

# INVICTUS

Education Trust

## Invictus Education Trust – Gender Pay Gap Analysis Report

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires us to publish details of our gender pay gap. The gender pay gap snapshot for Invictus Education Trust is taken at 31<sup>st</sup> March 2023 and reported by 30<sup>th</sup> March 2024.

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 2023, across all sectors, was 14.3%.



Mean average  
Gender Pay = 18.34%

**Upper**  
Female 58.8%

**Middle Upper**  
Female 66.3%

**Third Quartile**  
Female 71.8%

**Fourth Quartile**  
Female 91.2%

Median gender  
pay gap = 26.77%

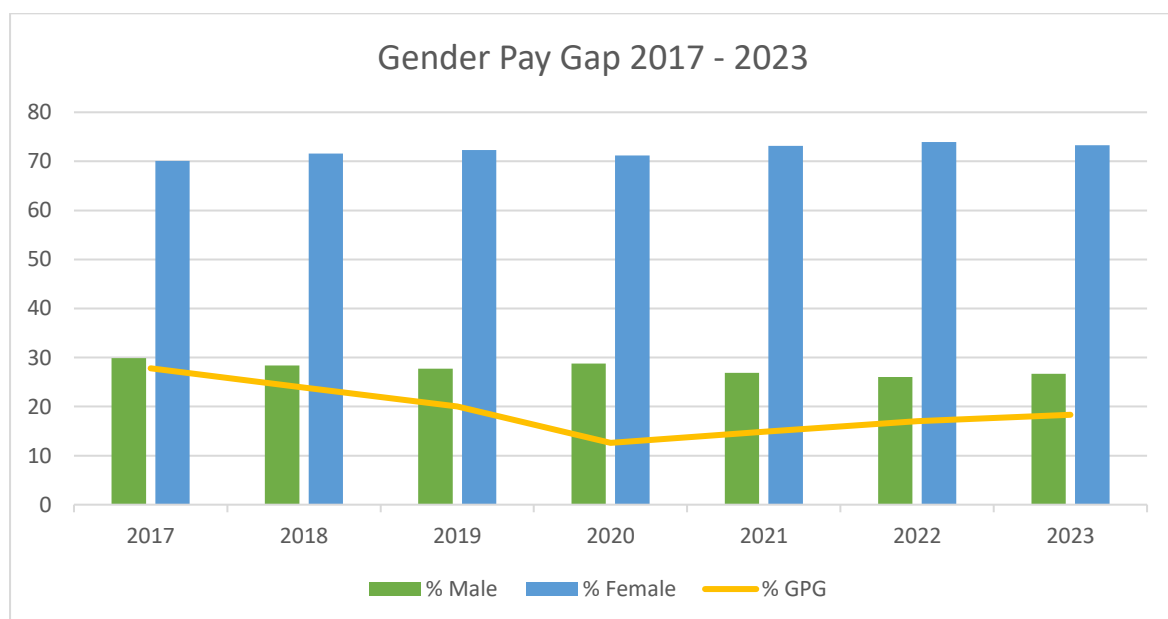
Male 41.2%

Male 33.7%

Male 28.3%

Male 8.8%

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 2024 – Snapshot Date March 2023

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## Education Trust

The above chart shows the percentage of male and female staff within Invictus annually since 2017 and the gender pay gap is shown as a variable line to reflect the gender pay gap. This illustrates a decrease from 2017 to 2020 and an increase from 2021 to 2024.

Invictus Education Trust's Pay gap for March 2023 (reported in March 2024) is 18.34% compared to 17% March 2022 (reported March 2023), however, this is still much lower than 20% as was shown at March 2019.

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 (73.31%) compared to male staff (26.69%). The main reason for our pay gap is that women typically occupy lower paid non-teaching roles.

It is the large number of females in the lower paid roles which adversely affects the median average hourly rate comparison. These roles in the main offer term time working and therefore are far more popular for females than males.

### Gender Pay Gap Benchmarking

The Local Government Association published an analysis of the Gender Pay Gap in education specifically the school sector. The data they have used is predominantly from Multi Academy Trusts, this might be due to non-MAT's not employing the number of staff to hit the reporting guidelines, (250 employees). The report is based on the Gender Pay Gap figures from 2022, this report shows that MATS with schools both in Primary and Secondary establishments have seen an increase in their gender pay gap over the last few years. The mean average for these MATs who operate across primary and secondary this year is 18.78% (ours this year is 18.34%) and the median average was 30.19% (ours this year is 26.77%).

This demonstrates that whilst we have identified a gender pay gap in favour of men, our data is similar to other MATS operating across the Primary and Secondary sector that we operate in.

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.