

INVICTUS

Education Trust

Employee Communication: Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of 31st March 2017.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. Invictus Education Trust has structured Teaching Pay Scales and Support Staff Pay Scales that correspond to National Teachers Pay Scales and Local Authority Pay Scales and are not gender specific.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our HR and Payroll Data.

You can learn more about Gender Pay Reporting by visiting: www.acas.org.uk/genderpay.

Invictus Education Trust Gender Pay Gap Analysis March 2017 can be found on the following page.



Andrew Griffiths OBE

Executive Headteacher/CEO

INVICTUS EDUCATION TRUST GENDER PAY GAP ANALYSIS 2017/2018

The data below is calculated using March 2017 Payroll. However, certain casual employees were not included in the data collection, due to the irregular nature of their pay.

Female Employees - 376

Male Employees - 161

1. Difference in mean hourly rate of pay	27.80%
2. Difference in median hourly rate of pay	54.20%
3. Difference in mean bonus pay	0%
4. Difference in median bonus pay	0%

	<u>Male</u>	<u>Female</u>
5. Percentage of employees who received bonus pay	0%	0%

6. Employees by pay quantile	<u>Male</u>	<u>Female</u>
Upper Quantile	42.1%	57.9%
Upper Middle Quantile	30.8%	69.2%
Lower Middle Quantile	34.8%	65.2%
Lower Quantile	12.3%	87.7%

Size of Organisation

Number of employees within your organisation: 500 - 999

Published details can be found on GOV.UK Gender Pay Gap website