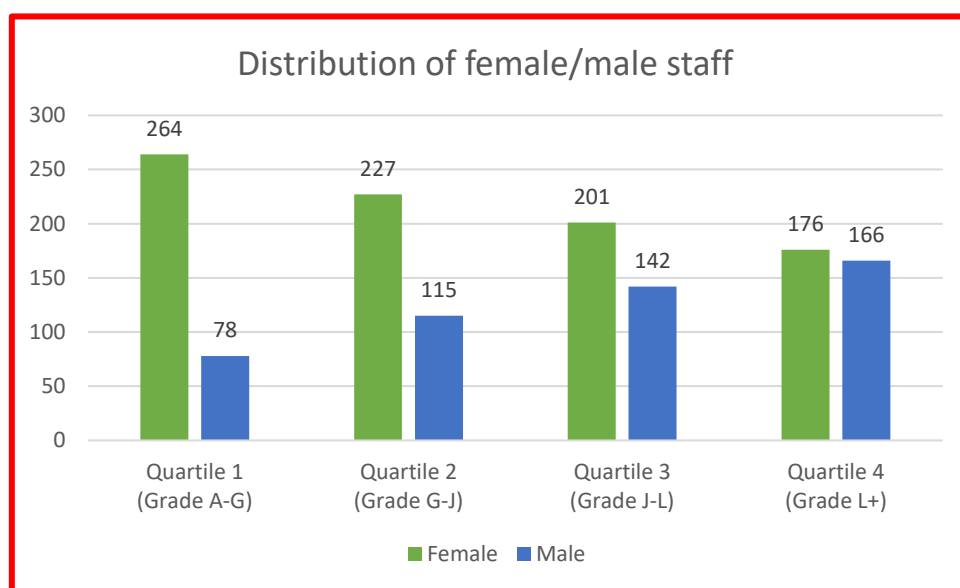


Chichester College Group Gender Pay Gap Report 2022

The requirement to report the Gender Pay Gap was introduced with effect from April 2017, with the first round of results being published in March 2018. The figures included here are the fifth round based on pay data as of 31 March 2022.

1. Pay Quartiles

The hourly pay rate for all staff is calculated, and then used to subdivide staff into four Quartiles by hourly pay rate, with Quartile 1 being the lowest paid and Quartile 4 being the highest paid, as follows:



While there are more women than men in all four Quartiles (63.3% of staff at CCG are female), the distribution of staff by gender is disproportionate across the four Quartiles, with the largest number of women being in Quartile 1, then moving towards parity in Quartile 4. This inevitably leads to a negative differential in the pay of female and male staff.

2. Mean Pay

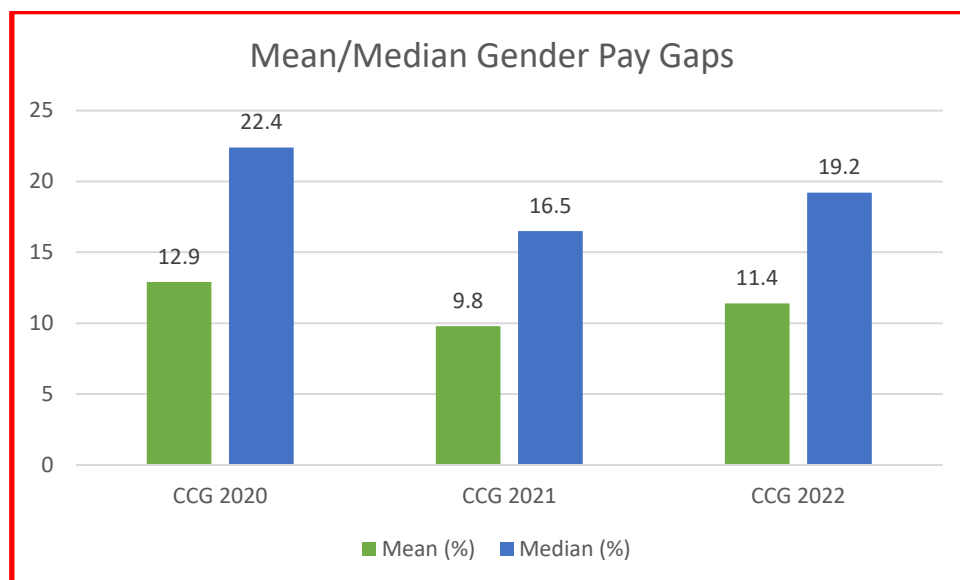
The mean gender pay gap is the difference between the average (mean) gross hourly pay of male and female members of staff taken as a single group. The Group mean pay percentage difference is **11.4%** based on a female average hourly rate of £14.55 and a male average hourly rate of £16.43.

3. Median Pay

The median gender pay gap is the difference between the mid point (median) gross hourly pay of male and female members of staff taken as a single group.

The Group median pay percentage difference is **19.2%** based on a female mid point hourly rate of £13.24, and a male mid point hourly rate of £16.37.

4. Three-year trend in Gender Pay Gap



2020: Chichester, Brinsbury, Crawley and Worthing

2021: Chichester, Brinsbury, Crawley, Haywards Heath, and Worthing

2022: Chichester, Brinsbury, Crawley, Haywards Heath, and Worthing

Both the mean and the median gender pay gaps have increased significantly. One significant change between 2021 and 2022 is that the most senior paid post within the Group, Chief Executive Officer, was held by a woman in 2021, but is now held by a man. This makes a significant impact on the mean gender pay gap. The increase in the median gender pay gap is explained by the increase in men in Quartile 4 (+2.01%) and Quartile 3 (+1.23%), which moves the median point higher up the average pay scale. The median gender pay gap remains below the outcome in 2020.

According to the Office for National Statistics (ONS), the national median average for the gender pay gap in 2022 was 14.9%. ONS break the data down into over 400 occupational areas which are included within the Group's staff establishment. For example, within Further Education Teaching Professionals, women earn 3.2% less than men; within Teaching Assistants, women earn 5% less than mean; within Childcare Assistants, women earn 1% more than men. The difficulty for the Group is that, as it employs significantly more men in the Upper Quartiles than the lower, the average pay of the women is less than the men's.

According to the CIPD, the Education Sector as a whole is the third-worst in the UK for its gender pay gap, with a median average of 21% in 2022. This demonstrates that the outcome for CCG is better than the Sector average.

5. Bonus Payments

A total of six staff received performance-related payments, which have been classified as bonus payments, in the year ending March 2022. Three of these staff were female, three were male. Using the same methodology as above, the mean bonus pay gap was -33.1% and the median bonus pay gap was also 0%. These divergent figures demonstrate the difficulty of extrapolating conclusions from such a small data set.

6. Explanation of Gender Pay Gap

The explanation for the gender pay gaps experienced across the Group is the distribution of the workforce. As has been noted from the chart in Section 1 above, a disproportionate number of women are in Quartiles 1 and 2. This does not mean, though, that the Group underpays its female staff: as shown in the Equal Pay Audit carried out annually, female and male staff receive equal pay for equal work. The posts in the first two Quartiles, including Nursery staff, Learning Assistants and Administrative Assistants, are predominantly performed by women. Many of these roles are also term-time only, which tend to be more attractive to women.

7. Next steps

As an organisation we are committed to maintaining fair, transparent and robust staff recruitment and selection policy and procedures that are gender neutral. Applicants are provided to recruiting manager anonymously, to score and selected for interview. To avoid unfair bias, we use structured interviews where all candidates are asked the same questions, this avoids unfair bias. All posts within the Group are aligned to a Group pay grade. This ensures male and female post holders are paid equally.

All staff are required to complete mandatory Equality and Diversity training on joining the Group and updating this knowledge regularly. This helps to raise awareness and reduce discrimination.

The Group has a range of family friendly policies. The policies are readily available to all staff via the Intranet. This enables both male and female employees to discuss such matters as flexible working arrangements, adoption leave and parental leave which do not impact negatively on their employment

The Group's aim is to maintain the low level gender pay gap, one way we will do this is to improve our talent management and succession programmes to ensure all employees have every opportunity to develop their careers. Further consideration could also be given to increasing flexible working options in the upper Quartiles, in order to encourage staff who already work flexibly to apply for senior roles and to ensure that there are no barriers to promotion for female staff.