

University of Sussex Gender Pay Gap Report 2023

Summary

Our mean gender pay gap for 2023 is 16.9%, a reduction of 1%. Our median gender pay gap is 12.4%, an increase of 0.4%.



**Mean Gender
Pay Gap**



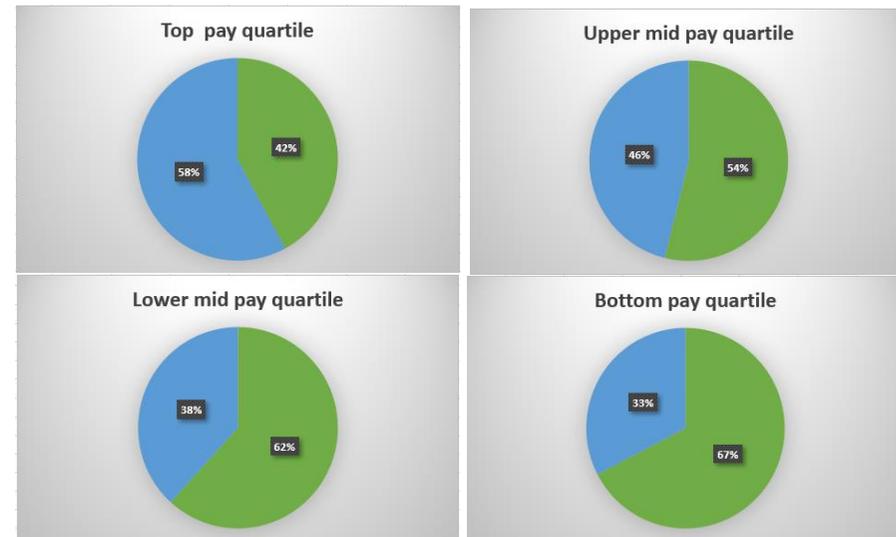
**Median Gender
Pay Gap**

| Population | Academic | Professional Services | Total |
|------------------|-------------|-----------------------|-------------|
| Female | 903 | 926 | 1829 |
| Male | 974 | 447 | 1421 |
| All Staff | 1877 | 1373 | 3250 |

What causes our gender pay gap?

The key driver for our gender pay gap is the demographic of our workforce:

- 56% of our workforce are female, but they are not distributed evenly
- 67% of staff in the bottom pay quartile are female while 42% are female in the top pay quartile
- Our workforce has more academic than professional services staff (58%A:42%PS)
- 68% of men we employ are academics compared to 49% of women.

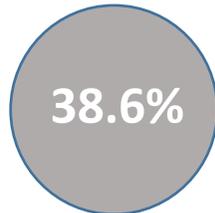


Key Blue - male
Green - female

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**Mean Bonus
Pay Gap**



**Median Bonus
Pay Gap**

| Population | Academic | Professional Services | Total | % of Staff |
|------------------|------------|-----------------------|------------|-------------|
| Female | 76 | 109 | 185 | 10.1% |
| Male | 71 | 41 | 112 | 7.9% |
| All Staff | 147 | 150 | 297 | 9.1% |

Breakdown of bonuses awarded by gender and employee group based on full person equivalent

Bonus Pay Gap

Our mean bonus pay gap for 2022 is 42.4% an increase of 4.9%. Our median bonus pay gap has also increased from zero to 38.6%. In 2021, all staff at or below the top of the non-discretionary zone of Grade 8 received a £250 bonus for exceptional performance linked to work during the pandemic. This resulted in far more bonuses being awarded that year and explains the subsequent increase to 38.6%. Clinical Excellence Awards paid to our staff in the medical school have a significant impact on the bonus pay gap because individual awards are relatively large compared to other bonus awards.

How we are reducing our gender pay gap

We remain committed to reducing our gender pay gap. This includes the following actions designed to address gender pay equality:

- **Drive forward the actions to create an equitable pay framework that will contribute to reduced pay gaps.**
 - ✓ To write and agree a Total Reward Strategy by the end of 2023.
 - ✓ Review of University pay scales for all staff.
 - ✓ Revised guidance on starting salaries to reduce unconscious bias in these decisions.
 - ✓ To improve representation at senior level with regard to gender, ethnicity and disabled staff by 2025. Annual modelling will be undertaken and targets set.
- **Recruitment policy and procedure**
 - ✓ To research, design, procure and implement a fully functional e-recruitment system to be in place by the end of 2023.
 - ✓ To review and refresh the approach to positive action in recruitment processes.
- **Addressing gendered impact on promotion and career progression of women due to caring and parenting responsibilities**
 - ✓ Develop benefits and career progression criteria that are open, transparent and foster equality.
 - ✓ Develop clear review processes and promotion criteria, job evaluation benchmarks and pay framework.
 - ✓ Expand the mentoring scheme to offer identify-based mentoring.
 - ✓ A new carers fund policy has been introduced supporting those taking carers leave to reduce the impact on their careers.

Our [Gender Equality Action Plan](#) outlines our commitments to improving gender equality and reducing our gender pay gap.

Notes

1. Pay gap data is based on a snapshot as at 31 March 2022. Bonus pay gaps are based on bonus payments made 1 April 2021-31 March 2022.
2. Bonus pay calculations include discretionary pay awards, long service awards and clinical excellence awards.
3. Clinical excellence awards recognise the exceptional contribution of NHS consultants (including honorary NHS consultants) to the values and goals of the NHS and to patient care.
4. 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.