

## Interaction and Community Academy Trust

Difference in hourly rate of pay - mean	22.8%
Difference in hourly rate of pay - median	18.6%
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>	66.2%	33.8%
	<i>Upper middle: 50-75% of full-pay relevant employees</i>	85.9%	14.1%
	<i>Lower middle: 25-50% of full-pay relevant employees</i>	88.6%	11.4%
	<i>Lower: 0-25% of full-pay relevant employees</i>	84.3%	15.7%
	<i>Overall gender split of full-pay relevant employees (not reportable)</i>	<b>81.2%</b>	<b>18.8%</b>