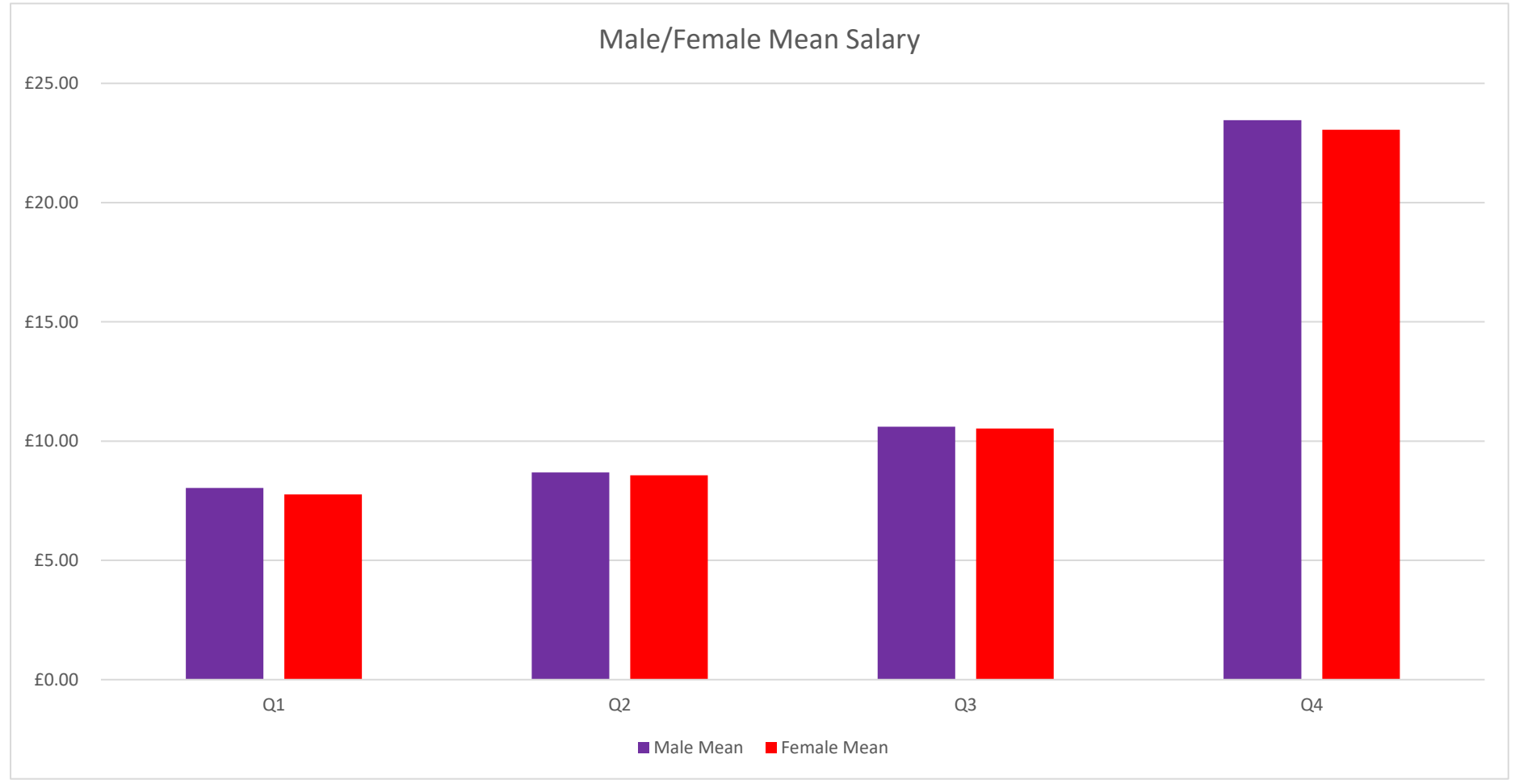
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