

CCG

Chichester  
College  
Group

# Gender pay gap

2023 / 2024

[chigroup.ac.uk](http://chigroup.ac.uk)



# Introduction & Overview

## 1 Regulatory requirement

Since 2017, organisations with over 250 employees must submit annual gender pay gap data. This helps monitor pay equity at CCG.

## 2 Core values

Equity, diversity and inclusion are central to CCG. We prioritise opportunities for all and maintain a vibrant, inclusive community.

## 3 Transparent approach

We rigorously follow the Government's reporting methodology. This ensures accurate, consistent measurement of gender pay differences.





# Understanding the gender pay gap

## What it measures

Gender pay reporting examines what men and women earn across an organisation. It compares average hourly pay and analyses distribution patterns.

## Our approach

We conduct regular audits to verify compliance with equal pay legislation. This complements our gender pay reporting.

## Legal compliance

Gender pay reporting legislation was introduced in 2017 and CCG has been compliant with the reporting since then. The Government set several key calculations which enable organisations to compare the average hourly pay of all men and women in an organisation.

## Is it different to equal pay?

Equal pay ensures men and women doing equal work receive equal compensation. CCG uses job evaluation systems to meet equal pay commitments.



# Our gender pay gap

**11.8%**

## Mean gap

An increase from 9.24% in 2023. Based on average male salary of £17.64 versus female salary of £15.56.

**19.9%**

## Median gap

Up from 16.3% in 2023. Calculated from median male salary of £17.14 versus female salary of £13.73.



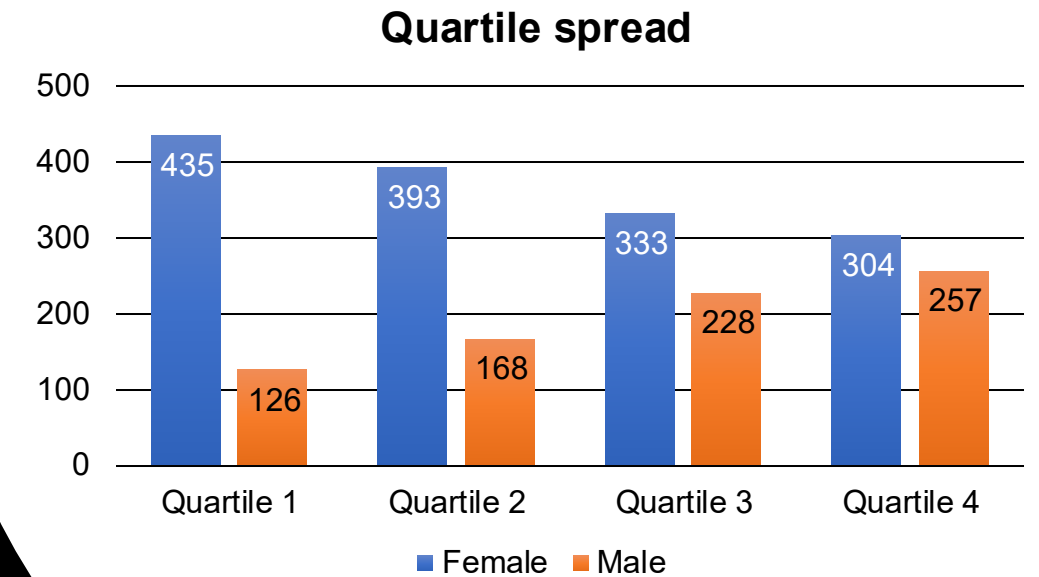
**65.28%**

## Female workforce

Women comprise nearly two-thirds of our total workforce across all salary levels.

# Pay distribution

Quartile	Female %	Male %	Total headcount
Lower quartile (1)	77.54% (435)	22.46% (126)	561
Lower middle (2)	70.05% (393)	29.95% (168)	561
Upper middle (3)	59.36% (333)	40.64% (228)	561
Upper quartile (4)	54.19% (304)	45.81% (257)	561
Totals	65.28% (1465)	34.72% (779)	2244



Pay distribution calculations split all salaries into four equal quartiles. Quartile one represents the lowest paid employees while quartile four contains the highest paid.



# Analysis & Benchmarking

## 1

### Distribution change

Women comprise 65.28% of our organisation but represent 77.5% of quartile 1. This overrepresentation has increased from 71.32% last year.

## 3

### Industry context

Our median gap (19.9%) is higher than the UK average (13.1%). Most education institutions maintain gaps below 20%.

## 2

### Stable quartile 4

Quartile 4 remains unchanged from last year at 55% female and 45% male. This shows consistency in our leadership demographics.

## 4

### Progress made

We've widened our talent pool, reviewed pay structures and enhanced employee benefits to remain attractive to all genders.



# Action plans

## Data enhancement

Extend our reporting to include full-time versus part-time working analysis. This will provide deeper insights into pay differential.

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## Ethnicity reporting

Implement ethnicity pay reporting in alignment with Government guidelines. This broadens our equality monitoring.

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## EDI implementation

Execute our ambitious Equality, Diversity and Inclusion plan. Full details are available on our website.

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## Career development

Enhance succession planning, coaching and mentoring. This ensures promotion opportunities remain fair and unbiased.

