



# Gender Pay Gap Report 2022/23

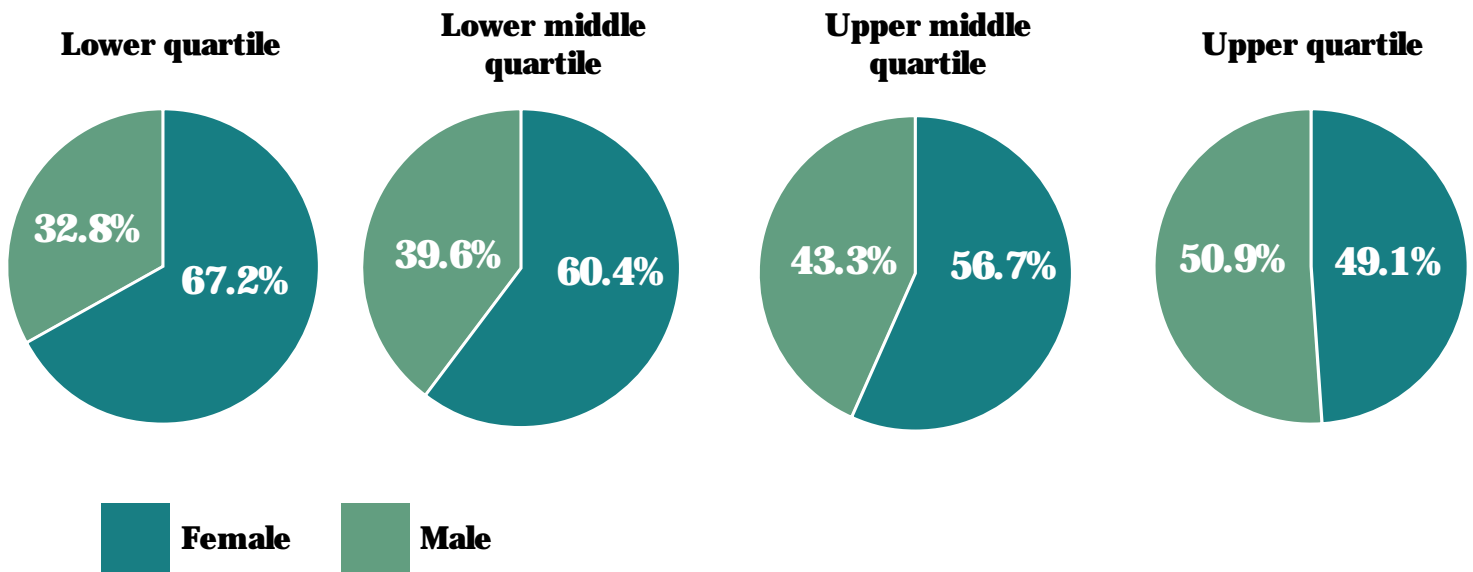


UNIVERSITY OF  
CHICHESTER

## **Introduction**

Our mission is to be a university community that inspires and enables individuals to exceed their

## 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,**