



DIOCESE OF CHICHESTER
ACADEMY TRUST

Gender Pay Gap Report

2022

DCAT GENDER PAY GAP REPORT 2022

The Diocese of Chichester Academy Trust (DCAT) as an employer is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to demonstrate how large the pay gap is between our male and female employees. We publish these results on our own website by 31 March each year. The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up.

What is Gender Pay Gap

Gender pay gap is calculated as the difference between average hourly earnings of men and women as a proportion of men's average hourly earnings. It is a measure across all jobs, not of the difference in pay between men and women for doing the same job. The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

We use these results to assess:

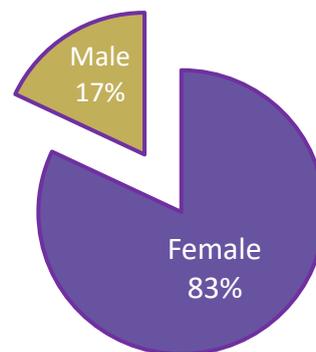
- the level of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

Gender Split in DCAT

Staff breakdown for the period ending 31 March:

For full pay relevant employee

Gender	Number	Percentage
Male	113	17%
Female	549	83%



- DCAT has a much higher proportion of women employees. This is in common with many organisations within the education sector, the significant majority of the Trust's workforce is female. This is particularly the case in primary phase education.

Gender Pay Gap at DCAT – Hourly Rate of Pay

Mean Gender Pay Gap

The difference between the mean hourly rate of pay that full pay relevant male and female employees receive is 25.43%.

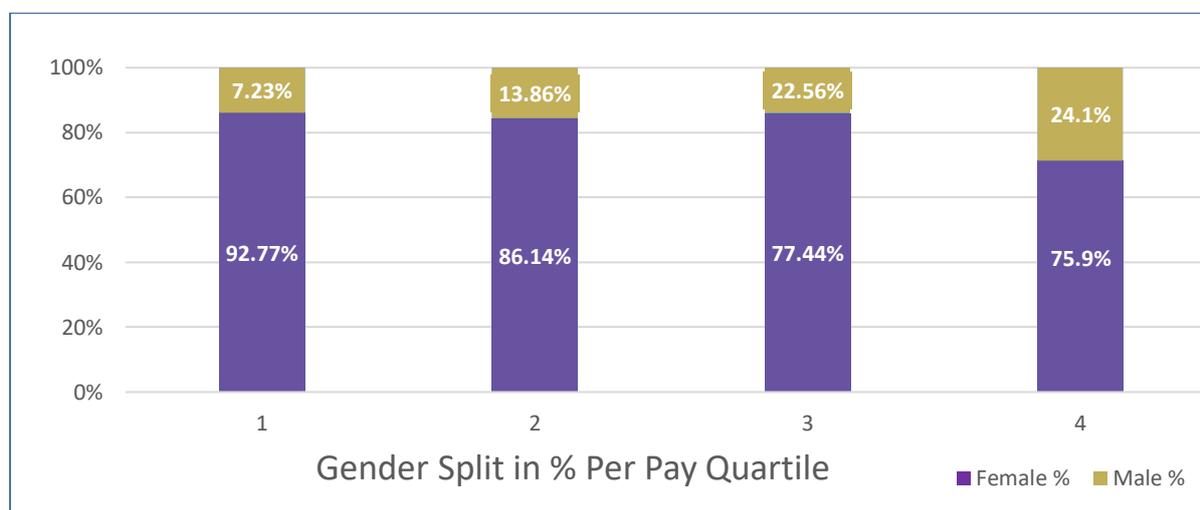
Median Gender Pay Gap

The difference between the median hourly rate of pay that full pay relevant male and female employees receive is 36.8%.

Gender	Female	Male	Gap	Gap in %
Mean	£15.62	£20.95	£5.33	25.43%
Median	£11.34	£17.93	£6.59	36.8%

Gender Split in each Quartile Pay Band (full pay relevant employees):

Pay Quartile	Lower Quartile 1 (0-25%)	Lower Middle Quartile 2 (25-50%)	Upper Middle Quartile 3 (50-75%)	Upper Quartile 4 (75-100%)	Total
Female	154	143	127	126	550
Male	12	23	37	40	112
Total	166	166	164	166	662



DCAT has a much higher proportion of women employees across all pay quartiles. However, the gender split for the upper quartile pay band is significantly smaller as to the lower quartile.

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Conclusion

DCAT is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development.

All our teaching and support posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

A significant number of female staff are employed in education support roles, including Teaching Assistants, Learning Support Assistants and Midday Meals Supervisors. These roles are predominantly in the lower and lower middle quartiles.

A greater number of males are employed in roles within the upper middle and upper quartiles; these roles typically include more senior support roles and teaching roles, including leadership roles.

The uneven distribution of male and female staff within the quartiles as detailed above contributes significantly towards the differences between the median average' female hourly rate of pay and the median average male hourly rate of pay.

As in previous years, the overall pay gap reflects workforce composition rather than pay inequalities.

Declaration:

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for the Diocese of Chichester Academy Trust.

Name: Mark Talbot, Chief Executive Officer

Signed: 

Date: 22 March 2023