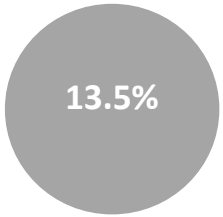
University of Sussex Disability Pay Gap Report 2025

Summary
Our mean disability pay gap for 2025 is 17.2%, a decrease of 0.3 percentage points. Our median disability pay gap is 13.5%, an increase of 2.4 percentage points.



Mean Disability Pay Gap



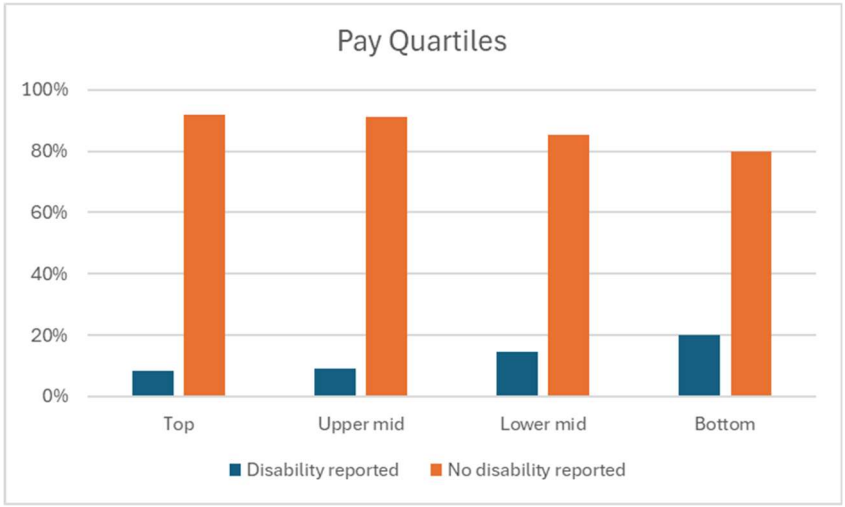
Median Disability Pay Gap

Population	Academic	Professional Services	Total
Disability reported	196	302	498
No disability reported	1793	1559	3352
All Staff	1989	1861	3850

What causes our disability pay gap?

The key driver for our disability pay gap is the demographic of our workforce.

- Numbers reporting a disability continue to increase, with most of the increased reporting of disability this year in the PS staff group (an increase of 84 out of a total of 302 reporting a disability compared to an increase of 22 out of a total of 196 reporting a disability in the academic group).
- Overall, more declare in the bottom quartile (20%) compared to the top quartile (8%).
- Larger proportions of staff in PS divisions report a disability (at 16%) compared to 10% of academics, which impacts the overall pay gap as there are proportionally more PS staff in lower grades.



- The mean disability pay gap for academics has decreased by 2.2 percentage points, largely driven by the increased numbers reporting a disability in the top quartile compared to the previous year (from 5% to 8%) while numbers reporting a disability in the bottom quartile is unchanged (at 13%).
- For PS staff the pay gap has also decreased because of the distribution of disabled staff across the pay quartiles (although there have been increases in the bottom quartile, these have been offset by increases in the upper mid quartile compared to the previous year). There continues to be low representation of disabled staff in the top quartile for both staff groups.

How we are reducing our disability pay gap

We remain committed to reducing our disability pay gap. The Disability, Equality and Inclusion Steering Group will continue to develop and review actions to address the disability pay gap, and broader commitments to action including University attaining Disability Confident Leader in 2024. These include the following actions designed to address disability pay equality and improving the representation and distribution of staff throughout the pay quartiles:

Recruitment Policy and Procedure

- Ongoing activities to ensure fair and accessible recruitment and selection, including processes for appointing interim or acting up roles, expectations of search agencies and a new digital HR system planned to enable better quality of data to inform action required.

Promotion and Career Progression

- Review pay frameworks, benefits and promotional criteria to ensure that they are open, transparent, and foster equality.
- Clear review processes and clear criteria for promotion, job evaluation and pay increases.
- Workplace adjustment toolkit reviewed and launched, and ongoing Workplace Adjustments Working Group activity to embed the toolkit and continue developing improvements.
- Leaver surveys to inform understanding of factors that contribute to staff leaving the university.

Diverse Representation

- Ongoing plan to increase the numbers of staff completing their MyView equalities data
- Equality monitoring of Council and Senate membership, and other leadership committees and measures to address underrepresentation.
- Monitoring of completion rates for mandatory and recommended online EDI training (including Disability Essentials), with consequent increase in compliance.
- Review effectiveness of identity-based mentoring scheme.
- Revised and embedded equality analysis
- Develop and implement a positive action programme for disabled leaders.

Note One: Disability pay gap only reports on full pay relevant employees and is a snapshot taken on 31 March 2024.
Note Two: 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.