

## Staff Equality Duty Report 2021/22: 3 year comparison

Data is the full person equivalent (FPE) of University of Sussex employees as at 1 December each year.

Data includes Doctoral Tutors, School Tutors and Language Tutors. Data excludes any staff with 0 FTE.

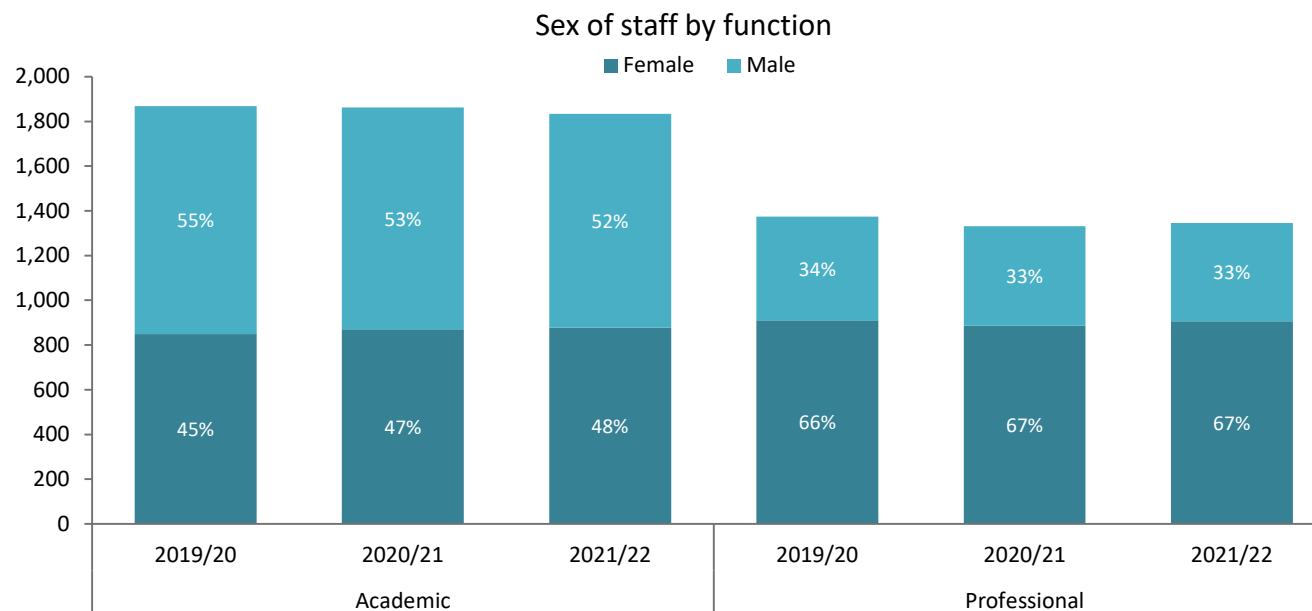
In some instances FPE has been rounded to the nearest whole where staff have multiple grades.

### Sex

#### Sex of staff, by function

| Function         | 2019/20      |              |              | 2020/21      |              |              | 2021/22      |              |                       |              |
|------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-----------------------|--------------|
|                  | Female       | Male         | Total        | Female       | Male         | Total        | Female       | Male         | Not known/<br>Refused | Total        |
| Academic         | 848          | 1,020        | <b>1,868</b> | 870          | 993          | <b>1,863</b> | 877          | 956          | <5                    | <b>1,834</b> |
| Professional     | 911          | 464          | <b>1,374</b> | 886          | 446          | <b>1,331</b> | 907          | 440          |                       | <b>1,346</b> |
| <b>Total FPE</b> | <b>1,759</b> | <b>1,483</b> | <b>3,242</b> | <b>1,756</b> | <b>1,438</b> | <b>3,194</b> | <b>1,784</b> | <b>1,396</b> | <b>0</b>              | <b>3,180</b> |

NOTE: Currently the HR system only has a sex field. MyView introduced gender identity options in 2021. Currently a small uptake.



### Sex of Academic staff by grade

| Grade            | 2019/20    |              |              | 2020/21    |            |              | 2021/22    |            |              |
|------------------|------------|--------------|--------------|------------|------------|--------------|------------|------------|--------------|
|                  | Female     | Male         | Total        | Female     | Male       | Total        | Female     | Male       | Total        |
| Grade 5          | 51         | 89           | <b>140</b>   | 53         | 83         | <b>136</b>   | 67         | 85         | <b>152</b>   |
| Grade 6          | 135        | 99           | <b>233</b>   | 139        | 86         | <b>225</b>   | 142        | 82         | <b>224</b>   |
| Grade 7          | 189        | 204          | <b>393</b>   | 213        | 214        | <b>427</b>   | 172        | 173        | <b>345</b>   |
| Grade 8          | 173        | 151          | <b>324</b>   | 175        | 155        | <b>330</b>   | 168        | 157        | <b>326</b>   |
| Grade 9          | 198        | 252          | <b>450</b>   | 192        | 245        | <b>437</b>   | 238        | 256        | <b>494</b>   |
| Grade 10         | 103        | 225          | <b>328</b>   | 100        | 209        | <b>309</b>   | 90         | 203        | <b>293</b>   |
| <b>Total FPE</b> | <b>848</b> | <b>1,020</b> | <b>1,868</b> | <b>872</b> | <b>993</b> | <b>1,865</b> | <b>877</b> | <b>956</b> | <b>1,834</b> |

Distribution of sex across academic grades



### Sex of Professional staff by grade

| Grade            | 2019/20    |            |              | 2020/21    |            |              | 2021/22    |            |              |
|------------------|------------|------------|--------------|------------|------------|--------------|------------|------------|--------------|
|                  | Female     | Male       | Total        | Female     | Male       | Total        | Female     | Male       | Total        |
| Grade 1          | 11         | <5         | <b>11</b>    | <5         | <5         | <b>0</b>     | 5          | <5         | <b>5</b>     |
| Grade 2          | 7          | 7          | <b>14</b>    | 9          | 5          | <b>14</b>    | 10         | 4          | <b>14</b>    |
| Grade 3          | 99         | 29         | <b>128</b>   | 83         | 34         | <b>117</b>   | 90         | 31         | <b>122</b>   |
| Grade 4          | 219        | 55         | <b>273</b>   | 213        | 53         | <b>266</b>   | 223        | 57         | <b>281</b>   |
| Grade 5          | 176        | 59         | <b>234</b>   | 171        | 55         | <b>226</b>   | 148        | 48         | <b>196</b>   |
| Grade 6          | 98         | 52         | <b>150</b>   | 111        | 54         | <b>165</b>   | 118        | 63         | <b>181</b>   |
| Grade 7          | 169        | 118        | <b>287</b>   | 173        | 120        | <b>293</b>   | 176        | 112        | <b>287</b>   |
| Grade 8          | 76         | 91         | <b>167</b>   | 78         | 87         | <b>165</b>   | 86         | 82         | <b>168</b>   |
| Grade 9          | 26         | 28         | <b>54</b>    | 27         | 25         | <b>52</b>    | 29         | 21         | <b>50</b>    |
| Grade 10         | 14         | 12         | <b>26</b>    | 17         | 11         | <b>28</b>    | 22         | 18         | <b>40</b>    |
| <b>Total FPE</b> | <b>895</b> | <b>450</b> | <b>1,344</b> | <b>882</b> | <b>443</b> | <b>1,325</b> | <b>907</b> | <b>438</b> | <b>1,344</b> |

Distribution of sex across professional grades

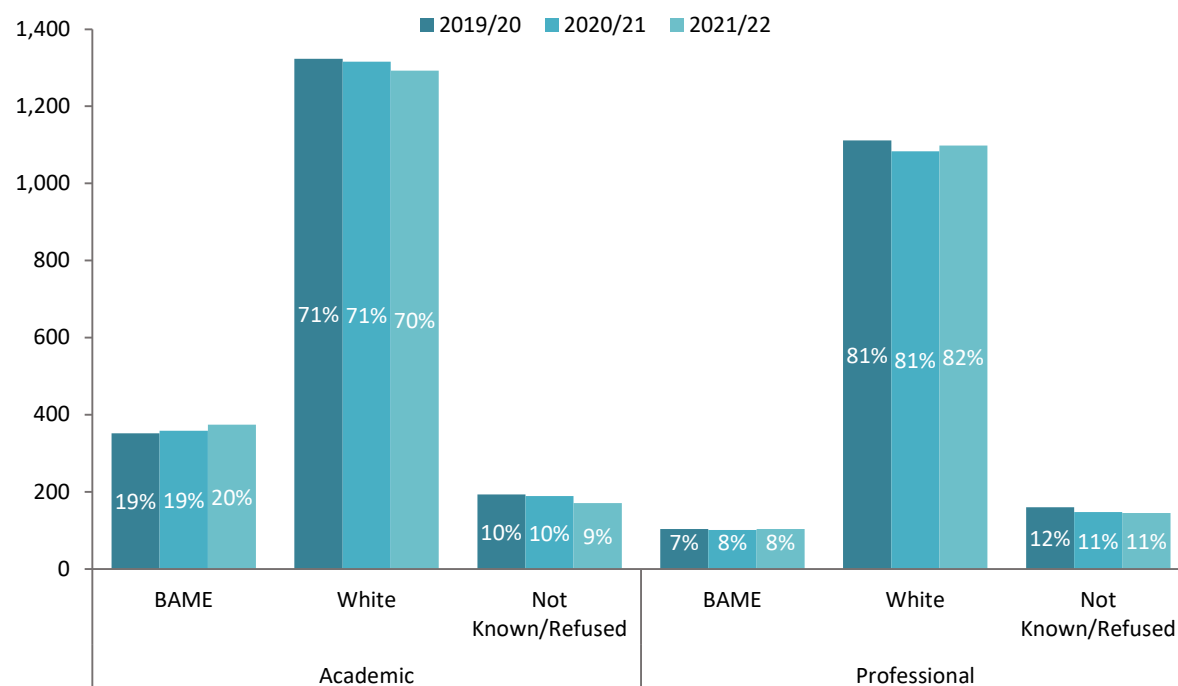


## Ethnicity

### Basic ethnic breakdown of staff by function

| Ethnicity         | 2019/20      |                       |              | 2020/21      |                       |              | 2021/22      |                       |              |
|-------------------|--------------|-----------------------|--------------|--------------|-----------------------|--------------|--------------|-----------------------|--------------|
|                   | Academic     | Professional services | Total        | Academic     | Professional services | Total        | Academic     | Professional services | Total        |
| BAME              | 352          | 103                   | <b>455</b>   | 358          | 101                   | <b>459</b>   | 374          | 103                   | <b>477</b>   |
| White             | 1,323        | 1,111                 | <b>2,434</b> | 1,316        | 1,083                 | <b>2,399</b> | 1,292        | 1,098                 | <b>2,391</b> |
| Not known/refused | 193          | 160                   | <b>353</b>   | 189          | 147                   | <b>336</b>   | 171          | 145                   | <b>316</b>   |
| <b>Total FPE</b>  | <b>1,868</b> | <b>1,374</b>          | <b>3,242</b> | <b>1,863</b> | <b>1,331</b>          | <b>3,194</b> | <b>1,837</b> | <b>1,346</b>          | <b>3,183</b> |

### Basic ethnic breakdown of staff by function

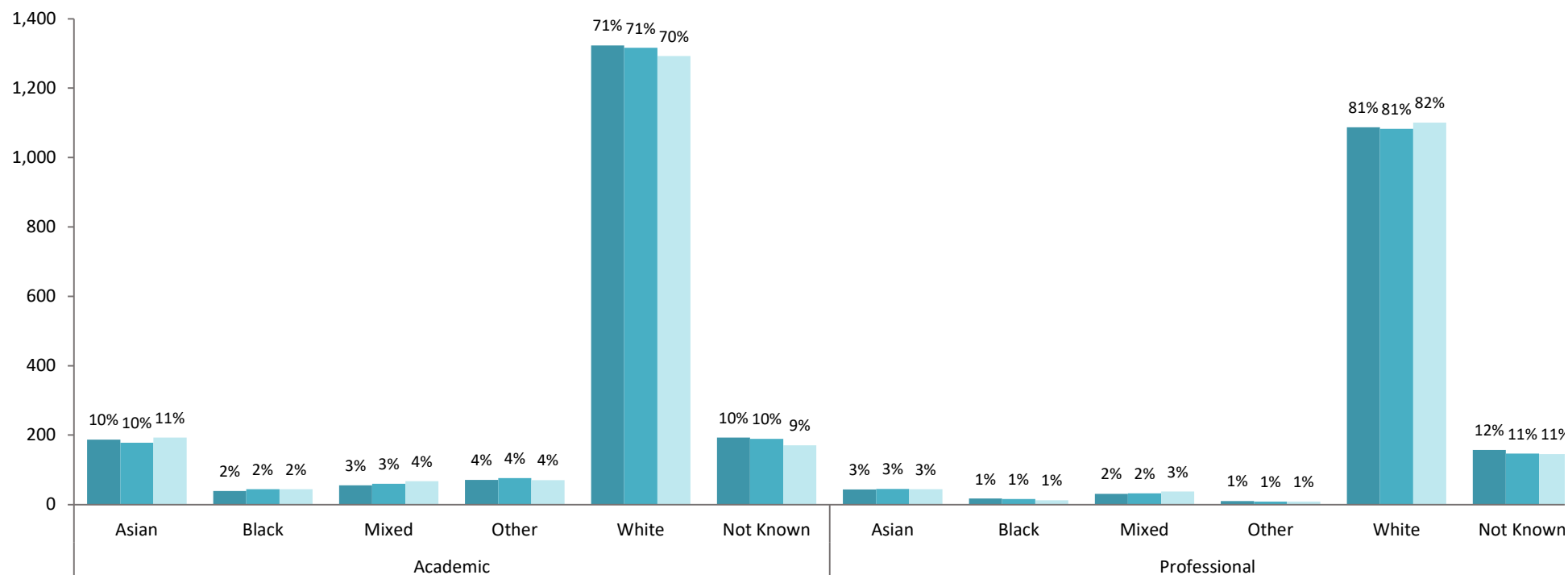


### Detailed ethnic breakdown of staff by function

| Ethnicity         | 2019/20      |                       |              | 2020/21      |                       |              | 2021/22      |                       |              |
|-------------------|--------------|-----------------------|--------------|--------------|-----------------------|--------------|--------------|-----------------------|--------------|
|                   | Academic     | Professional services | Total        | Academic     | Professional services | Total        | Academic     | Professional services | Total        |
| Asian             | 187          | 43                    | <b>230</b>   | 178          | 45                    | <b>223</b>   | 193          | 44                    | <b>237</b>   |
| Black             | 39           | 17                    | <b>56</b>    | 44           | 16                    | <b>60</b>    | 44           | 12                    | <b>56</b>    |
| Mixed             | 55           | 31                    | <b>86</b>    | 60           | 32                    | <b>92</b>    | 67           | 37                    | <b>104</b>   |
| Other             | 71           | 10                    | <b>81</b>    | 76           | 8                     | <b>84</b>    | 70           | 8                     | <b>78</b>    |
| White             | 1,323        | 1,087                 | <b>2,410</b> | 1,316        | 1,083                 | <b>2,399</b> | 1,292        | 1,100                 | <b>2,393</b> |
| Not Known/Refused | 193          | 157                   | <b>350</b>   | 189          | 147                   | <b>336</b>   | 171          | 145                   | <b>316</b>   |
| <b>Total FPE</b>  | <b>1,868</b> | <b>1,345</b>          | <b>3,213</b> | <b>1,863</b> | <b>1,331</b>          | <b>3,194</b> | <b>1,837</b> | <b>1,346</b>          | <b>3,183</b> |

### Detailed ethnic breakdown of staff by function

■ 2019/20 ■ 2020/21 ■ 2021/22

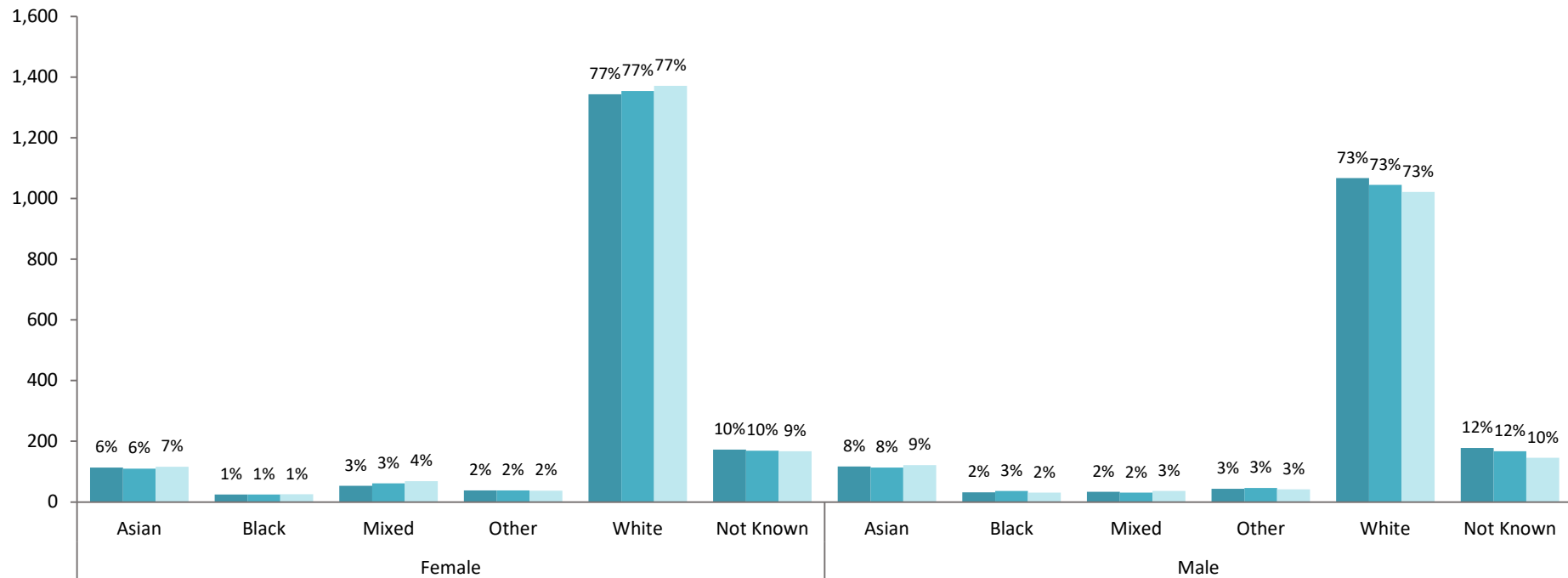


### Detailed ethnic breakdown of staff by sex

| 2019/20           |              |              |              | 2020/21      |              |              | 2021/22      |              |              |
|-------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Ethnicity         | Female       | Male         | Total        | Female       | Male         | Total        | Female       | Male         | Total        |
| Asian             | 113          | 117          | <b>230</b>   | 110          | 113          | <b>223</b>   | 116          | 121          | <b>237</b>   |
| Black             | 24           | 32           | <b>56</b>    | 24           | 36           | <b>60</b>    | 25           | 31           | <b>56</b>    |
| Mixed             | 53           | 33           | <b>86</b>    | 61           | 31           | <b>92</b>    | 68           | 36           | <b>104</b>   |
| Other             | 38           | 43           | <b>81</b>    | 38           | 46           | <b>84</b>    | 37           | 41           | <b>78</b>    |
| White             | 1,343        | 1,067        | <b>2,410</b> | 1,354        | 1,045        | <b>2,399</b> | 1,371        | 1,022        | <b>2,393</b> |
| Not Known/Refused | 172          | 178          | <b>350</b>   | 169          | 167          | <b>336</b>   | 167          | 146          | <b>313</b>   |
| <b>Total FPE</b>  | <b>1,743</b> | <b>1,470</b> | <b>3,213</b> | <b>1,756</b> | <b>1,438</b> | <b>3,194</b> | <b>1,784</b> | <b>1,396</b> | <b>3,180</b> |

### Detailed ethnic breakdown of staff by sex

■ 2019/20 ■ 2020/21 ■ 2021/22

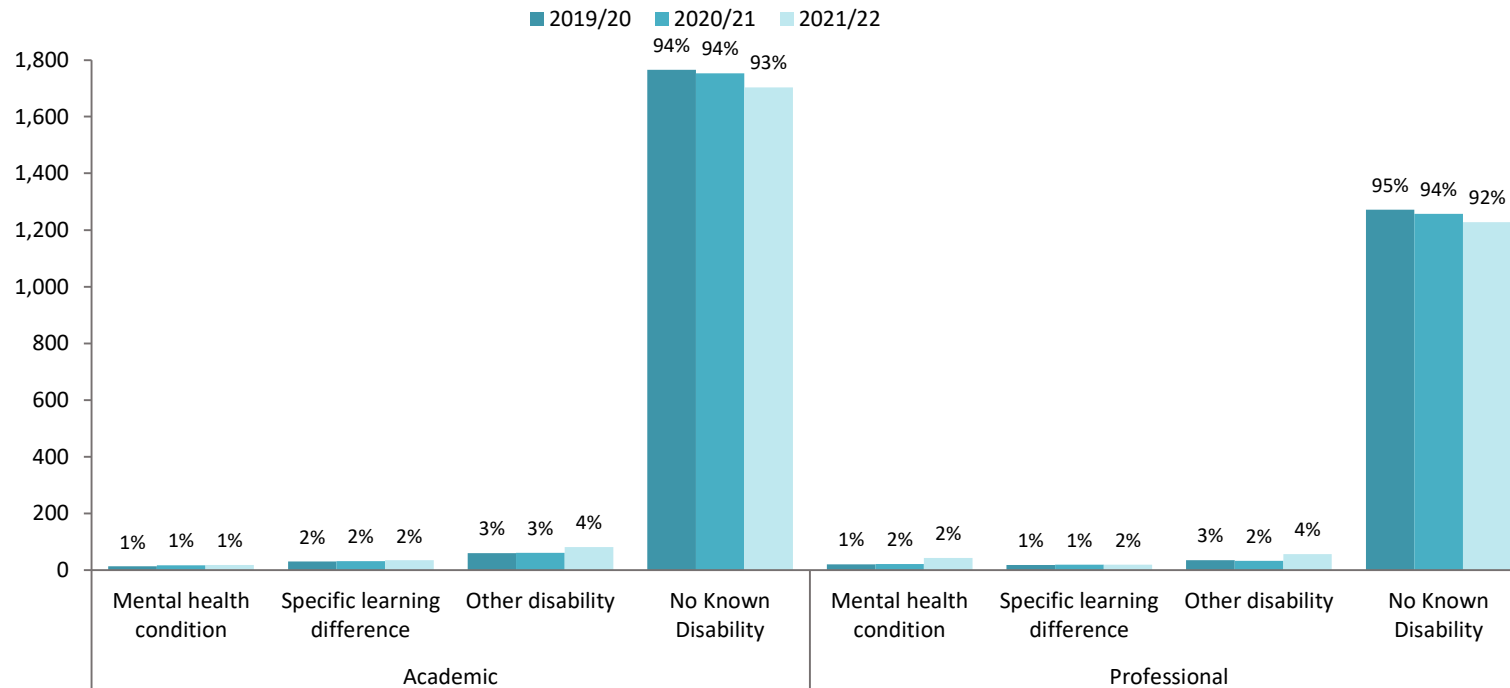


## Disability

### Staff declaring a disability by function

| Disability                   | 2019/20      |                       |              | 2020/21      |                       |              | 2021/22      |                       |              |
|------------------------------|--------------|-----------------------|--------------|--------------|-----------------------|--------------|--------------|-----------------------|--------------|
|                              | Academic     | Professional services | Total        | Academic     | Professional services | Total        | Academic     | Professional services | Total        |
| Mental health condition      | 13           | 20                    | <b>33</b>    | 17           | 22                    | <b>39</b>    | 19           | 43                    | <b>62</b>    |
| Specific learning difference | 30           | 18                    | <b>48</b>    | 32           | 19                    | <b>51</b>    | 35           | 19                    | <b>54</b>    |
| Other disability             | 60           | 35                    | <b>95</b>    | 61           | 33                    | <b>94</b>    | 81           | 56                    | <b>137</b>   |
| No Known Disability          | 1,765        | 1,272                 | <b>3,037</b> | 1,753        | 1,257                 | <b>3,010</b> | 1,703        | 1,228                 | <b>2,931</b> |
| <b>Total FPE</b>             | <b>1,868</b> | <b>1,345</b>          | <b>3,213</b> | <b>1,863</b> | <b>1,331</b>          | <b>3,194</b> | <b>1,837</b> | <b>1,346</b>          | <b>3,183</b> |

### Staff declaring a disability by function



## Age

### Age groups of staff by function

| Age group        | 2019/20      |                       |              | 2020/21      |                       |              | 2021/22      |                       |              |
|------------------|--------------|-----------------------|--------------|--------------|-----------------------|--------------|--------------|-----------------------|--------------|
|                  | Academic     | Professional services | Total        | Academic     | Professional services | Total        | Academic     | Professional services | Total        |
| ≤30              | 296          | 264                   | 560          | 290          | 238                   | 528          | 273          | 229                   | 502          |
| 31-40            | 602          | 344                   | 946          | 575          | 359                   | 934          | 564          | 343                   | 907          |
| 41-50            | 495          | 354                   | 849          | 501          | 361                   | 862          | 494          | 392                   | 886          |
| 51-60            | 338          | 304                   | 642          | 362          | 307                   | 669          | 362          | 319                   | 681          |
| ≥61              | 137          | 78                    | 215          | 135          | 66                    | 201          | 139          | 64                    | 203          |
| <b>Total FPE</b> | <b>1,868</b> | <b>1,344</b>          | <b>3,212</b> | <b>1,863</b> | <b>1,331</b>          | <b>3,194</b> | <b>1,833</b> | <b>1,346</b>          | <b>3,179</b> |

### Staff age breakdown by function

