

# INVICTUS

Education Trust

## Gender Pay Gap Analysis

As an employer of more than 250 people (691 in total), Invictus Education Trust is required by law to report on our Gender Pay Gap and make this information publicly available on our own website as well as to submit our findings to the Government.

These statistics are presented as at 5th April 2018.

The gender pay gap measures the difference between men's and women's average earnings based on an hourly rate and is expressed as a percentage of men's pay. According to the Office of National Statistics, the overall national average gender pay gap for the UK at April 2017 was 19.2%, and the average for the education sector was 18.3%.\*

\*Office of National Statistics 2017

### Our Gender Pay Gap Results

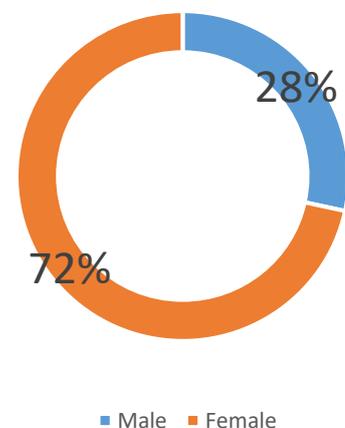
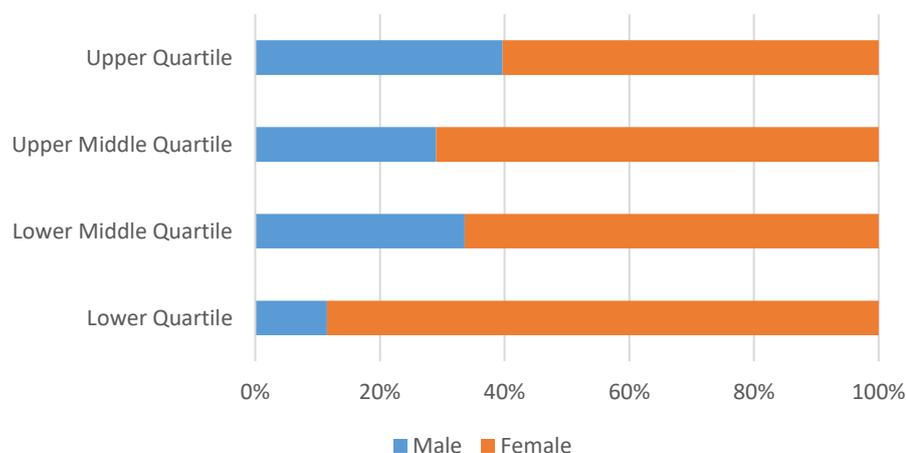
#### Difference in hourly rate

Mean gap = 23.9%

Median gap = 37.5%

There is no provision for the payment of bonuses at Invictus, therefore the requirement to report on the proportion of our employees receiving them is not applicable.

### Gender distribution by pay Quartiles



## Understanding the Gap

The gender pay gap is much more influenced by the distribution of roles held by men and women across different areas of work. Gender pay analysis seeks to understand the causes of any gaps that arise.

An organisation can have completely fair and appropriate pay processes but still have a pay gap one way or the other because men and women are unevenly distributed in jobs across the workplace.

Our analysis of the results show that a high percentage of our workforce is female (72% female, 28% male). The pay quartile analysis highlights that our gender pay gap is isolated to the lower pay quartile, in which there is a significant imbalance with regards to the proportion of men and women in this section of our workforce (88.5% female, 11.5% male). The lower quartile includes a range of support roles in areas such as catering, cleaning and lunch time assistants, which are predominantly occupied by women. This is the reason for our pay gap in favour of men.