

Staff Equality Duty Report 2021/22

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.

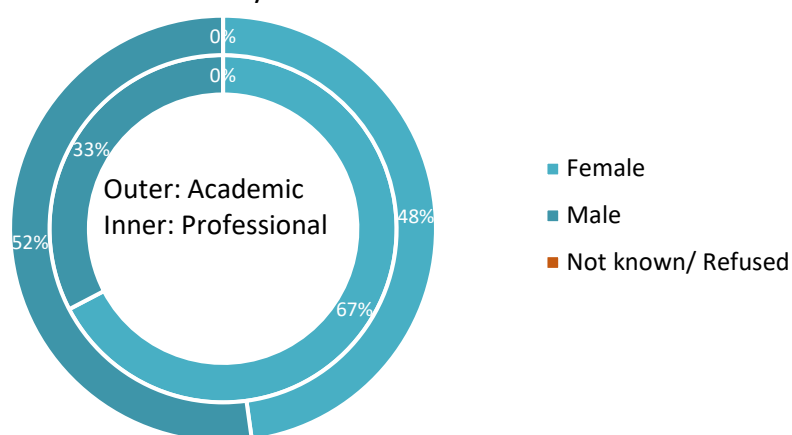
Sex

Sex of staff by function

Function	Academic	Professional	Total
Female	877	907	1,784
Male	956	440	1,396
Not known/ Refused	<5		0
Total FPE	1,834	1,346	3,180

NOTE: MyView allows for gender, but small uptake at this time.

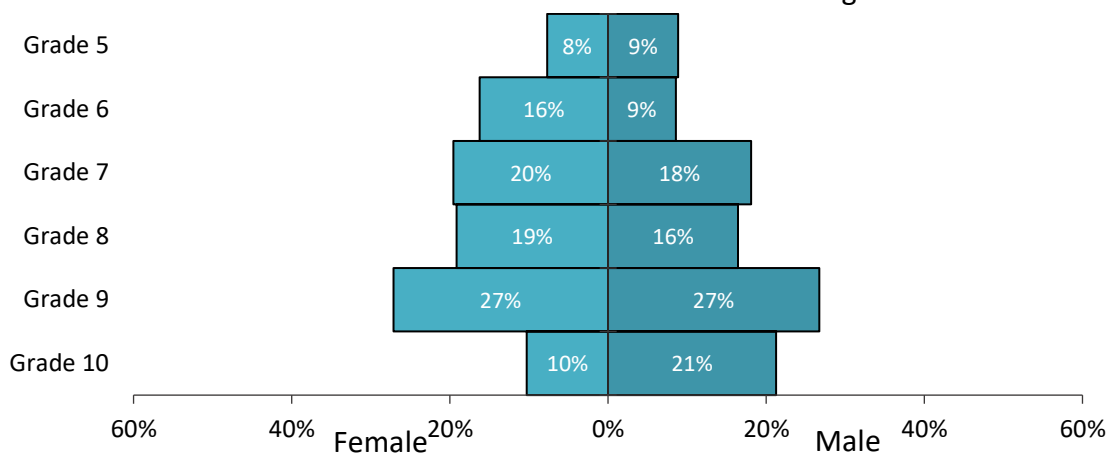
Sex of staff by function



Sex of Academic staff by grade

Grade	Female	Male	Not known/Refused	Total
Grade 5	67	85		152
Grade 6	142	82	<5	224
Grade 7	172	173		345
Grade 8	168	157	<5	326
Grade 9	238	256	<5	494
Grade 10	90	203		293
Total FPE	877	956	0	1,834

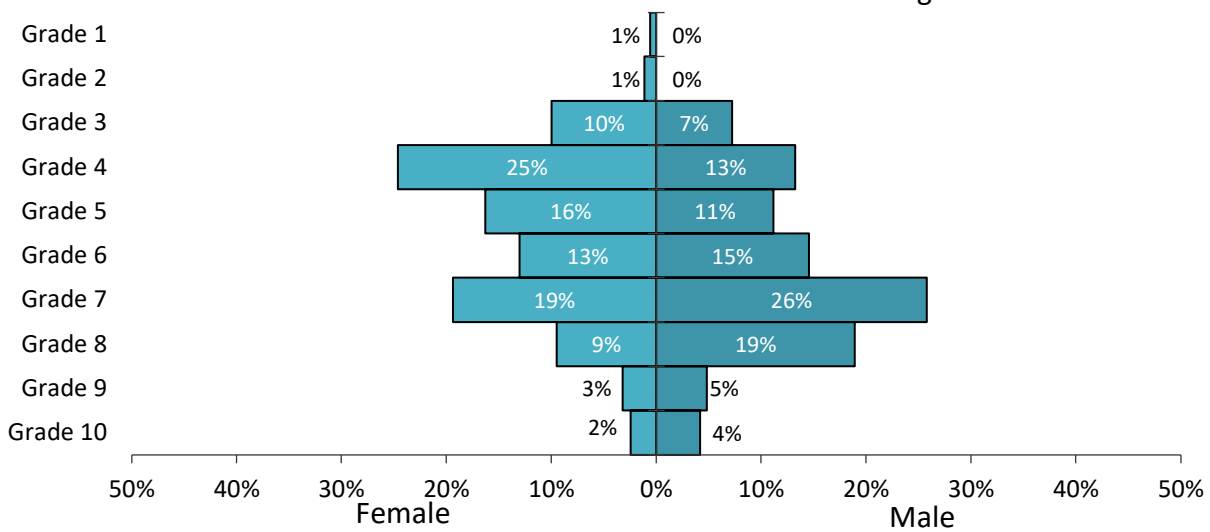
Academic staff: Distribution of sex within each grade



Sex of Professional services staff by grade

Grade	Female	Male	Not known/ Refused	Total
Grade 1	5	<5		5
Grade 2	10	<5		10
Grade 3	90	31		122
Grade 4	223	57		281
Grade 5	148	48		196
Grade 6	118	63		181
Grade 7	176	112		287
Grade 8	86	82		168
Grade 9	29	21		50
Grade 10	22	18		40
Total FPE	907	433		1,340

Professional services staff: Distribution of sex within each grade

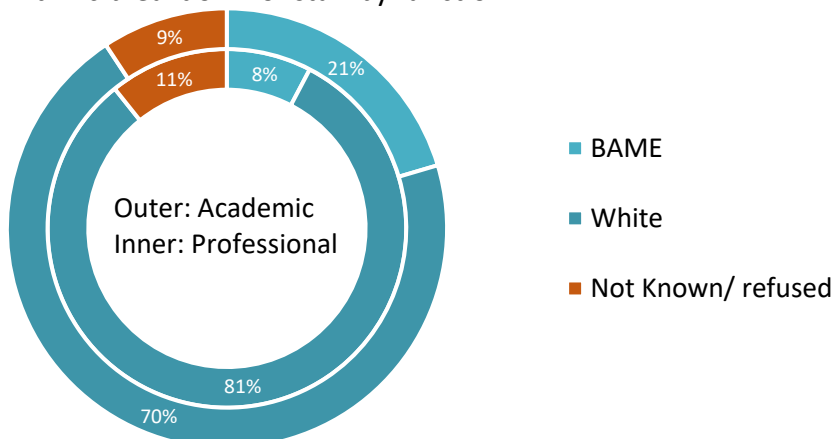


Ethnicity

Basic ethnic breakdown of staff by function

Ethnicity	Academic	Professional services	Total
BAME	374	103	477
White	1,292	1,098	2,391
Not Known/ refused	171	145	316
Total FPE	1,837	1,346	3,183

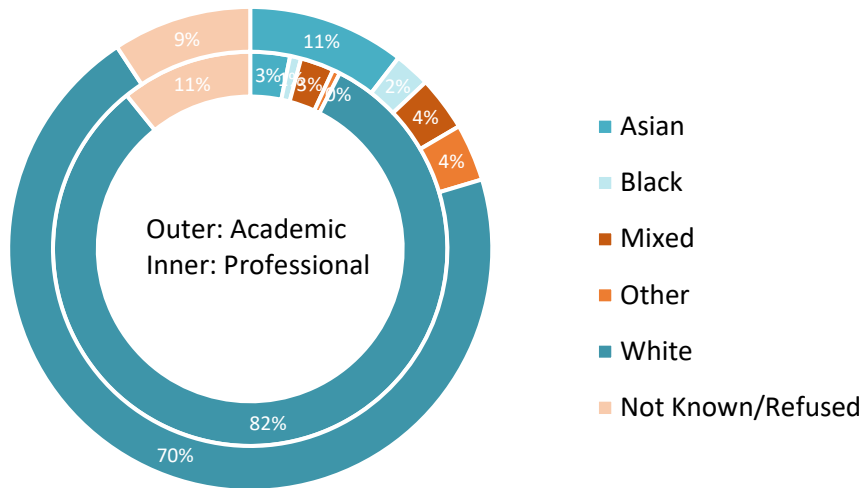
Ethnic breakdown of staff by function



Detailed ethnic breakdown of staff by function

Ethnicity	Academic	Professional services	Total
Asian	193	44	237
Black	44	12	56
Mixed	67	37	104
Other	70	8	78
White	1,292	1,100	2,393
Not Known/Refused	171	145	316
Total FPE	1,837	1,346	3,183

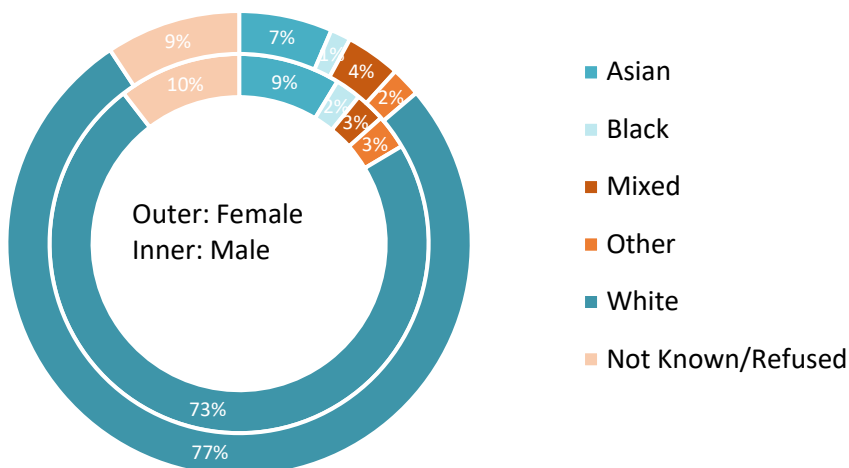
Ethnic breakdown of staff by function



Detailed ethnic breakdown of staff by sex

Ethnicity	Female	Male	Not known/Refused	Total
Asian	116	121		237
Black	25	31		56
Mixed	68	36		104
Other	37	41		78
White	1,371	1,022		2,393
Not Known/Refused	167	146	<5	313
Total FPE	1,784	1,396	0	3,180

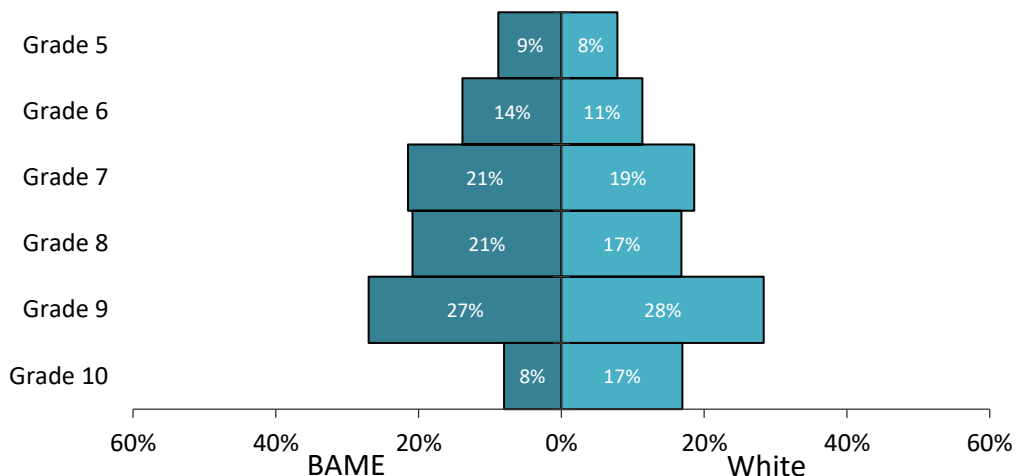
Ethnic breakdown of staff by sex



Ethnicity of Academic staff by grade

Grade	BAME	White	Not known/ refused	Total
Grade 5	33	102	18	152
Grade 6	52	147	27	225
Grade 7	80	241	24	345
Grade 8	78	218	31	327
Grade 9	101	367	27	495
Grade 10	30	219	44	293
Total FPE	374	1,292	171	1,837

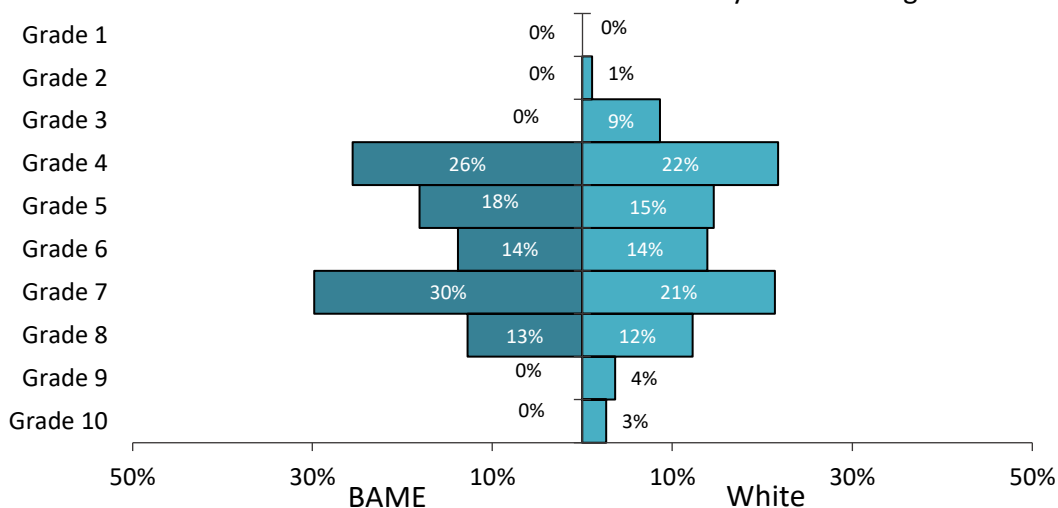
Academic staff: Distribution of ethnicity within each grade



Ethnicity of Professional services staff by grade

Grade	BAME	White	Not known/ Refused	Total
Grade 1	<5	<5	<5	0
Grade 2	<5	12	<5	12
Grade 3	<5	95	23	117
Grade 4	24	238	19	281
Grade 5	17	160	19	196
Grade 6	13	152	16	181
Grade 7	28	234	25	287
Grade 8	12	134	22	168
Grade 9		40	10	50
Grade 10	<5	29	10	39
Total FPE	94	1,094	143	1,331

Professional services staff: Distribution of ethnicity within each grade

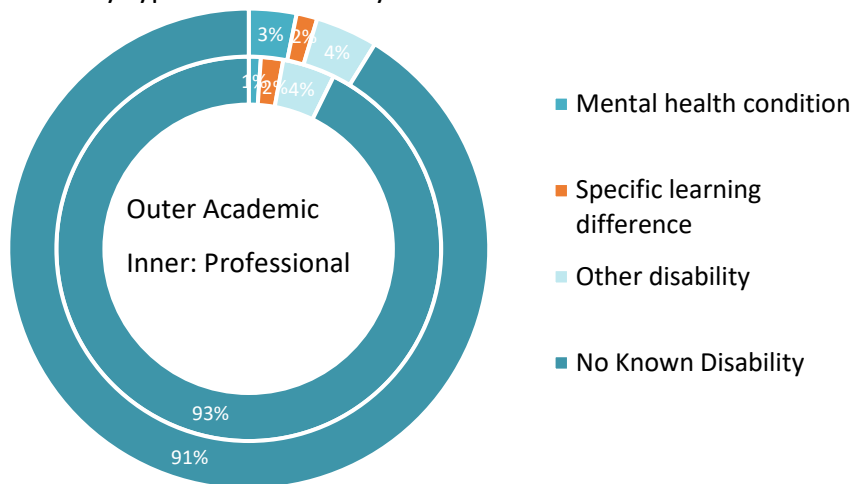


Disability

Disability types within staff by function

Disability	Academic	Professional services	Total
Mental health condition	19	43	62
Specific learning difference	35	19	54
Other disability	81	56	137
No Known Disability	1,703	1,228	2,931
Total FPE	1,837	1,346	3,183

Disability types within staff by function



Age

Age groups of staff by function

Age group	Academic	Professional services	Total
≤30	273	229	502
31-40	564	343	907
41-50	494	392	886
51-60	362	319	681
≥61	139	64	203
Total FPE	1,833	1,346	3,179

Distribution of age groups by function

