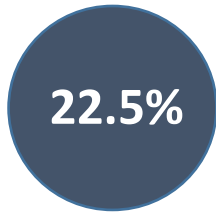


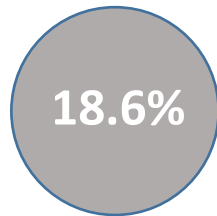
University of Sussex Gender Pay Gap Report 2020

Summary

Our mean gender pay gap for 2020 remains unchanged at 22.5%. Our median gender pay gap has increased by 0.4% to 18.6%.



Mean Gender Pay Gap

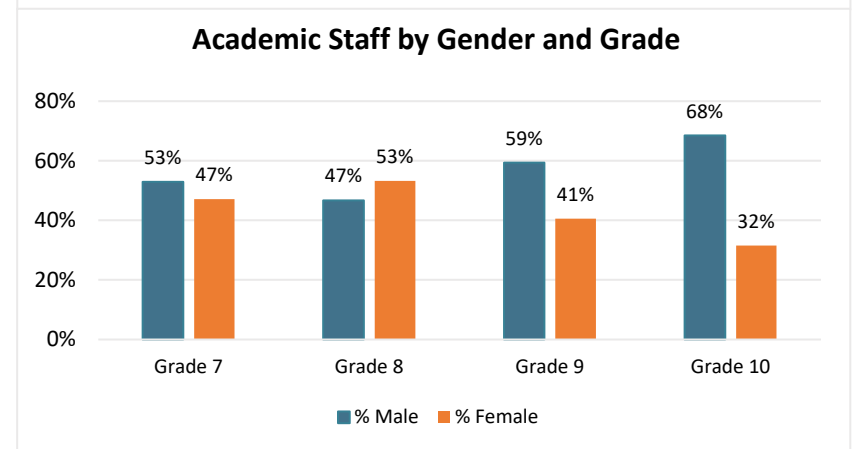
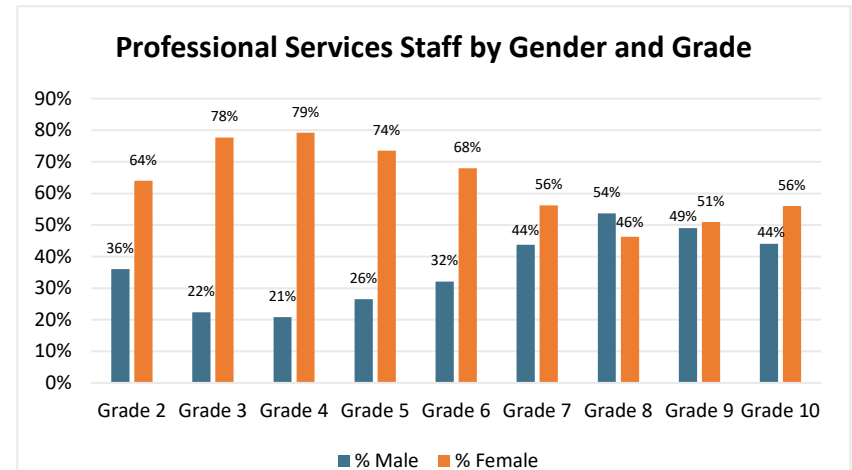
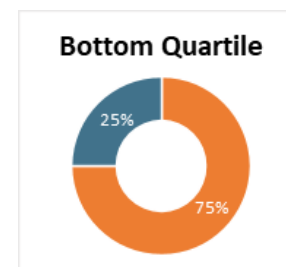
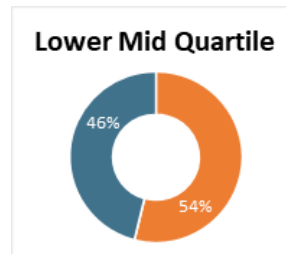
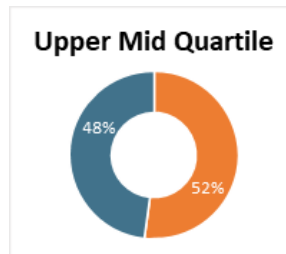
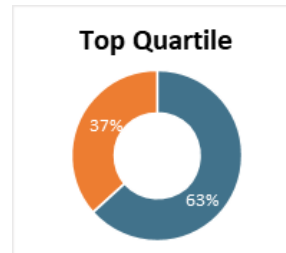


Median Gender Pay Gap

What causes our gender pay gap?

The key driver for our gender pay gap is the gender demographic of our workforce. Overall our workforce has more female than male staff and more academic than professional services staff. However 65% of men we employ are academics compared to 42% of women.

The under-representation of women in academic grades 9 and 10 is reflected in the under-representation of women in the highest pay quartile. The over-representation of women in professional services grades 1-6 is reflected in the over-representation of women in the bottom pay quartile.



Population	Academic	Professional Services	All Staff
Female	664	903	1567
Male	846	461	1307
All staff	1510	1364	2874

Pay quartiles

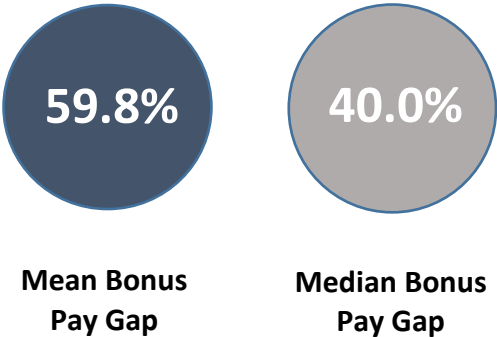
Staff are ordered from highest to lowest paid based on the hourly pay rate used in the pay gap calculations. The data set is then divided equally into four.

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Bonus Pay Gap

Our mean bonus pay gap for 2020 is 59.8% a reduction of 5.5%. Our median bonus pay gap remains unchanged at 40.0%.

258 of our employees received a bonus, with a representative split between male and female staff. 8.9% of female staff were awarded a bonus compared to 9.1% of male staff. However the majority of women receiving a bonus are professional services staff whereas the majority of men receiving a bonus are academic staff. Clinical Excellence Awards paid to our staff in the medical school have a significant impact on the bonus pay gap. Excluding these reduces the mean bonus pay gap to 45.4%



Population	Academic	Professional Services	All Staff	% of Staff
Female	53	86	139	8.9%
Male	83	36	119	9.1%
All staff	136	122	258	9.0%

Breakdown of bonuses awarded by gender and employee group

How we are reducing our gender pay gap

We remain committed to reducing our gender pay gap. We encourage gender equality across the University and our Gender Equality Action Plan outlines our commitments to improving gender equality. This includes the following actions designed to address gender pay equality:

- A review of the grade 10 equal pay data and pay framework to understand whether there is an equal pay issue to address
- Develop guidance on starting salaries to ensure there is no unconscious gender bias in these decisions and remove current salaries from application forms
- Recruitment agencies used for filling senior roles to aim for at least 50% of females on the longlist (and justify where this cannot be achieved)

Notes

1. Pay gap data is based on a snapshot as at 31 March 2019. Bonus pay gaps are based on bonus payments made between 1 April 2018-31 March 2019.
2. Bonus pay calculations include discretionary pay awards, long service awards and clinical excellence awards.
3. Clinical excellence awards recognise the exceptional contribution of NHS consultants (including honorary NHS consultants) to the values and goals of the NHS and to patient care.