

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

Published March 2026

Summary data from 31 March 2025

Introduction

The University of Chichester (Multi) Academy Trust is committed to ensuring fairness, transparency, and equality across all areas of employment. This report is based on snapshot data taken on 31 March 2025.

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.

Understanding the Gender Pay Gap

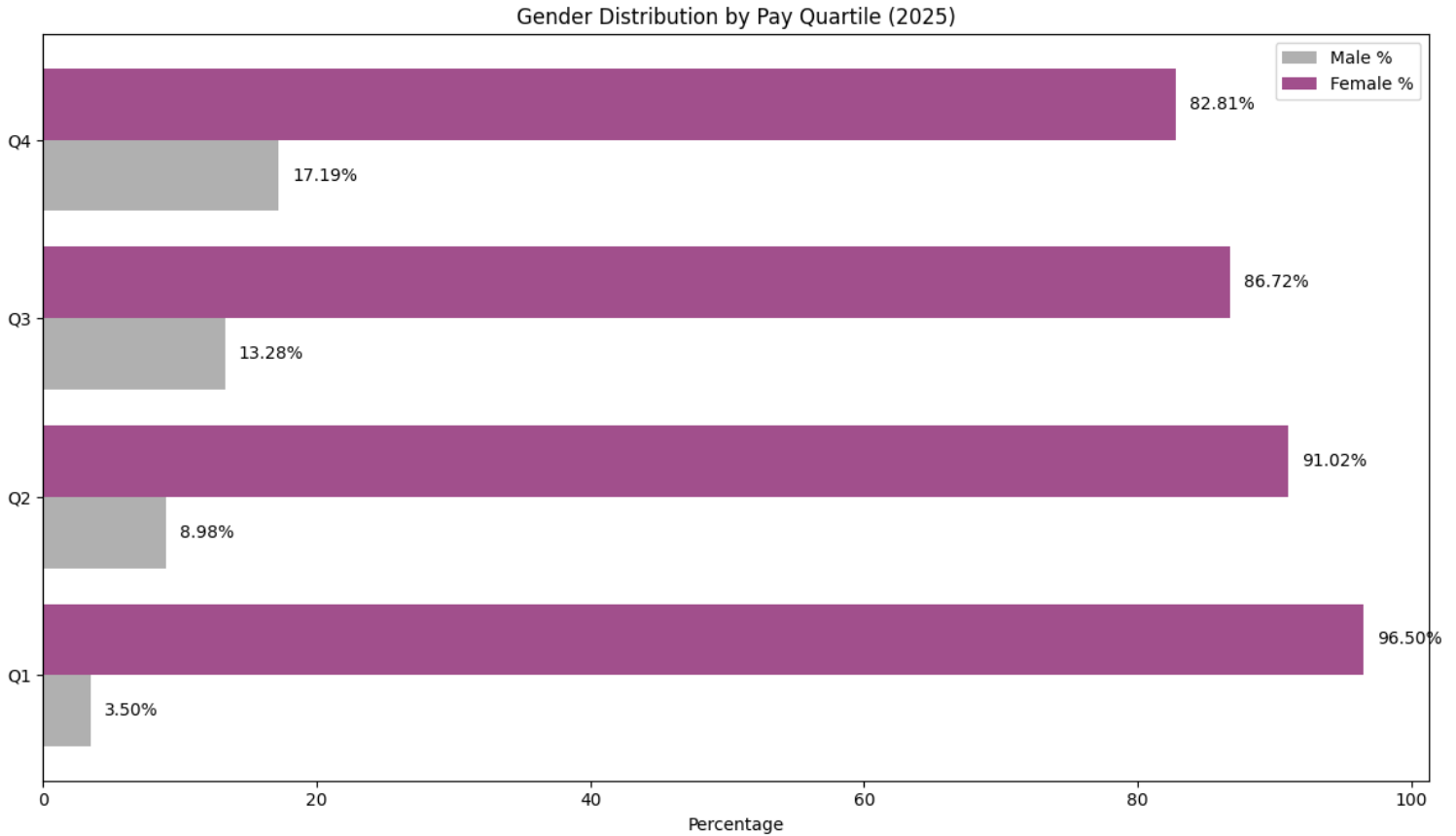
The mean gender pay gap is **24.10%** and the median gender pay gap is **45.56%**. These figures demonstrate that there is still a gap between genders, these figures are heavily influenced by a shortage of males filling roles in the two lower quartiles, whilst in the two upper quartiles it reflects a higher-than-expected number of females in these roles. Both of these factors will have an effect on the mean and median pay gap data.

Factors Influencing the Gender Pay Gap

Sector norms, part-time patterns, career breaks, and occupational segregation continue to shape pay outcomes.

Pay Quartiles

The distribution of male and female employees across pay quartiles reflects a predominantly female workforce across all levels.



Bonus Pay

No bonus payments were issued during the 2025 reporting period; therefore, all bonus gaps remain at 0%.

Results

As with previous years, 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 2024/25 the teaching workforce continues to be predominantly female (76% female), which is unchanged from the previous report.

On a national scale proportionally, female teachers are less likely than their male counterparts to be in leadership positions (head teachers, deputy heads, assistant heads), however this difference has reduced over time. This trend is not reflected in the Trust where the majority of leadership roles are filled by females.

Nationally, Professional Services staff are predominantly female, however there are differences by post. 94% of administrative staff are female, 92% of teaching assistants, 89% of other support

staff, 74% of auxiliary staff, 82% of leadership non-teachers and 70% of school business professionals. Technicians are more evenly split on sex (55% female). Within the Trust this trend is broadly comparable.

Gender Pay Gap Action Plan

The following actions remain in place within the Trust to help address any gender imbalances.

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

Our gender pay gap reflects the distribution of roles in our sector: women make up most entry-level/support roles (e.g., classroom support and admin), while men are under-represented in the lower pay quartiles. This composition raises the overall male average pay and, in turn, the reported gap. However, as our data shows we are a predominantly female workforce, and women are strongly represented in senior and leadership roles across the Trust.

The Trust remains committed to reducing gender pay disparities and supporting equitable career development opportunities.