

Staff Equality Duty Report 2020/21

Data is the full person equivalent (FPE) of University of Sussex employees as at 1 December 2020. Data includes Doctoral Tutors, School Tutors and Language Tutors. Data excludes any staff with 0 FTE.

1. Sex

Table 1.1: Sex of staff by function

Function	Female	Male	Total
Academic	870	993	1,863
Professional	886	446	1,331
Total FPE	1,756	1,438	3,194

NOTE: Currently the HR system only has a sex field.

Chart 1.1: Sex of staff by function

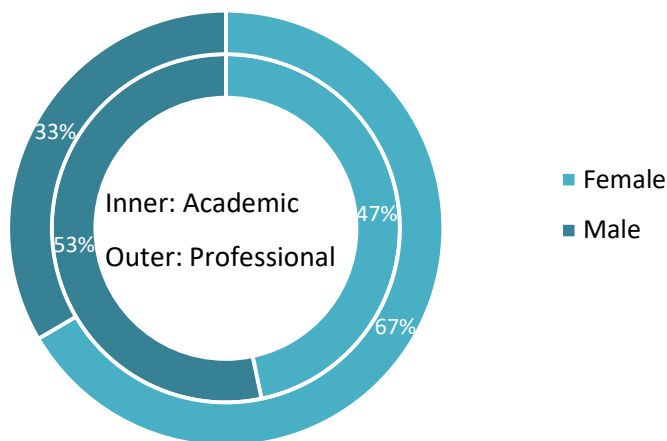


Table 1.2: Sex of staff by grade

Grade	Female	Male	Total
Grade 1-3	96	42	138
Grade 4	213	53	266
Grade 5	224	138	362
Grade 6	250	140	390
Grade 7	385	333	719
Grade 8	252	242	494
Grade 9	219	270	489
Grade 10	117	220	337
Total FPE	1,756	1,438	3,194

Chart 1.2: Distribution of sex within each grade

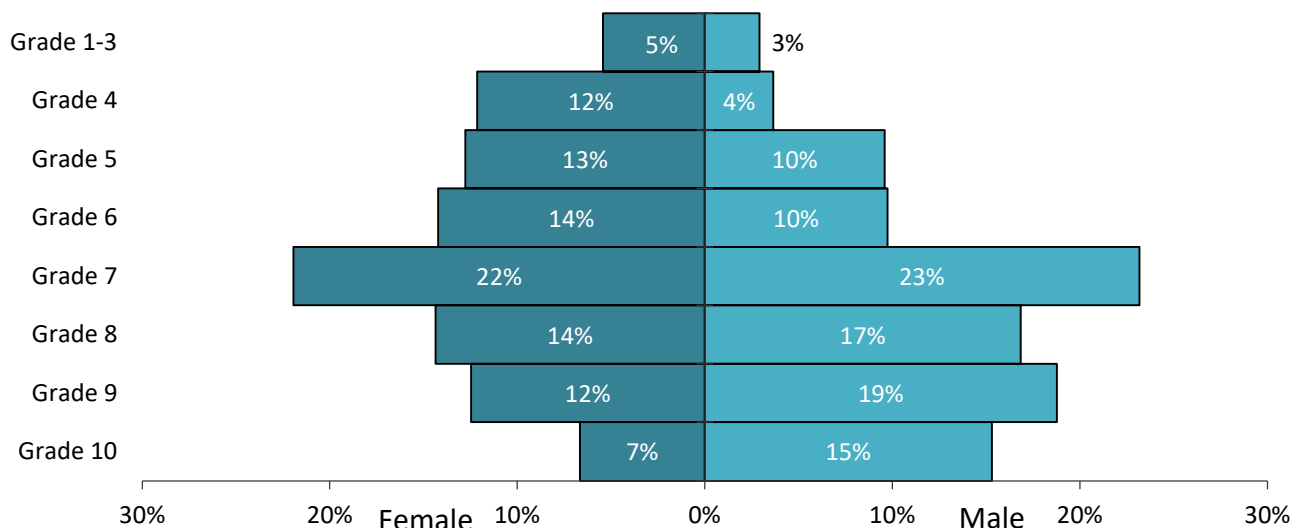


Table 1.3: Sex of Academic staff by grade

Grade	Female	Male	Total
Grade 5	53	83	136
Grade 6	139	86	225
Grade 7	213	214	427
Grade 8	175	155	330
Grade 9	192	245	437
Grade 10	100	209	309
Total FPE	872	993	1,865

Chart 1.3: Academic staff: Distribution of sex within each grade

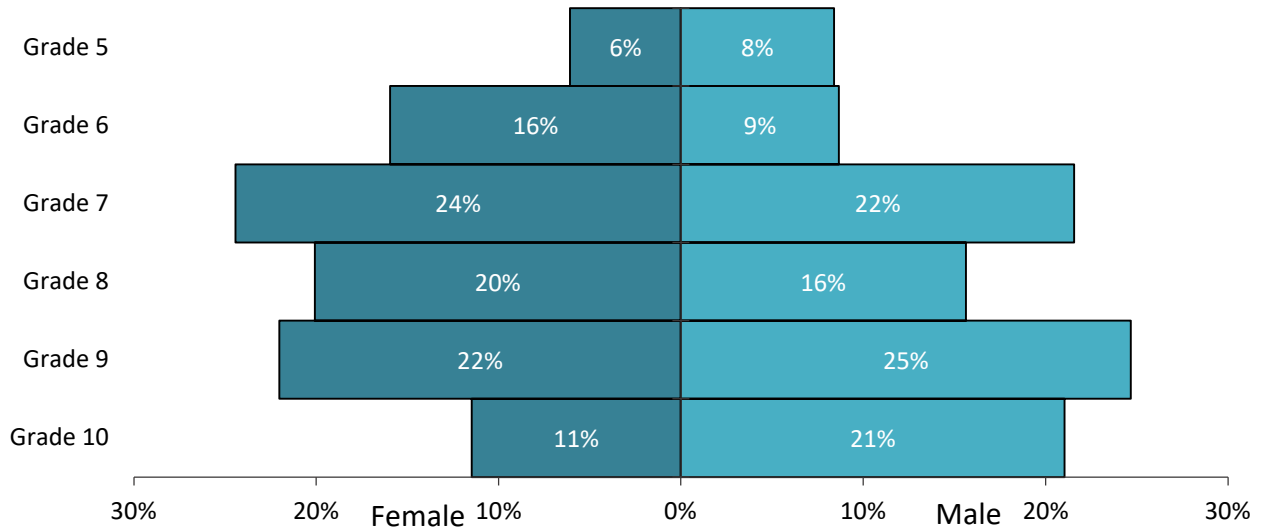


Table 1.4: Sex of Professional services staff by grade

Grade	Female	Male	Total
Grade 1-3	96	42	138
Grade 4	213	53	266
Grade 5	171	55	226
Grade 6	111	54	165
Grade 7	173	120	293
Grade 8	78	87	165
Grade 9	27	25	52
Grade 10	17	11	28
Total FPE	886	446	1,332

Chart 1.4: Professional services staff: Distribution of sex within each grade

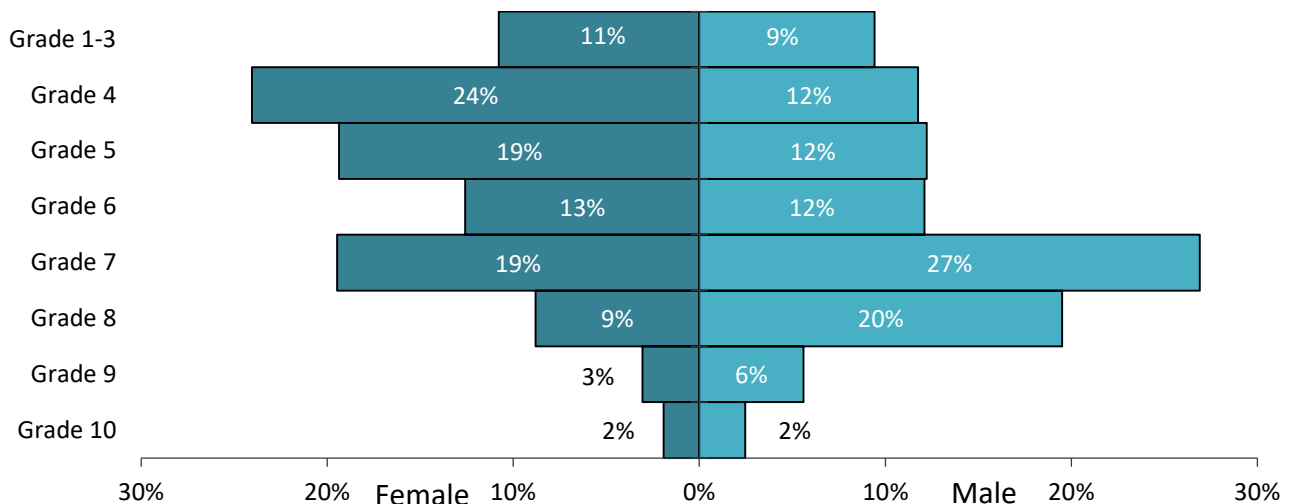
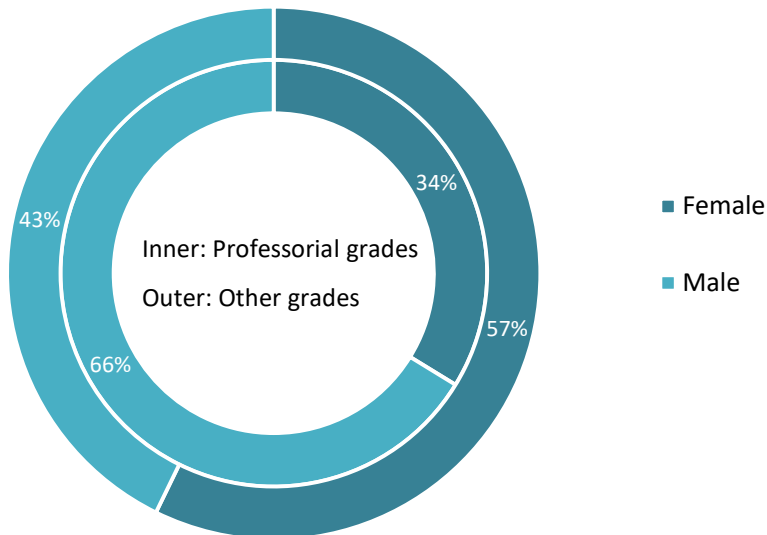


Table 1.5: Professorial grade staff by sex

Grade	Female	Male	Total
Professorial grades	106	208	314
Other grades	1,650	1,230	2,880
Total FPE	1,756	1,438	3,194

Chart 1.5: Professorial grade staff by sex



2. Ethnicity

Table 2.1: Basic ethnic breakdown of staff by function

Ethnicity	Academic	Professional services	Total
BAME	358	101	459
White	1,316	1,083	2,399
Not known/refused	189	147	336
Total FPE	1,863	1,331	3,194

Chart 2.1: Basic ethnic breakdown of staff by function

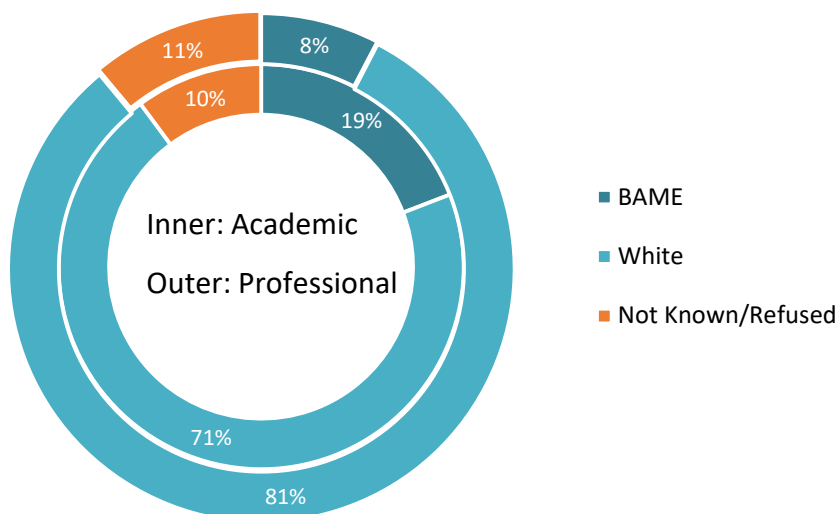


Table 2.2: Detailed ethnic breakdown of staff by function

Ethnicity	Academic	Professional services	Total
White	1,316	1,083	2,399
Black	44	16	60
Asian	178	45	223
Mixed	60	32	92
Other	76	8	84
Not known/refused	189	147	336
Total FPE	1,863	1,331	3,194

Chart 2.2: Detailed ethnic breakdown of staff by function

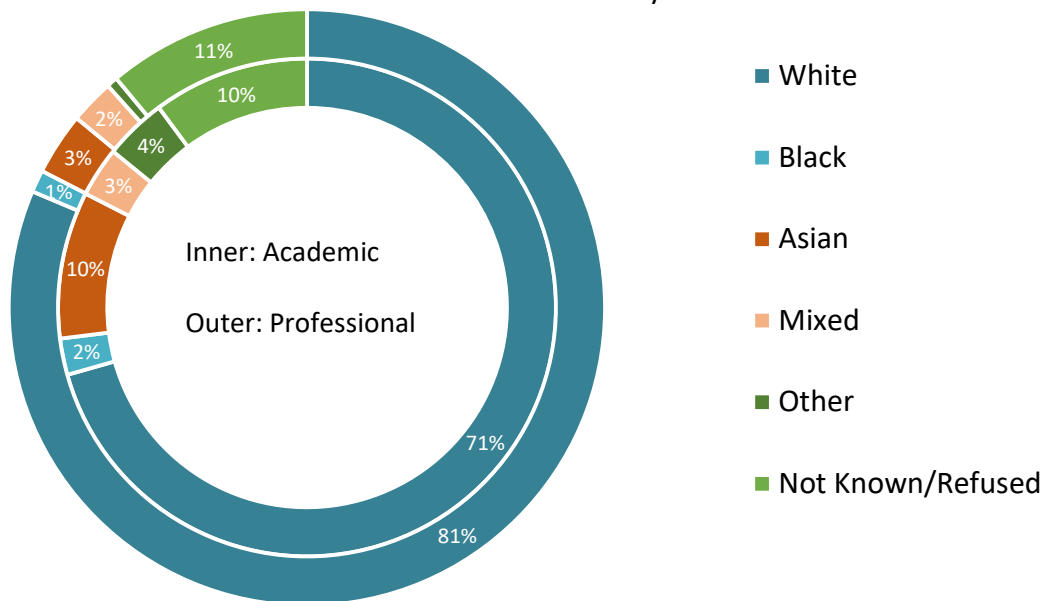
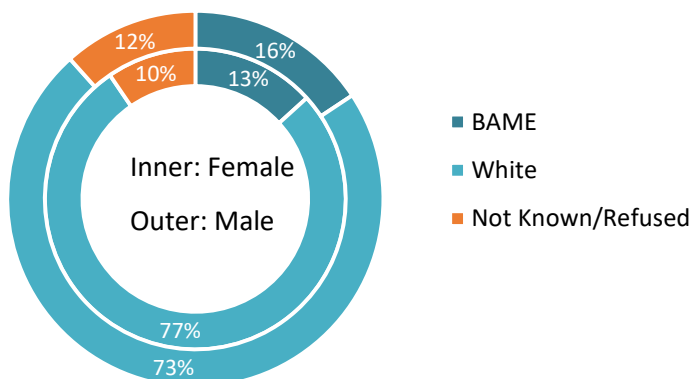


Table 2.3: Basic ethnic breakdown of staff by sex

Ethnicity	Female	Male	Total
BAME	233	226	459
White	1,354	1,045	2,399
Not known/refused	169	167	336
Total FPE	1,756	1,438	3,194

Chart 2.1: Basic ethnic breakdown of staff by sex



3. Disability

Table 3.1: Staff declaring a disability by function

Disability	Academic	Professional services	Total
Known disability	110	74	184
No known disability	1,753	1,257	3,010
Total FPE	1,863	1,331	3,194

Chart 3.1: Staff declaring a disability by function

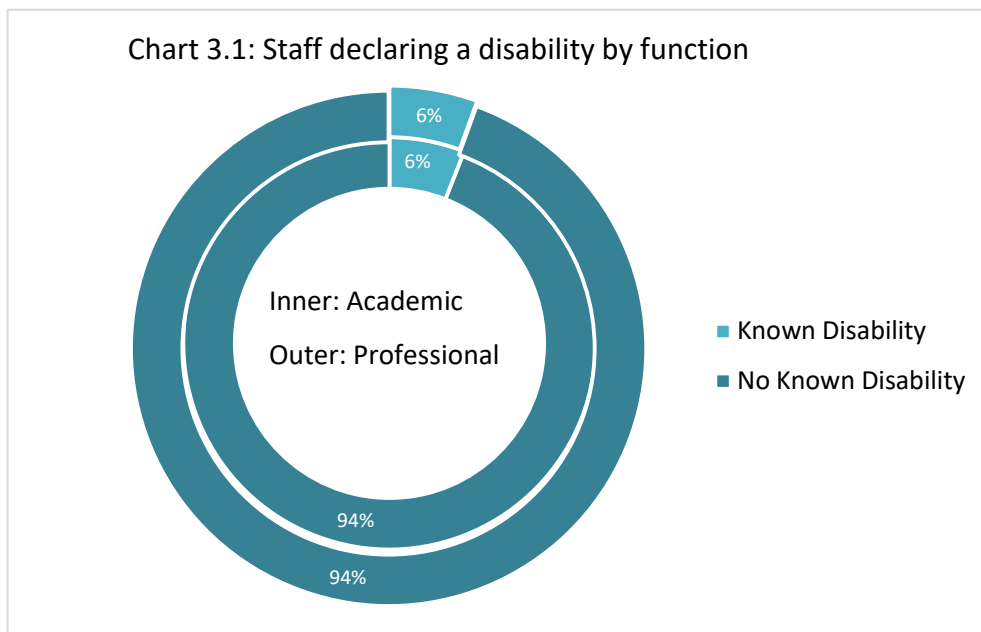


Table 3.2: Disability types within staff declaring a disability by function

Disability	Academic	Professional services	Total
Mental health condition	17	22	39
Specific learning difference	32	19	51
Other disability	61	33	94
No Known Disability	1,753	1,257	3,010
Total FPE	1,863	1,331	3,194

4. Age

Table 4.1: Statistics of staff by age and function

	Academic	Professional services	Total
Average Age	42	42	42
Median Age	40	42	41

Table 4.2: Age groups of staff by function

Age group	Academic	Professional services	Total
≤30	290	238	528
31-40	575	359	934
41-50	501	361	862
51-60	362	307	669
≥61	135	66	201
Total FPE	1,863	1,331	3,194

Chart 4.2: Distribution of age groups of staff by function

