

# University of Sussex Disability Pay Gap Report 2021

## Summary

The median disability pay gap is 11.3%, a reduction of 2.4%. The mean disability pay gap is 18.3%, an increase of 2.4%



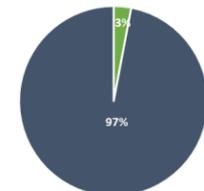
**Mean Disability Pay Gap**



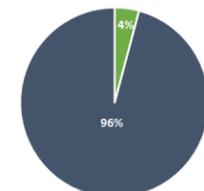
**Median Disability Pay Gap**

Population	All Staff	% of Staff
Known Disability	195	6%
No Known Disability	3076	94%
All Staff	3271	100%

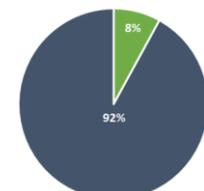
**Top pay quartile**



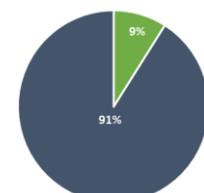
**Upper-mid pay quartile**



**Lower-mid pay quartile**



**Bottom pay quartile**



## What causes our disability pay gap?

The key driver for our disability pay gap is the demographic of our workforce:

- 6% of our workforce are known to have a disability, but they are not distributed evenly through the workforce (pay quartile demographics are shown in the pie charts)
- 3% of staff in the top pay quartile are known to have a disability
- 9% of staff in the bottom pay quartile are known to have a disability

## Why has the mean increased and the median decreased compared to last year?

This year for the first time we have been able to include 380 doctoral, language and school tutors who were previously excluded as they were on zero-hours rather than fractional contracts.

- Of these additional 380 staff, 93% are in the bottom and lower-mid pay quartiles.
- The percentage of staff with a known disability in both these pay quartiles increased compared to last year.
- More staff with a known disability in the lower pay quartiles reduces the median pay gap but increases the mean pay gap

The Disability Equality and Inclusion Steering Group will make recommendations for actions to reduce the disability pay gap.

## Notes

1. Pay gap data is based on a snapshot as at 31 March 2020.
2. Pay quartiles - Staff are ordered from highest to lowest based on the hourly pay rate used for the pay gap calculations. The data set is then divided equally into four.