# University of Sussex Ethnicity Pay Gap Report 2022

## Summary

There is a mean ethnicity pay gap for both academic and professional services BAME staff. Overall the median ethnicity pay gap is -4.7% and the overall mean ethnicity pay gap is -2.5%. 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 figures are 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 | 8.3% | -2.7% | -4.7% |
| Mean | 6.3% | 6.2% | -2.5% |
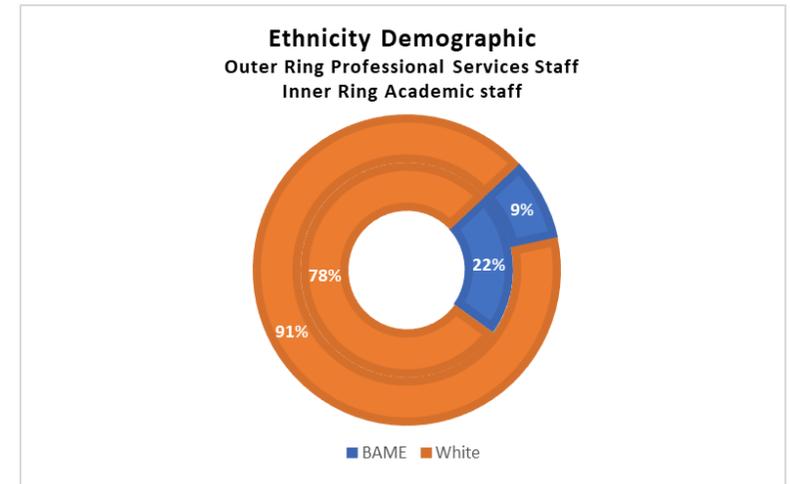
**What causes our ethnicity pay gap?**

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

- 16% of our workforce is BAME[2]
- 22% of academic staff are BAME
- 9% of our professional services staff are BAME

Our overall ethnicity pay gap is primarily driven by under-representation of BAME staff in the bottom pay quartile[3] compared to the other three pay quartiles (11% of staff in the bottom quartile compared to 19% in the mid quartiles and 16% in the top quartile). Therefore overall there is a pay gap in favour of BAME staff. The reason for this is that 78% of our BAME staff are academics and therefore represented in the higher pay quartiles compared to professional services staff. The demographics of our academic staff show that 22-25% of academic staff are BAME in the bottom three pay quartiles compared to 15% in the top pay quartile. This under-representation of BAME academic staff in the top pay quartile is the driver for the pay gap for BAME academic staff.

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.



**Ethnicity Demographic**
Outer Ring Professional Services Staff
Inner Ring Academic staff

9% · 22% · 78% · 91%

■ BAME ■ White

**Notes**
1. Pay gap data is based on a snapshot as at 31 March 2021.
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.