

## **Gender Pay Gap Report – University of Chichester (Multi) Academy Trust**

Published March 2025

Summary data from 31 March 2024

### **The median gender pay gap figure**

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid. A median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Medians are useful to indicate what the ‘typical’ situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

### **The mean (average) gender pay gap figure**

The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women. A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list.

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. But very high or low hourly pay can ‘dominate’ and distort the figure.

Below are details of Gender Pay Gap data from the Trust:-

	<b>Year of Report</b>	<b>Difference in mean hourly pay (%)</b>	<b>Difference in median hourly pay (%)</b>
<b>UNICAT</b>	<b>2024</b>	<b>25.80</b>	<b>50.06</b>

### **Reasons for the Pay Difference in the Education Sector**

**Part-Time and Flexible Working Patterns** – A significant number of women in education take on part-time roles due to caregiving responsibilities. These roles are primarily within the professional Services sector of the Trust and include Teaching Assistants, Lunchtime Supervisors and administrative roles.

**Impact of Maternity Leave and Career Breaks** – Women who take extended career breaks for maternity leave or family care often return to work in lower-paid or part-time roles, affecting long-term salary progression and pension contributions. If an employee is returning to their existing role following a period of maternity leave, then this will not be the case as there will be no change to their conditions, unless specifically requested.

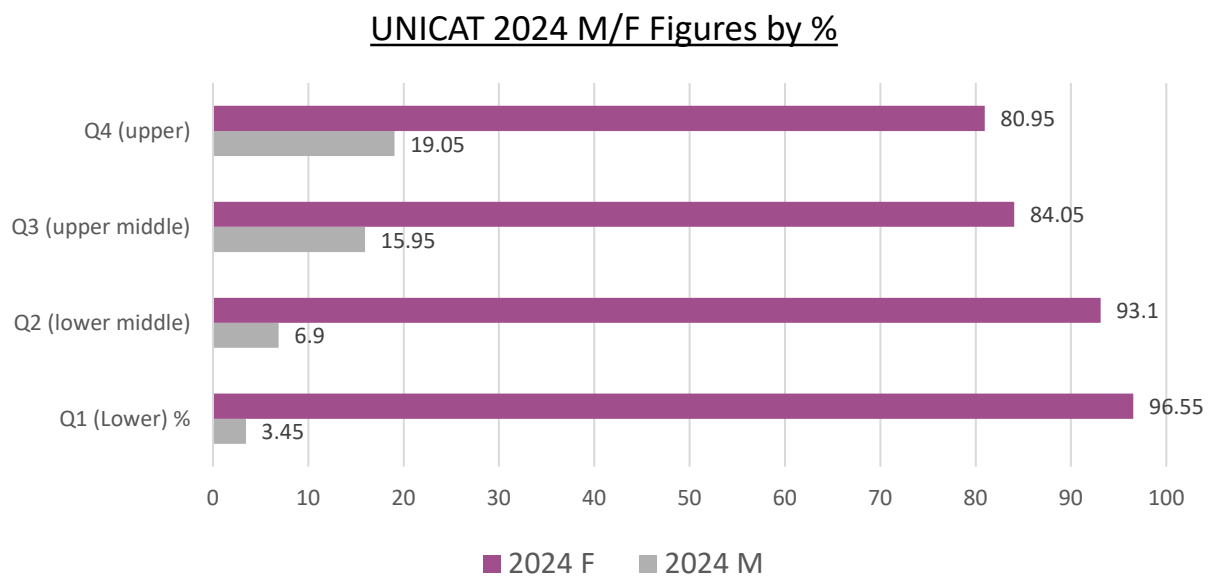
**Social Pressures and Norms** – These often influence gender roles and can shape the types of interests, occupations and career paths which men and women follow and therefore their level of pay.

**Stereotypes and Biases** - Bias, whether conscious, inherent, or unconscious, can affect important processes which influence promotion and pay decisions, all of which can affect the gender pay gap. Examples include writing recruitment advertisements, interviewing candidates, returning to school after a career break, requesting flexible working, performance-related pay decisions, or work patterns.

### Pay Quartiles

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation. These can be seen in the table below:-



### Results

The quartile comparison shows that the Trust has a significantly higher number of females compared to males in all quartiles. As stated in the latest available data from the School Workforce Census 2023 (published – 2023) the teaching workforce continues to be predominantly female (76% female) Despite that, males are more likely to be in leadership positions although that is not reflected within the Trust. Within professional services roles, it is also recognised that the workforce is dominated by females in all quartiles. Since 2022, the Trust has seen an increase in males in Q4 roles, rising from 3.45% to 19.05%. Q1 and Q2 quartiles has seen an increase of females and Q3 a reduction of females holding these roles. These results demonstrate that more work is required to ensure that the gender imbalance is addressed across all quartiles.

## **Gender Pay Gap Action Plan**

The following actions are in place within the Trust to help address any gender imbalances. However, a more proactive approach to ensure they are practiced across the whole Trust will be introduced.

### **Recruitment and Promotion**

- Ensure recruitment processes are in place to eliminate gender bias in recruitment and promotion.
- Ensure job advertisements use inclusive language to attract diverse applicants.
- Encourage internal applications from female employees for leadership positions.
- Further promotion of development training opportunities such as National Professional Qualifications and other leadership qualifications through apprenticeships.

### **Pay and Reward Structures**

- Ensure transparency in pay structures and career progression pathways. In order to achieve this, UNICAT has developed a structured career path that clearly defines development opportunities for all within the Trust and a clear route to achieve career goals.

### **Awareness and Cultural Change**

- Conduct recruitment training for recruitment managers and leadership teams.
- Ensure those responsible for recruitment have conducted mandatory unconscious bias training.
- Raise awareness about gender equality through internal communications.

### **Conclusion**

UNICAT is committed to closing the gender pay gap by addressing the structural and cultural factors that contribute to pay disparities. Through targeted actions in recruitment, career development and pay transparency the Trust aims to create a more equitable working environment for all employees. Regular monitoring and assessment will ensure continuous improvement and accountability in achieving gender pay equality.