Staff Equality Duty Report 2020/21: 3 year comparison

Data is the full person equivalent (FPE) of University of Sussex employees as at 30 November 2018, 1 December 2019 and 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	2018/19			2019/20			2020/21		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Academic	846	1,012	**1,858**	848	1,020	**1,868**	870	993	**1,863**
Professional	846	434	**1,280**	911	464	**1,374**	886	446	**1,331**
Total FPE	**1,692**	**1,446**	**3,138**	**1,759**	**1,483**	**3,242**	**1,756**	**1,438**	**3,194**

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

Chart 1.1: Sex of staff by function
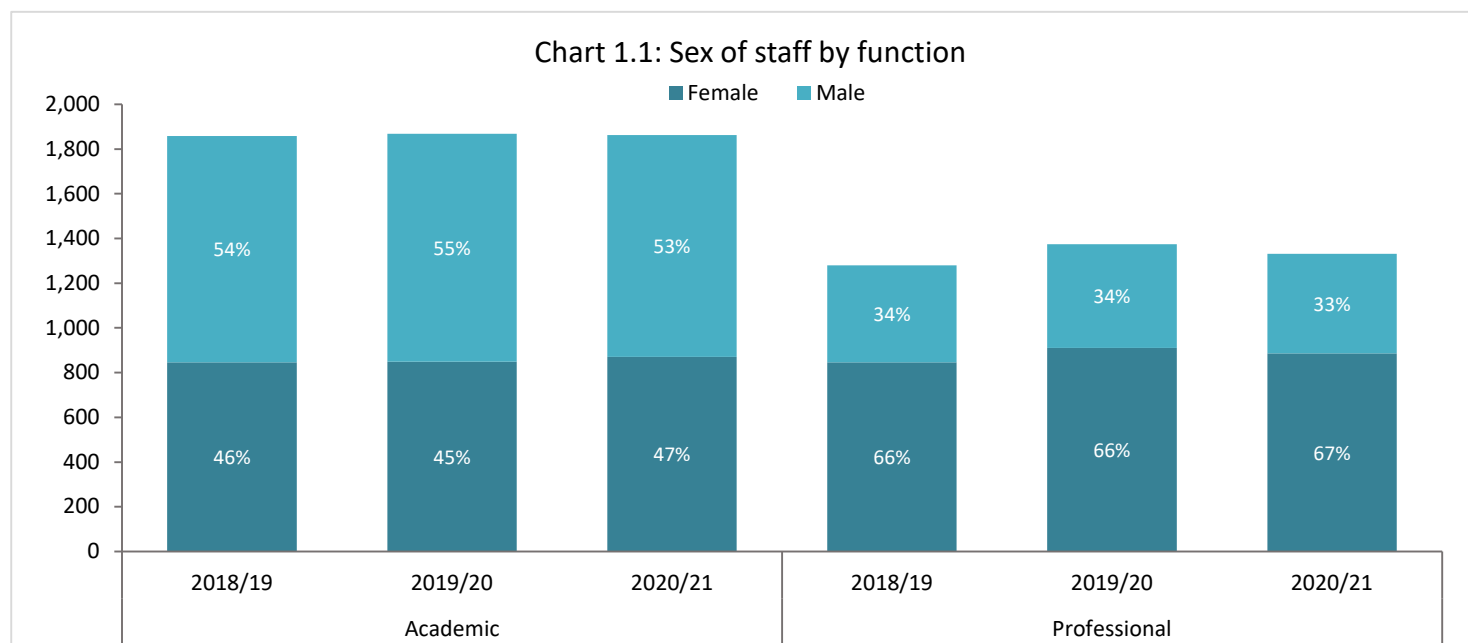
Table 1.2: Sex of staff by grade

Grade	2018/19			2019/20			2020/21		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Grade 0	<5	<5	**<5**						
Grade 1-3	112	39	**151**	127	39	**166**	96	42	**138**
Grade 4	230	61	**291**	222	58	**279**	213	53	**266**
Grade 5	218	148	**366**	227	149	**376**	224	138	**362**
Grade 6	235	128	**362**	234	152	**387**	250	140	**390**
Grade 7	353	333	**686**	359	326	**684**	385	333	**719**
Grade 8	246	243	**489**	249	243	**492**	252	242	**494**
Grade 9	193	274	**467**	224	280	**504**	219	270	**489**
Grade 10	105	219	**324**	118	237	**355**	117	220	**337**
Total FPE	**1,692**	**1,446**	**3,138**	**1,759**	**1,483**	**3,242**	**1,756**	**1,438**	**3,194**

Chart 1.2: Distribution of sex across grades
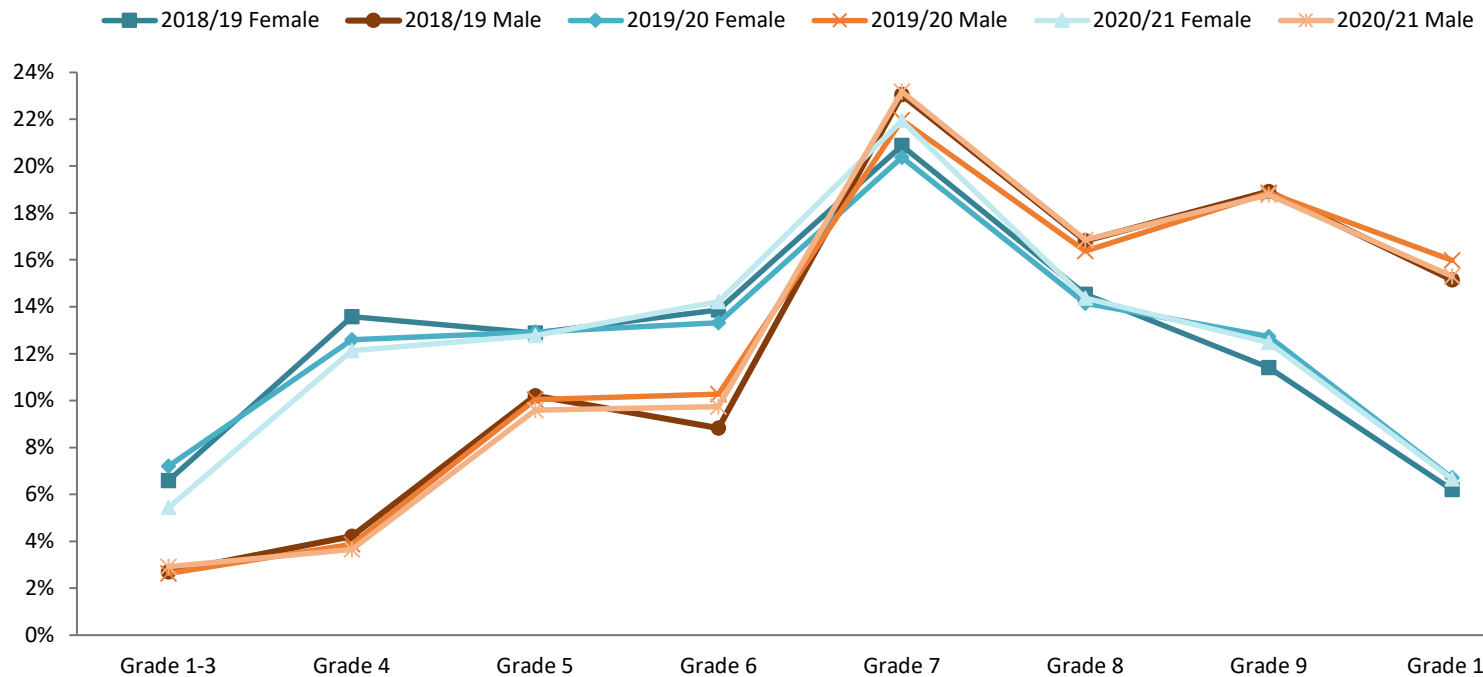
Table 1.3: Professorial grade staff by sex

Grade	2018/19			2019/20			2020/21		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Professorial grades	114	238	**352**	108	232	**340**	106	208	**314**
Other grades	1,578	1,208	**2,786**	1,651	1,251	**2,902**	1,650	1,230	**2,880**
Total FPE	**1,692**	**1,446**	**3,138**	**1,759**	**1,483**	**3,242**	**1,756**	**1,438**	**3,194**

Chart 1.3: Professorial grade staff by sex

■ Female professors   ■ Male Professors

Inner: 2018

Middle: 2019

Outer: 2020

32%
32%
34%
66%
68%
68%
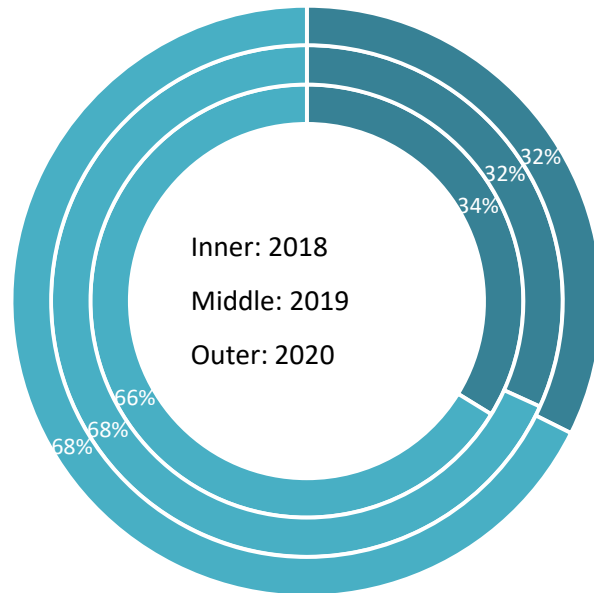
2. Ethnicity

Table 2.1: Basic ethnic breakdown of staff by function

Ethnicity	2018/19			2019/20			2020/21		
	Academic	Professional services	Total	Academic	Professional services	Total	Academic	Professional services	Total
BAME	332	88	**420**	352	103	**455**	358	101	**459**
White	1,338	1,028	**2,366**	1,323	1,111	**2,434**	1,316	1,083	**2,399**
Not known/refused	188	164	**352**	193	160	**353**	189	147	**336**
Total FPE	**1,858**	**1,280**	**3,138**	**1,868**	**1,374**	**3,242**	**1,863**	**1,331**	**3,194**

Chart 2.1: Basic ethnic breakdown of staff by function
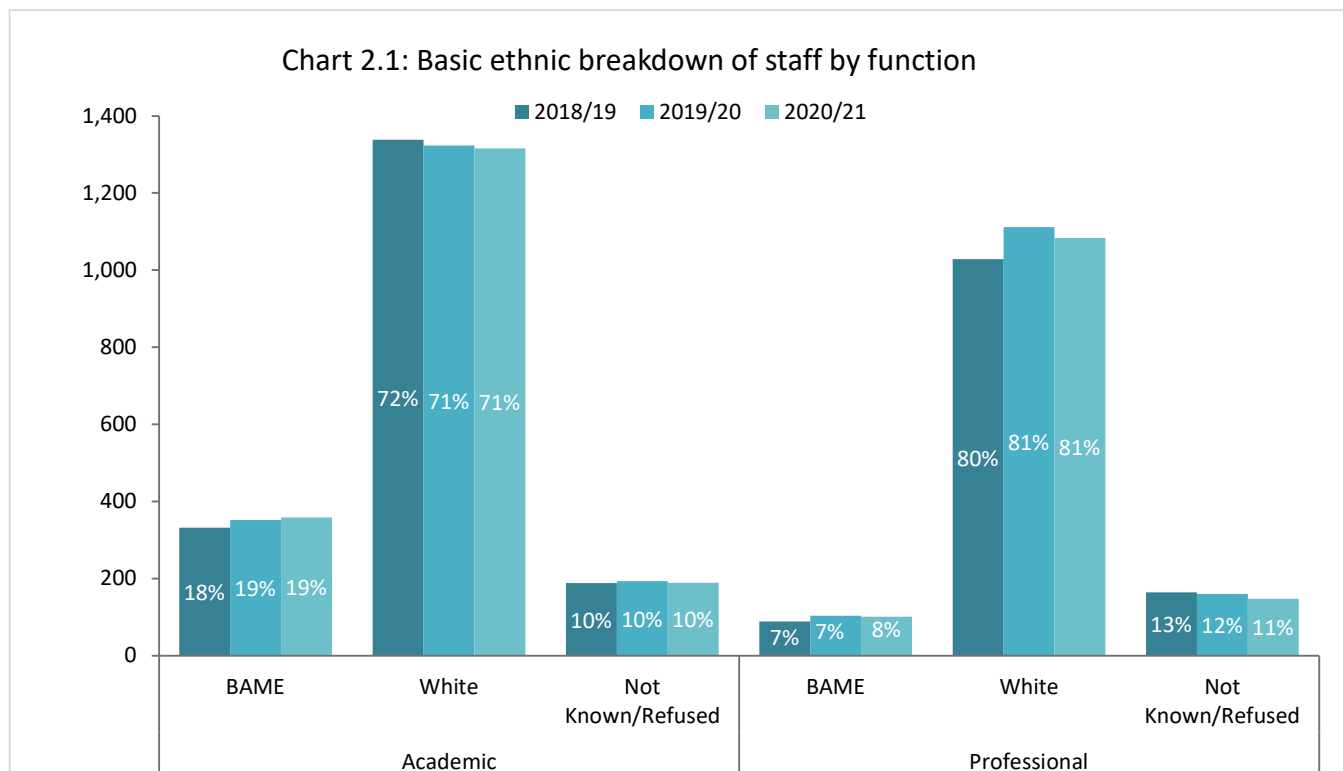
Table 2.2: Detailed ethnic breakdown of staff by function

Ethnicity	2018/19			2019/20			2020/21		
	Academic	Professional services	Total	Academic	Professional services	Total	Academic	Professional services	Total
White	1,338	1,028	**2,366**	1,323	1,111	**2,434**	1,316	1,083	**2,399**
Black	44	16	**60**	39	17	**56**	44	16	**60**
Asian	168	33	**201**	187	44	**231**	178	45	223
Mixed	48	29	**77**	55	32	**87**	60	32	92
Other	72	10	**82**	71	10	**81**	76	8	84
Not known/refused	188	164	**352**	193	160	**353**	189	147	336
Total FPE	**1,858**	**1,280**	**3,138**	**1,868**	**1,374**	**3,242**	**1,863**	**1,331**	**3,194**

Table 2.3: Percentage breakdown of staff by ethnicity and function

Ethnicity	Academic			Professional		
	2018/19	2019/20	2020/21	2018/19	2019/20	2020/21
White	72%	71%	71%	80%	81%	81%
Black	2%	2%	2%	1%	1%	1%
Asian	9%	10%	10%	3%	3%	3%
Mixed	3%	3%	3%	2%	2%	2%
Other	4%	4%	4%	1%	1%	1%
Not known/refused	10%	10%	10%	13%	12%	11%
Grand Total	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**

Table 2.4: Basic ethnic breakdown of staff by sex

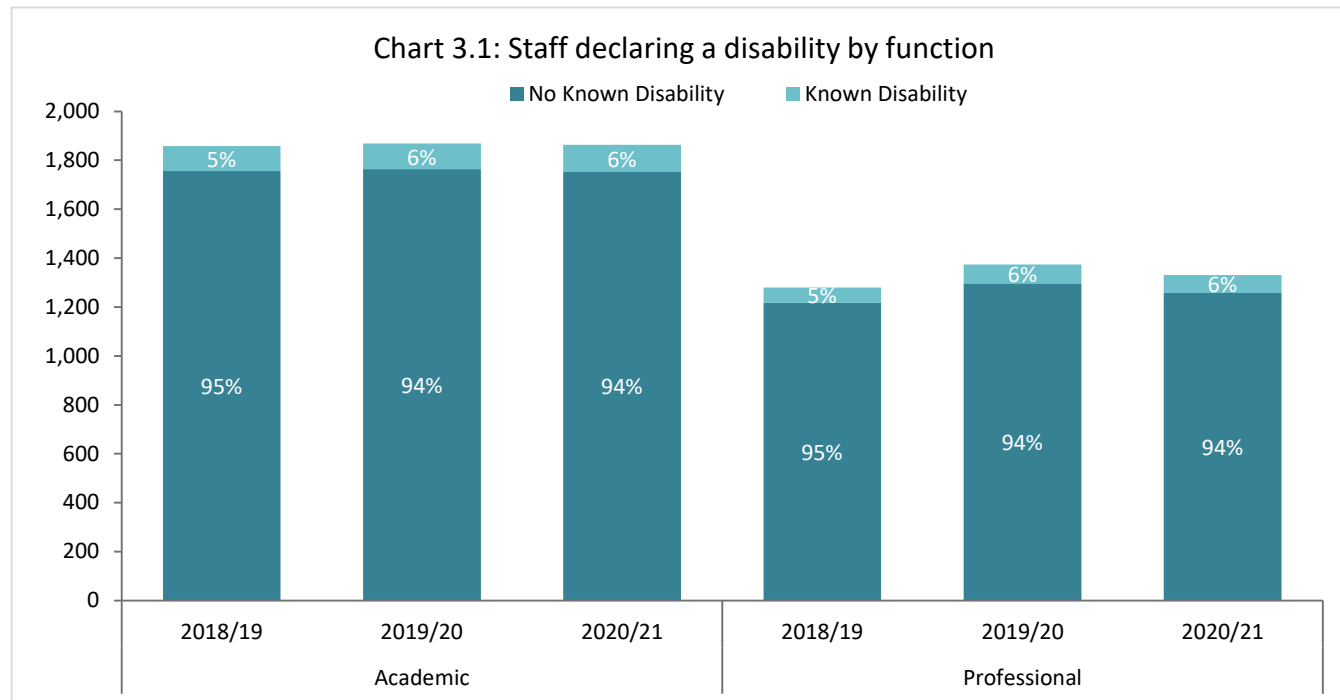| Ethnicity	2018/19			2019/20			2020/21		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
BAME	193	227	**420**	229	226	**455**	233	226	**459**
White	1,319	1,047	**2,366**	1,357	1,077	**2,434**	1,354	1,045	**2,399**
Not known/refused	180	172	**352**	173	180	**353**	170	167	**337**
Total FPE	**1,692**	**1,446**	**3,138**	**1,759**	**1,483**	**3,242**	**1,756**	**1,438**	**3,194**

Chart 2.4: Basic ethnic breakdown of staff by sex
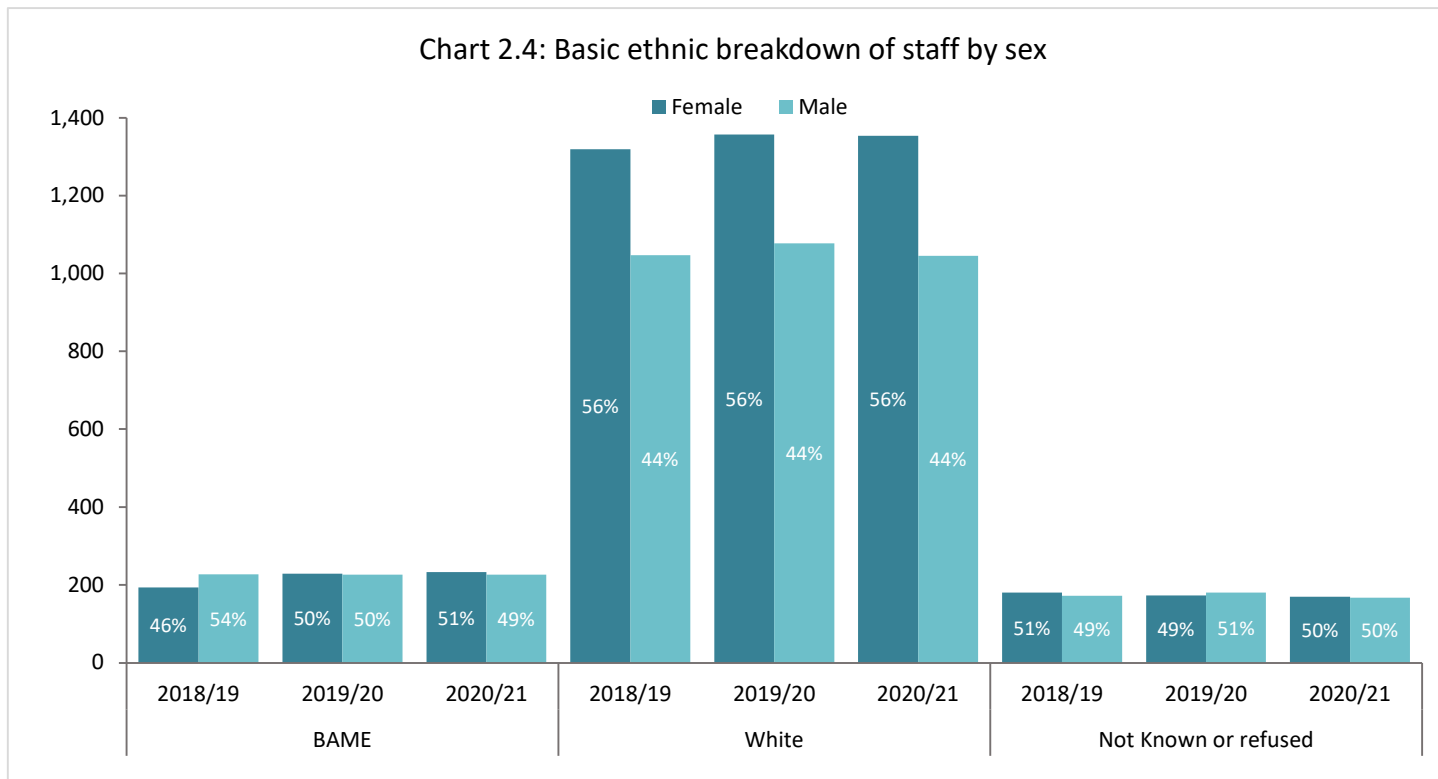
3. Disability

Table 3.1: Staff declaring a disability by function

Disability	2018/19			2019/20			2020/21		
	Academic	Professional services	Total	Academic	Professional services	Total	Academic	Professional services	Total
Known disability	101	63	**164**	104	77	**181**	110	74	**184**
No known disability	1,756	1,218	**2,974**	1,764	1,297	**3,061**	1,753	1,257	**3,010**
Total FPE	**1,858**	**1,280**	**3,138**	**1,868**	**1,374**	**3,242**	**1,863**	**1,331**	**3,194**

Chart 3.1: Staff declaring a disability by function

4. Age

Table 4.1: Age groups of staff by function

Age group	2018/19 Academic	2018/19 Professional services	2018/19 Total	2019/20 Academic	2019/20 Professional services	2019/20 Total	2020/21 Academic	2020/21 Professional services	2020/21 Total
≤30	303	248	**551**	296	272	**568**	290	238	**528**
31-40	610	335	**945**	602	353	**955**	575	359	**934**
41-50	477	336	**813**	495	362	**857**	501	361	**862**
51-60	337	280	**617**	338	308	**646**	362	307	**669**
≥61	131	81	**212**	137	78	**215**	135	66	**201**
Total FPE	**1,858**	**1,280**	**3,138**	**1,868**	**1,373**	**3,241**	**1,863**	**1,331**	**3,194**

Table 4.2: Percentage breakdown of age groups of staff by function

Age	Academic 2018/19	Academic 2019/20	Academic 2020/21	Professional 2018/19	Professional 2019/20	Professional 2020/21
≤30	16%	16%	16%	19%	20%	18%
31-40	33%	32%	31%	26%	26%	27%
41-50	26%	26%	27%	26%	26%	27%
51-60	18%	18%	19%	22%	22%	23%
≥61	7%	7%	7%	6%	6%	5%
Grand Total	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**