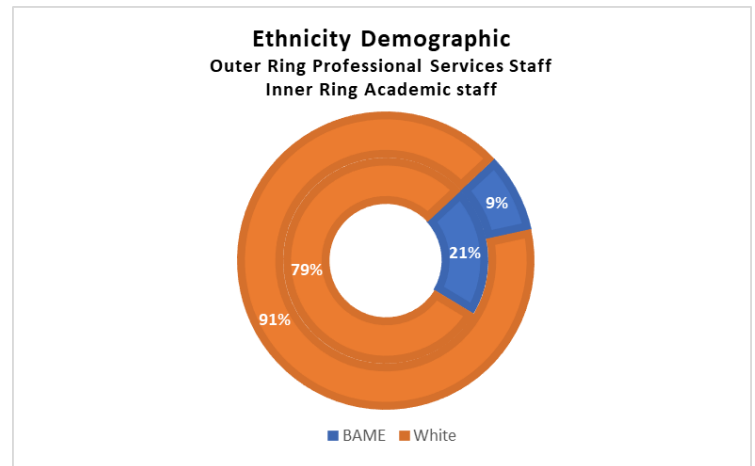


University of Sussex Ethnicity Pay Gap Report 2021

Summary

An ethnicity pay gap persists for academic BAME staff. Overall the median ethnicity pay gap is -4.7% and the overall mean ethnicity pay gap is -2.6%. This means that overall, the median and mean hourly pay for BAME staff are slightly higher than the median and mean hourly pay for non-BAME staff. However we know that the overall figure is not a reliable indicator for our staff population due to the demographics of our staff.

Ethnicity Pay Gap	Academic Staff	Professional Services Staff	All Staff
Median	4.5%	0.0%	-4.7%
Mean	5.6%	2.8%	-2.6%



What causes our ethnicity pay gap?

The key driver for our ethnicity pay gap is the demographic of our workforce.

- 16% of our workforce is BAME²
- 21% of academic staff are BAME
- 9% of our professional services staff are BAME

Our ethnicity pay gap is primarily driven by us having lower ethnic minority representation within our lower-graded professional services roles. This difference between academic and professional services staff representation is reflected in the under-representation of BAME staff in the bottom pay quartile³ compared to the other three pay quartiles (11% of staff in the bottom quartile compared to 18% in the mid quartiles and 16% in the top quartile). Therefore overall there is a pay gap in favour of BAME staff.

Why has the mean decreased and the median increased 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 BAME staff in both these pay quartiles increased compared to last year.

The Race Equality Charter Self-Assessment Team will review the ethnicity pay gap data and undertake further analysis before making recommendations as part of their work to submit an application for an award.

Notes

1. Pay gap data is based on a snapshot as at 31 March 2020.
2. Where ethnicity is recorded as unknown individuals are excluded from the data set.
3. 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.