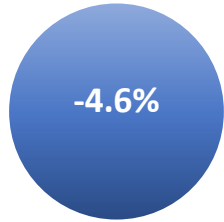


University of Sussex Ethnicity Pay Gap Report 2024

Summary

Our mean ethnicity pay gap for 2024 is -4.6%, an increase of 2.9 percentage points in favour of racially minoritized staff. Our median ethnicity pay gap is -3.9%, an increase of 0.9 percentage points.



Mean Ethnicity Pay Gap



Median Ethnicity Pay Gap

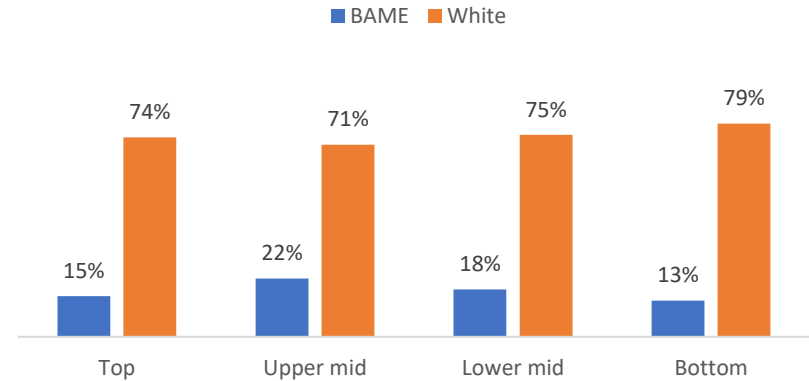
Population	Academic	Professional Services	Total	% of Staff
BAME	452	164	616	17%
White	1378	1343	2721	75%
Unknown	170	125	295	8%
All Staff	2000	1632	3632	

What causes our ethnicity pay gap?

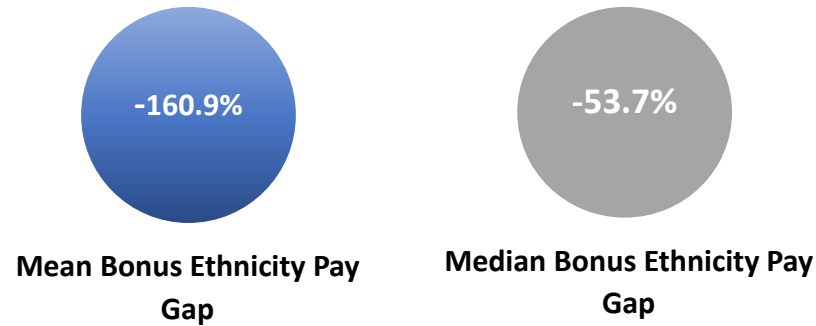
The key driver for our ethnicity pay gap is the demographic of our workforce.

- BAME staff make up 17% of the workforce.
- The institutional data shows a pay gap in favour of racially minoritized staff. However, when the staff groups are disaggregated, pay gaps are apparent for both professional services and academics in favour of white staff, and therefore the overall pay gap is not a reliable indicator for our staff population.
- The mean ethnicity pay gap for academic staff has reduced from 6.1% to 4.1%, reflecting increased numbers of racially minoritized staff in this group and movement in the upper mid quartile. The mean ethnicity pay gap for PS staff has reduced from 7.3% to 1.8%, a significant drop which reflects increased numbers of racially minoritized staff.

Pay Quartiles



University of Sussex Ethnicity Pay Gap Report 2024



Proportion of Staff Receiving a Bonus

Population	Academic	Professional Services	Total	% of Staff
BAME	32	15	47	6%
White	79	170	249	8%
Unknown	9	10	19	4.7%
All Staff	111	185	296	7%

Ethnicity bonus gap headline results

- The ethnicity bonus gap has increased by 35.3 percentage points on the previous year (in favour of racially minoritized staff).
- When disaggregated into Academic and PS staff groups, the mean bonus gap for Academic staff is -66.0% and for PS staff is - 2.2% (i.e., in favour of racially minoritized staff).
- The Academic staff bonus gap is primarily driven by clinical excellence awards.

How are we reducing our ethnicity pay gaps for academic and Professional Service staff?

We remain committed to reducing our ethnicity pay gap. This includes the following actions designed to address ethnicity pay equality:

Recruitment Policy and Procedure

- Improving the representation and distribution of staff throughout the pay quartiles
- Revised guidance on starting salaries.
- Develop processes for appointing interim or acting up roles and develop an approach to positive action.
- New Applicant tracking system for recruitment.

Promotion and Career Progression

- Develop a pay framework, benefits and promotional criteria that are open, transparent, and foster equality.
- Clear review processes and clear criteria for promotion, job evaluation and pay increases.
- Revised grade 10 pay framework.
- Revised academic promotion process, including monitoring of promotion rates by demographic.
- Review effectiveness of identity-based mentoring scheme.

Diverse Representation

- Fair, transparent and effectively delivered remuneration, reward, and recognition.
- Equality monitoring of Council and Senate membership, and other leadership committees and measures to address underrepresentation.
- Job Families project.
- Improve completion rates for mandatory and recommended online EDI training.
- Review effectiveness of identity-based mentoring scheme.
- An Equal Pay Audit is also planned for the 23/24 Academic Year.
- Revised and embedded equality analysis

Our [Race Equity Action Plan](#) outlines our commitments to improving race equality and reducing our ethnicity pay gap

Note One: Ethnicity pay gap only reports on full pay relevant employees and is a snapshot taken on 31 March 2023.

Note Two: Bonus pay gap reports on all pay relevant employees. The relevant period is the 12-month period leading up to the snapshot date.

Note Three: Pay quartiles - Staff are ordered from highest to lowest paid based on the hourly pay rate used in the pay gap calculations. The data set is then divided equally into four.

Note Four: BAME is a contested homogenising term which does not reflect the varied historical and lived experiences of racially minoritised people from a wide range of heritages. We only use 'BAME' where data norms/reporting processes require this.