University of Sussex Disability Pay Gap Report 2022

Summary
The median disability pay gap is 13.7%, an increase of 2.4%. The mean disability pay gap is 19.1%, an increase of 0.8%.

<table>
<thead>
<tr>
<th>Population</th>
<th>All Staff</th>
<th>% of Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Known Disability</td>
<td>194</td>
<td>6%</td>
</tr>
<tr>
<td>No Known Disability</td>
<td>2958</td>
<td>94%</td>
</tr>
<tr>
<td>All Staff</td>
<td>3152</td>
<td>100%</td>
</tr>
</tbody>
</table>

What causes our disability pay gap?
The key driver for our disability pay gap is the demographic of our workforce:
- 6% of our workforce are known to have a disability, but they are not distributed evenly through the workforce (pay quartile demographics are shown in the pie charts)
- 3% of staff in the top pay quartile are known to have a disability
- 9% of staff in the bottom pay quartile are known to have a disability

The Disability Equality and Inclusion Steering Group will make recommendations for actions to reduce the disability pay gap.

Notes
1. Pay gap data is based on a snapshot as at 31 March 2021.
2. Pay quartiles - Staff are ordered from highest to lowest based on the hourly pay rate used for the pay gap calculations. The data set is then divided equally into four.