

University of Chichester Academy Trust

Gender Pay Gap Data - 2021

Total Employees	Male	Female	Total
	111	814	925

Pay	Male	Female	Difference
Mean	23.10	16.5	28.78
Median	21.7	10.4	52.4

Pay	Male	Female	Male	Female
Upper 75 – 100%	45	186	19.5	80.5
Upper Middle 50-75%	44	187	19.1	80.9
Lower Middle 25-50%	12	219	5.2	94.8
Lower 0-25%	10	222	4.3	95.6
Total	111	814		

Bonus Zero for both M and F.

Comments

The Trust's payroll provider calculated the data from all staff on the Trust's payroll system which does not include central staff, of which there is a greater number of females to males, with the CEO being female.

The Trust comprise 14 Infant/Junior/Primary schools and 1 secondary school. Research suggests that between 80 – 85% of teaching staff within a primary setting are female, whilst there are almost twice this number of male teachers in secondary education. This means the Trust will have a disproportionately higher number of females. This is compounded by the fact that it is reported approx. 91.4% of teaching assistants and 82% of school support staff are female. The balance is more than likely due to the part-time and term-time nature of the majority of support roles which traditionally attracts a greater number of females.

Approximately 35% of staff are teachers across the Trust, with 65% professional services (support staff).

The Trust continues to review its recruitment to ensure there is no gender bias in the language used when advertising, and that there are male role models in primary settings. The Trust has also successfully supported staff as part of its succession planning which addresses females within the school's leadership teams. In the past year a Trust wide Equality, Diversity and Inclusion Policy was published and each school is identifying action with a focus on staff as well as pupils.