



Providing Opportunities, Inspiring Success

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Chief Executive Officer: Gill Robinson OBE

## **The Interaction and Communication Academy Trust**

### **Gender Pay Gap Narrative based on a snapshot of data as at 31<sup>st</sup> March 2018**

#### **Introduction**

In 2018, all companies, including schools/multi-academy trusts, with 250 or more employees were required to publish their gender pay gap under new legislation which came in to force in 2017. The snapshot date for relevant employees each year is 31<sup>st</sup> March. Due to Milton School only joining the Trust in March 2018, this is ICATs first year of reporting.

The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees.

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 2018, 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 20.4% male and 79.6% 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, i.e. 15/85, but in quartile 4, which is the more senior positions, the breakdown is 30/70, i.e. the ratio of males to females is greater at the higher end.

	Male		Female		Total
	Number	%	Number	%	Number
<b>Q1</b>	14	17.3%	67	82.7%	81
<b>Q2</b>	11	13.6%	70	86.4%	81
<b>Q3</b>	16	19.8%	65	80.2%	81
<b>Q4</b>	25	30.9%	56	69.1%	81
<b>Total</b>	66	20.4%	258	79.6%	324

### The Gender Pay Gap within ICAT

See Appendix 1

*Overall pay gap based on a median basis*

The overall gender pay gap as at 31<sup>st</sup> March 2018 is 13.9% on a median basis.

This is compared to a UK median of 8.6% in April 2018 and 9.1% in April 2017, as reported by the Office for National Statistics.

*Overall pay gap based on a mean basis*

The overall gender pay gap as at 31<sup>st</sup> March 2018, based on the mean hourly rate, is 22.8%.

## Narrative

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 women in Q1 and Q3 earning marginally more than men, and in Q4, the top end, men are earning more than women.

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.

However, female ICAT staff in Q1 and Q3 earn marginally more than men, with both the mean and median salaries for women being higher. One explanation for this difference is that at this level, there are more women with longer service than men and therefore have progressed up the pay scale.

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 is comparable to the National Statistics we must seek to close the gap further.

Actions ICAT can take to support this are:

- 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



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- continue with and seek to enhance well-being, work-life balance initiatives and promote smarter working practices
- 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
- continue with the fair and consistent application of ICAT policies across the MAT

### **Statutory Information**



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Difference in mean and median hourly rate of pay as at 31<sup>st</sup> March 2018

	Difference in the mean hourly rate of pay	Difference in the median hourly rate of pay
Pay gap difference as a %	22.8%	13.9%

Difference in the mean and medium bonus pay as at 31<sup>st</sup> March 2018

	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

Proportion of males and females in each quartile band

See table on page 2



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**Appendix 1:**

	<b>Male Mean</b>	<b>Female Mean</b>	<b>Gap</b>	<b>%</b>
<b>Q1</b>	£8.95	£9.03	-£0.08	-0.89
<b>Q2</b>	£9.38	£9.68	0	0
<b>Q3</b>	£10.94	£11.46	-£0.52	-4.75
<b>Q4</b>	£35.32	£34.44	£0.88	2.49
	<b>Male Median</b>	<b>Female Median</b>	<b>Gap</b>	<b>%</b>
<b>Q1</b>	£9.16	£8.90	£0.26	2.83
<b>Q2</b>	£9.68	£9.68	0	0
<b>Q3</b>	£10.65	£11.61	-£0.96	-9.01
<b>Q4</b>	£34.28	£31.78	£2.50	7.7%



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