



Gender Pay Gap Report 2022/23



UNIVERSITY OF
CHICHESTER

Introduction

Our mission is to be a university community that inspires and enables individuals to exceed their expectations by providing students and staff alike with the opportunity to achieve excellence.

We are committed to advancing gender equality as we want to ensure that every individual who studies, or works with us in any capacity, has the opportunity to be themselves and flourish. We recognise that, although there are societal barriers and external factors, our structure, processes and decision making can close the gender pay gap and we will take actions to address.

The University is committed to providing professional development opportunities and support to women who wish to progress through the organisation.

Legal obligations

This report complies with the Gender Pay Gap legislation introduced in 2017 for all employers with more than 250 employees to publish their gender pay gap as at a snapshot date of 31 March the previous year. This is then published on the Government website and is publicly available for comparison and review. This report is based on data for employees of the University on 31 March 2022.

The University's Gender Pay Gap



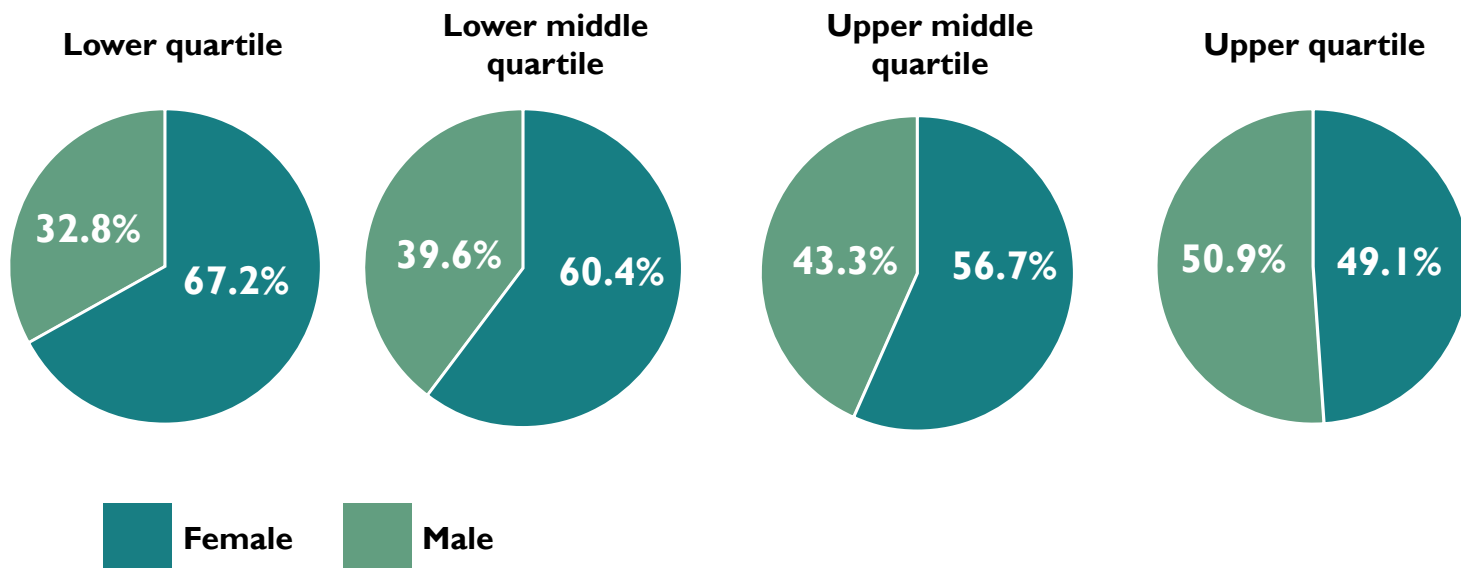
Mean Gender Pay Gap

11.6%

Median Gender Pay Gap

8.5%

Distribution of gender across pay quartiles



Why is there a gender pay gap?

- There is an uneven distribution of women across the organisation. There are more women than men in lower quartiles, and the upper-middle quartile, but more men than women in the upper quartile. The highest percentage of women are in the lower two quartiles. These roles include administrative, cleaning services, and temporary hourly-paid roles (e.g. student ambassadors).
- Within each of the quartiles, with the exception of the lower quartile, the average pay for men is higher than the average pay for women.
- There were a higher number of women in part-time administrative and cleaning roles. When these roles are recruited for, they tend to attract female applicants.
- There were more men than women in senior leadership roles at the University.

What action is the University taking?

Increasing lower pay spines by a greater percentage than higher pay scales, protecting those on lower pay scales, who are predominantly women and closing the gap between lowest and highest paid.

Delivered a Career Development Programme for Professional Services staff based on the AUA Professional Behaviours, to increase skills and visibility, provide opportunities to network and support the opportunity to move into future roles.

Academic colleagues deliver an accredited Leadership and Management Programme aimed at developing the capability of middle managers to aid with succession planning and encourage networking at this level.

We continue to support University-wide online Unconscious Bias and Equality and Diversity training, essential for all staff, tracking and monitoring completion. Face-to-face sessions are also available. We also continue to utilise anonymised shortlisting for recruitment.

We support a Women's networking group and a networking group for staff with children with the aim of helping to improve flexible working arrangements at all levels to improve family friendly policies and working practices. We plan to launch a Carers Network.

We continue to monitor the percentage of female applicants, the percentage being interviewed, the percentage appointed and starting salaries in order to identify any issues at the recruitment stage.

We continue to monitor male and female progression within Professional Services roles in order to identify any barriers to progression for women.

Will sponsor staff to attend the Advance HE Women's Leadership Programme, Aurora, identifying mentors to help identify opportunities for personal and professional development.

Consider advertising senior roles with flexibility where possible, e.g. job shares, option for part-time/flexible hours to attract more female candidates to senior positions.