

Gender Pay Gap Report 2023/24



UNIVERSITY OF
CHICHESTER

Gender pay gap reporting

This report complies with the Gender Pay Gap legislation introduced in 2017, which requires all employers with more than 250 employees to publish their gender pay gap figures calculated from a snapshot date of 31 March of the previous year. This information is then published on the Government website and is publicly available for comparison and review.

Using hourly pay, the University is required to publish the following on the Government website:

- Median gender pay gap
- Mean (average) gender pay gap
- Percentage of men and women in each hourly pay quarter
- Percentage of men and women receiving bonus pay
- Mean (average) gender pay gap using bonus pay
- Median gender pay gap using bonus pay

As the University does not offer bonuses, the University does not have any data to publish in the latter three requirements.

Calculating the gender pay gap

The median hourly pay rate represents the 'middle' hourly pay rate from a list of rates which have been ordered from lowest to highest. The mean or 'average' hourly pay rate is found by adding all the hourly pay rates together and dividing this number by the total number of pay rates.

The median and mean gender pay gaps are then separately calculated by subtracting the median or mean hourly pay for women from the median or mean hourly pay for men, then converting these numbers into a percentage difference.

The median gender pay gap is generally accepted to be a more accurate representation of the difference in pay as the measurement is less skewed by the presence of a few very low or very high pay values.

A positive median or mean pay gap value shows that men earned more per hour than women, while a negative pay gap value means that women earned more per hour than men.

Percentage of female and male staff



The overall percentage of female and male staff on 31 March 2023 was 58.7% and 41.3%, respectively.

Median gender pay gap for hourly pay

The median gap in hourly pay between female and male employees on 31 March 2023, compared to 31 March 2022, is shown in purple below.



The median hourly pay gap reduced by 0.2%, from 8.5% in 2022 to 8.3% in 2023. In 2023, women earned 92p for every £1 a man earned, when comparing the median hourly pay rate.

Mean gender pay gap for hourly pay

The mean hourly pay gap between female and male employees on 31 March 2023, compared to 31 March 2022, is shown in green below.



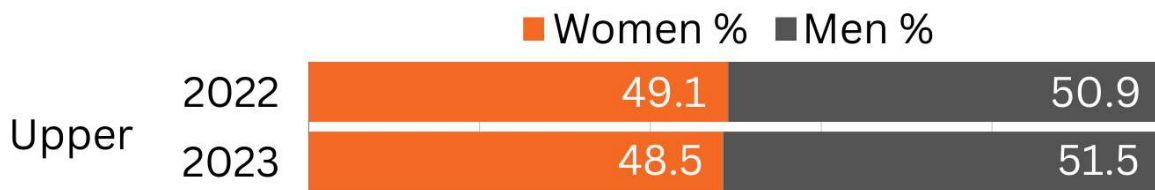
The mean hourly pay gap reduced by 0.3%, from 11.6% in 2022 to 11.3% in 2023. In 2023, women earned 89p for every £1 a man earned, when comparing the mean (average) hourly pay rate.

Percentage of women and men in each pay quarter

In accordance with the Gender Pay Gap Reporting requirements, staff pay data has been divided equally into the following four groups, from highest hourly pay to lowest hourly pay:

- upper hourly pay quarter
- upper middle hourly pay quarter
- lower middle hourly pay quarter
- lower hourly pay quarter

The percentage of male and female employees in each quarter on 31 March 2023, compared to 31 March 2022, is shown below.



The percentage of women in the upper hourly pay quarter decreased slightly by 0.6% , from 49.1% in 2022 to 48.5% in 2023.



The percentage of women in the upper middle hourly pay quarter fell marginally by 0.3%, from 56.7% to 56.4% between 2022 and 2023.



The percentage of women in the lower middle hourly pay quarter increased by 2.8% , from 60.4% in 2022 to 63.2% in 2023.



The percentage of women in the lower hourly pay quarter fell by 1.8%, from 67.2% to 65.4% between 2022 and 2023.

Why is there a Gender Pay Gap at the University?

A contributing factor to the University's Gender Pay Gap is the uneven distribution of women across hourly pay quarters. The overall percentage of female and male staff on 31 March 2023 was 58.7% and 41.3%, respectively. The upper middle and lower middle pay quarters closely matched this overall gender distribution. However, the upper pay quarter had less female staff, at 48.5%, while the lower pay quarter had more female staff, at 65.4%.

Women also accounted for the majority of part-time positions and Professional Services positions, both of which had lower median pay rates than full-time or Academic positions. Nationally, a higher proportion of women are employed in part-time roles, largely due to an unequal distribution of childcare responsibilities. This effect of post type and working pattern on the Gender Pay Gap was predominantly seen in the lower middle pay quarter.

Senior positions appointed in the upper hourly pay quarter between 1 April 2022 to 31 March 2023 generally attracted more male applicants than female applicants. However, at the interview and appointment stage the percentage of men and women selected was fairly even.

What action is the University taking?

The University continues to implement the Government Equalities Office's recommended steps to reduce the gender pay gap and has developed further methods to increase staff diversity and equal progression:

- In January 2024, the Recruitment team launched a new application form designed to significantly reduce application completion times. Other Universities have reported a marked increase in their applicant pool and the diversity of senior hires after implementing a shorter application process.
- The University is also updating job profiles and person specifications to ensure they are attractive to a range of applicants. This includes changing potentially 'gender coded' wording and strategically minimizing 'essential' requirements.
- There is an opportunity to develop a process for assessing job flexibility when recruiting for senior roles. This could include a willingness to accept job sharing or part-time hours for the right candidates.
- The University offers mentoring schemes and an extensive Professional Development Programme, which provides many sessions focusing on leadership skills.
- Performance Review Development Plan (PRDP) processes are currently being updated. Leadership skills are nurtured and recognised through PRDPs to support staff progression.
- Flexible working and parental leave policies are currently under review to facilitate staff needs.