

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

Published March 2023

Summary data from 31 March 2022

### **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>2022</b>	<b>34</b>	<b>55.5</b>

### **Reasons for the Pay Difference**

Reasons for the difference are generally down to females being employed on a part-time basis in roles that fit around childcare responsibilities. These are normally the lower paid roles such as lunchtime supervisors, TA's, cleaners etc...

### **Pay Quarters**

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.

	Year of Report	Q1 (lower) %	Q2 (lower middle) %	Q3 (upper middle) %	Q4 (upper) %
UNICAT	2022	M – 21/F – 79	M – 15/F – 85	M – 4/F - 96	M – 1/F – 99

## **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 2021 (published – June 2022), the teaching workforce continues to be predominantly female. Despite that, males are more likely to be in leadership positions although that is not reflected within the Trust.

## **Gender Pay Gap Action Plan**

It is proposed that the following actions be considered for implementation to address any issues within the Trust:-

- Actively seek to recruit more males to address the statistics above, particularly in the Upper and Upper Middle Quartiles.
- Fair and transparent recruitment process to ensure there is no gender bias and that Job roles continue to be evaluated to ensure fair pay.
- Schools are encouraged to make sure that interview panels are split with a mix of genders to ensure no gender bias. This action is already actively promoted in Trust schools.
- Promote actions in schools to retain female employees post maternity leave.
- Create a clear and distinct careers pathway that identifies routes for staff to develop themselves and be able to progress to other roles within the Trust. This exercise is already in the process of being developed.
- Maintain the succession planning process already in place which has resulted in 3 females moving into headship roles from within the Trust.
- When writing job adverts be aware of the language being used. Use a gender de-coder program to identify male and female coded words in order to balance the language used.
- Remove the 'current salary' field in the Trust application form.
- Encourage flexible working (where possible) within the Trust.