

# INVICTUS

Education Trust

## Invictus Education Trust – Gender Pay Gap Analysis Report 30<sup>th</sup> March 2023

From 6<sup>th</sup> April 2017 employers in Great Britain with more than 250 employees are required by law to publish the following information as at a snapshot date. The gender pay gap snapshot for Invictus Education Trust is taken at 31<sup>st</sup> March 2022 and reported by 30<sup>th</sup> March 2023.

We are required to report the following:

- percentage of men and women in each hourly pay quarter
- mean (average) gender pay gap for hourly pay
- median gender pay gap for hourly pay
- percentage of men and women receiving bonus pay
- mean (average) gender pay gap for bonus pay
- median gender pay gap for bonus pay

According to the Office of National Statistics, the overall national average gender pay gap for the UK at April 2022, across all sectors, was 14.9%



Mean average  
Gender Pay = 17%



**Upper**  
Female 66%



**Middle Upper**  
Female 66%



**Third Quartile**  
Female 76%



**Fourth Quartile**  
Female 87%

Median gender  
pay gap = 24.6%

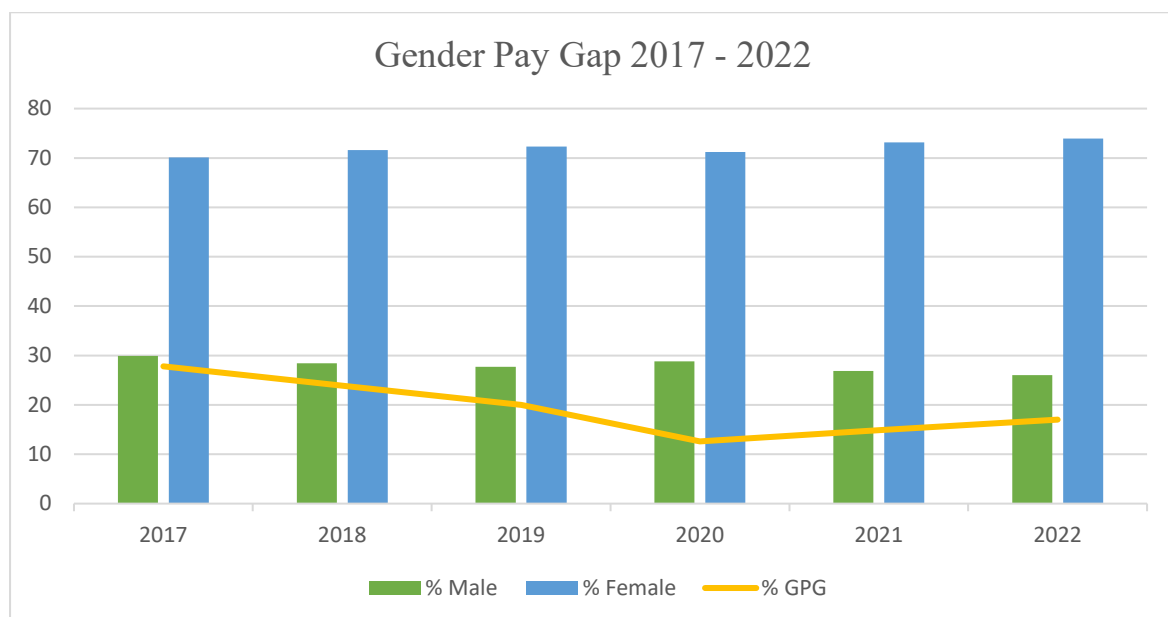
Male 34%

Male 34%

Male 24%

Male 13%

Invictus Education Trust does not make bonus payments therefore the requirement to report on this difference is not applicable.



Invictus Education Trust Gender Pay Gap Report March 2023 – Snapshot Date March 2022

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Invictus Education Trust's Gender Pay Gap for March 2022 is 17%, which shows an increase of just over 2.1% from March 2021, however, this is still much lower than 20% shown at March 2019.

At Invictus Education Trust we have a significant number of female staff holding senior positions, however, in the last 12 months there has been a shift in our Headteacher staff group. We now have a higher number of male Headteachers compared to last year. 43% of our Headteachers are female compared to 77% last year.

The Trust operates a fair and safer recruitment process and also employs staff on NJC Terms and Conditions for Support Staff or School Teachers Terms and Conditions for Teaching members of staff. Both sets of terms and conditions have job evaluation or salary parameters for different roles to ensure pay is fair and equitable for the job role.

The current gap is influenced by the roles held by the genders across the different areas of work. Our Trust employs a higher percentage of female staff (73.96%) compared to male staff (26.04%). The main reason for our pay gap is that women typically occupy lower paid non-teaching roles.