

**Table SF-1.1: Staff by sex and function**

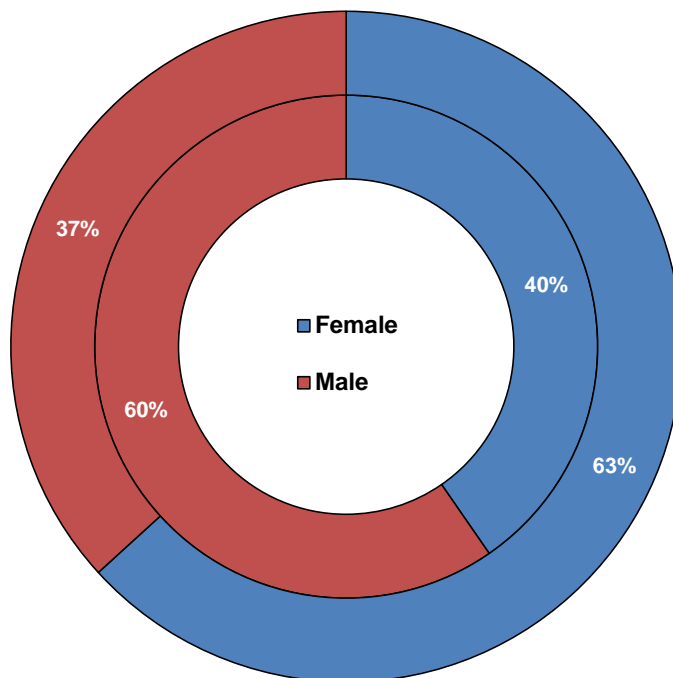
	22-Jan-15			01-Dec-15		
	Female	Male	TOTAL	Female	Male	TOTAL
<b>FTE<sup>§</sup></b>						
Academic	438.6	659.9	<b>1098.5</b>	477.1	710.1	<b>1187.2</b>
Professional Services	609.5	360.2	<b>969.7</b>	616.3	357.2	<b>973.5</b>
<b>Total FTE</b>	<b>1048.1</b>	<b>1020.1</b>	<b>2068.2</b>	<b>1093.4</b>	<b>1067.3</b>	<b>2160.7</b>
<b>FPE*</b>						
Academic	478	699.5	<b>1177.5</b>	478.2	706.3	<b>1184.5</b>
Professional Services	715	392.5	<b>1107.5</b>	611.7	355.6	<b>967.3</b>
<b>Total FPE</b>	<b>1193</b>	<b>1092</b>	<b>2285</b>	<b>1089.9</b>	<b>1061.9</b>	<b>2151.8</b>

*Excludes associate tutors, based on 1 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)*

<sup>§</sup> full time equivalent

\* full person equivalent

**Chart SF-1.2: Staff by sex and function -  
balance of sex within each function**



**Inner ring: Academic staff**  
**Outer ring: Professional Services staff**

Full person equivalent, excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)

**Table SF-1.2: Staff by sex and function - balance of sex within each function**

	22-Jan-15			01-Dec-15		
	Female	Male	TOTAL	Female	Male	TOTAL
<b>FTE<sup>\$</sup></b>						
Academic	39.9%	60.1%	<b>100.0%</b>	40.2%	59.8%	<b>100.0%</b>
Professional Services	62.9%	37.1%	<b>100.0%</b>	63.3%	36.7%	<b>100.0%</b>
<b>Total FTE</b>	<b>50.7%</b>	<b>49.3%</b>	<b>100.0%</b>	<b>50.6%</b>	<b>49.4%</b>	<b>100.0%</b>
<b>FPE*</b>						
Academic	40.6%	59.4%	<b>100.0%</b>	40.4%	59.6%	<b>100.0%</b>
Professional Services	64.6%	35.4%	<b>100.0%</b>	63.2%	36.8%	<b>100.0%</b>
<b>Total FPE</b>	<b>52.2%</b>	<b>47.8%</b>	<b>100.0%</b>	<b>50.7%</b>	<b>49.3%</b>	<b>100.0%</b>

*Excludes associate tutors, based on 1 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)*

<sup>\$</sup> full time equivalent

\* full person equivalent

**Table SF-1.3: Staff by sex and function - balance of functions within each sex**

	22-Jan-15			01-Dec-15		
	Female	Male	TOTAL	Female	Male	TOTAL
<b>FTE<sup>\$</sup></b>						
Academic	41.8%	64.7%	<b>53.1%</b>	43.6%	66.5%	<b>54.9%</b>
Professional Services	58.2%	35.3%	<b>46.9%</b>	56.4%	33.5%	<b>45.1%</b>
<b>Total FTE</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<b>FPE*</b>						
Academic	40.1%	64.1%	<b>51.5%</b>	43.9%	66.5%	<b>55.0%</b>
Professional Services	59.9%	35.9%	<b>48.5%</b>	56.1%	33.5%	<b>45.0%</b>
<b>Total FPE</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

*Excludes associate tutors, based on 1 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)*

<sup>\$</sup> full time equivalent

\* full person equivalent

Table SF-2.1: All staff, by sex and job grade - balance of sex within each grade

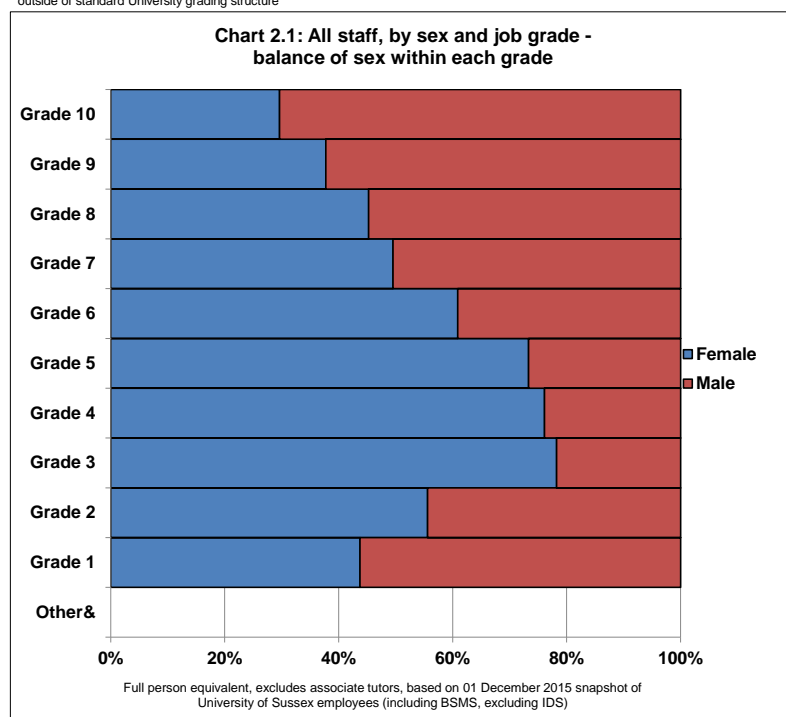
01-Dec-15	Female	Male	Total	% in grade who are female	% in grade who are male	Total
<b>FTE<sup>3</sup></b>						
Grade 10	70.6	167.8	238.4	29.6%	70.4%	100.0%
Grade 9	145.4	239.7	385.1	37.8%	62.2%	100.0%
Grade 8	164.2	201.3	365.5	44.9%	55.1%	100.0%
Grade 7	278.6	287.4	566.0	49.2%	50.8%	100.0%
Grade 6	69.6	44.7	114.3	60.9%	39.1%	100.0%
Grade 5	92.9	34.0	126.9	73.2%	26.8%	100.0%
Grade 4	184.2	57.0	241.2	76.4%	23.6%	100.0%
Grade 3	67.3	18.1	85.4	78.8%	21.2%	100.0%
Grade 2	19.9	16.4	36.3	54.8%	45.2%	100.0%
Grade 1	0.7	0.9	1.6	43.8%	56.3%	100.0%
Other <sup>4</sup>	0.0	0.0	0.0	0.0%	0.0%	0.0%
<b>Total FTE</b>	<b>1093.4</b>	<b>1067.3</b>	<b>2160.7</b>	<b>50.6%</b>	<b>49.4%</b>	<b>100.0%</b>
<b>FPE<sup>4</sup></b>						
Grade 10	70.6	167.8	238.4	29.6%	70.4%	100.0%
Grade 9	145.5	239.9	385.4	37.8%	62.2%	100.0%
Grade 8	164.7	199.3	364.0	45.2%	54.8%	100.0%
Grade 7	279	284.4	563.4	49.5%	50.5%	100.0%
Grade 6	69.6	44.7	114.3	60.9%	39.1%	100.0%
Grade 5	92.4	33.6	126.0	73.3%	26.7%	100.0%
Grade 4	181.7	57	238.7	76.1%	23.9%	100.0%
Grade 3	65.8	18.3	84.1	78.2%	21.8%	100.0%
Grade 2	19.9	15.9	35.8	55.6%	44.4%	100.0%
Grade 1	0.7	0.9	1.6	43.8%	56.3%	100.0%
Other <sup>4</sup>	0.0	0.0	0.0	0.0%	0.0%	0.0%
<b>Total FPE</b>	<b>1089.9</b>	<b>1061.8</b>	<b>2151.7</b>	<b>50.7%</b>	<b>49.3%</b>	<b>100.0%</b>

Excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)

<sup>3</sup> full time equivalent

\* full person equivalent

<sup>4</sup> outside of standard University grading structure



**Table SF-2.2: All staff, by sex and job grade - distribution of each sex across all grades**

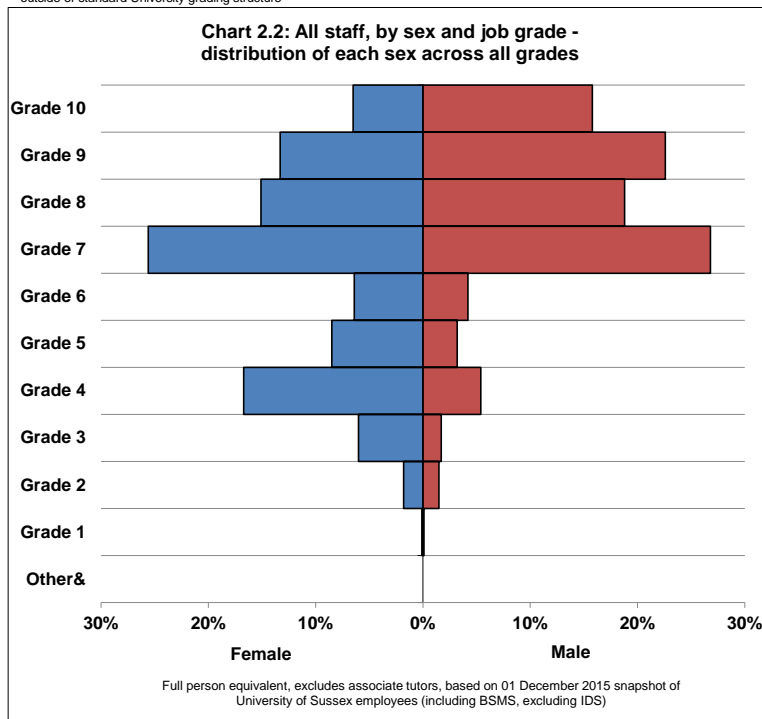
01-Dec-15	Female	Male	Total	% all females in grade	% all males in grade	% all staff in grade
<b>FTE<sup>‡</sup></b>						
Grade 10	70.6	167.8	<b>238.4</b>	6.5%	15.7%	11.0%
Grade 9	145.4	239.7	<b>385.1</b>	13.3%	22.5%	17.8%
Grade 8	164.2	201.3	<b>365.5</b>	15.0%	18.9%	16.9%
Grade 7	278.6	287.4	<b>566.0</b>	25.5%	26.9%	26.2%
Grade 6	69.6	44.7	<b>114.3</b>	6.4%	4.2%	5.3%
Grade 5	92.9	34.0	<b>126.9</b>	8.5%	3.2%	5.9%
Grade 4	184.2	57.0	<b>241.2</b>	16.8%	5.3%	11.2%
Grade 3	67.3	18.1	<b>85.4</b>	6.2%	1.7%	4.0%
Grade 2	19.9	16.4	<b>36.3</b>	1.8%	1.5%	1.7%
Grade 1	0.7	0.9	<b>1.6</b>	0.1%	0.1%	0.1%
Other <sup>&amp;</sup>	0.0	0.0	<b>0.0</b>	0.0%	0.0%	0.0%
<b>Total FTE</b>	<b>1093.4</b>	<b>1067.3</b>	<b>2160.7</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>FPE<sup>‡</sup></b>						
Grade 10	70.6	167.8	<b>238.4</b>	6.5%	15.8%	11.1%
Grade 9	145.5	239.9	<b>385.4</b>	13.3%	22.6%	17.9%
Grade 8	164.7	199.3	<b>364.0</b>	15.1%	18.8%	16.9%
Grade 7	279	284.4	<b>563.4</b>	25.6%	26.8%	26.2%
Grade 6	69.6	44.7	<b>114.3</b>	6.4%	4.2%	5.3%
Grade 5	92.4	33.6	<b>126.0</b>	8.5%	3.2%	5.9%
Grade 4	181.7	57	<b>238.7</b>	16.7%	5.4%	11.1%
Grade 3	65.8	18.3	<b>84.1</b>	6.0%	1.7%	3.9%
Grade 2	19.9	15.9	<b>35.8</b>	1.8%	1.5%	1.7%
Grade 1	0.7	0.9	<b>1.6</b>	0.1%	0.1%	0.1%
Other <sup>&amp;</sup>	0.0	0.0	<b>0.0</b>	0.0%	0.0%	0.0%
<b>Total FPE</b>	<b>1089.9</b>	<b>1061.8</b>	<b>2151.7</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

*Excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)*

<sup>‡</sup> full time equivalent

\* full person equivalent

& outside of standard University grading structure



**Table SF-2.3: Academic staff, by sex and job grade - distribution of each sex across all grades**

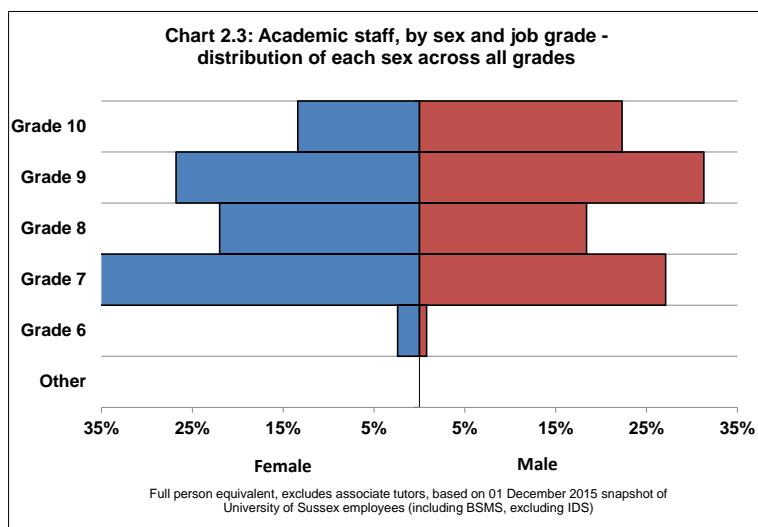
01-Dec-15	Female	Male	Total	% all females in grade	% all males in grade	% all staff in grade
<b>FTE<sup>\$</sup></b>						
Grade 10	64.0	157.8	<b>221.8</b>	13.4%	22.2%	18.7%
Grade 9	128.1	220.7	<b>348.8</b>	26.8%	31.1%	29.4%
Grade 8	104.6	131.3	<b>235.9</b>	21.9%	18.5%	19.9%
Grade 7	169.0	194.7	<b>363.7</b>	35.4%	27.4%	30.6%
Grade 6	11.4	5.6	<b>17.0</b>	2.4%	0.8%	1.4%
Other <sup>&amp;</sup>	0.0	0.0	<b>0.0</b>	0.0%	0.0%	0.0%
<b>Total FTE</b>	<b>477.1</b>	<b>710.1</b>	<b>1187.2</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<b>FPE*</b>						
Grade 10	64.0	157.8	<b>221.8</b>	13.4%	22.3%	18.7%
Grade 9	128.2	220.9	<b>349.1</b>	26.8%	31.3%	29.5%
Grade 8	105.0	130.3	<b>235.3</b>	22.0%	18.4%	19.9%
Grade 7	169.5	191.7	<b>361.2</b>	35.5%	27.1%	30.5%
Grade 6	11.4	5.6	<b>17.0</b>	2.4%	0.8%	1.4%
Other <sup>&amp;</sup>	0.0	0.0	<b>0.0</b>	0.0%	0.0%	0.0%
<b>Total FPE</b>	<b>478.1</b>	<b>706.3</b>	<b>1184.4</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

*Excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)*

<sup>\$</sup> full time equivalent

\* full person equivalent

<sup>&</sup> outside of standard University grading structure



**Table SF-2.4: Professional services staff, by sex and job grade - distribution of each sex across all grades**

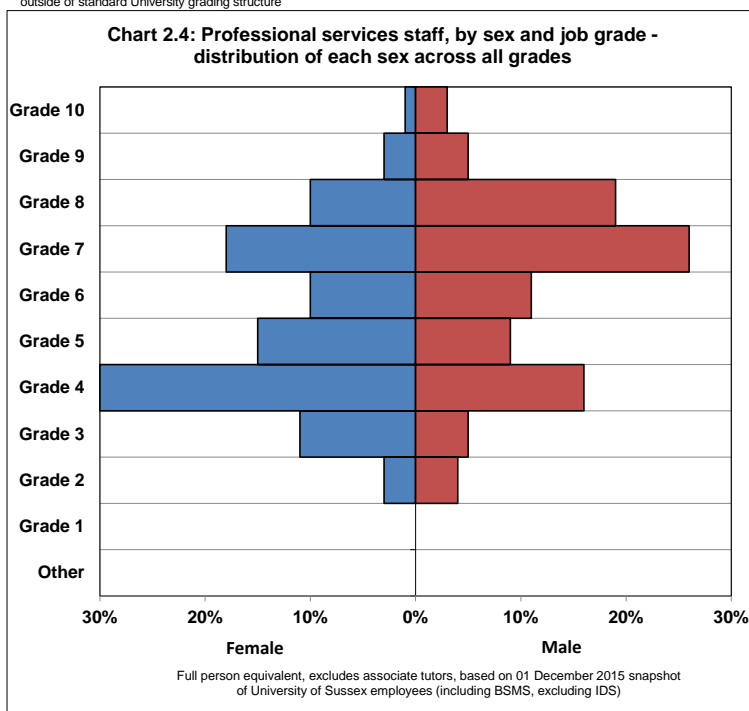
01-Dec-15	Female	Male	Total	% all females in grade	% all males in grade	% all staff in grade
<b>FTE<sup>§</sup></b>						
Grade 10	6.6	10.0	<b>16.6</b>	1%	3%	2%
Grade 9	17.3	19.0	<b>36.3</b>	3%	5%	4%
Grade 8	59.6	70.0	<b>129.6</b>	10%	20%	13%
Grade 7	109.6	92.7	<b>202.3</b>	18%	26%	21%
Grade 6	58.2	39.1	<b>97.3</b>	9%	11%	10%
Grade 5	92.9	34.0	<b>126.9</b>	15%	10%	13%
Grade 4	184.2	57.0	<b>241.2</b>	30%	16%	25%
Grade 3	67.3	18.1	<b>85.4</b>	11%	5%	9%
Grade 2	19.9	16.4	<b>36.3</b>	3%	5%	4%
Grade 1	0.7	0.9	<b>1.6</b>	0%	0%	0%
Other <sup>&amp;</sup>	0	0	<b>0</b>	0%	0%	0%
<b>Total FTE</b>	<b>616.3</b>	<b>357.2</b>	<b>973.5</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>FPE<sup>*</sup></b>						
Grade 10	6.6	10.0	<b>16.6</b>	1%	3%	2%
Grade 9	17.3	19.0	<b>36.3</b>	3%	5%	4%
Grade 8	59.6	69.0	<b>128.6</b>	10%	19%	13%
Grade 7	109.5	92.7	<b>202.2</b>	18%	26%	21%
Grade 6	58.2	39.1	<b>97.3</b>	10%	11%	10%
Grade 5	92.4	33.6	<b>126</b>	15%	9%	13%
Grade 4	181.7	57.0	<b>238.7</b>	30%	16%	25%
Grade 3	65.8	18.3	<b>84.1</b>	11%	5%	9%
Grade 2	19.9	15.9	<b>35.8</b>	3%	4%	4%
Grade 1	0.7	0.9	<b>1.6</b>	0%	0%	0%
Other <sup>&amp;</sup>	0	0.0	<b>0</b>	0%	0%	0%
<b>Total FPE</b>	<b>611.7</b>	<b>355.5</b>	<b>967.2</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)

<sup>§</sup> full time equivalent

<sup>\*</sup> full person equivalent

<sup>&</sup> outside of standard University grading structure



**Table SF-2.5: Academic staff, by sex and job grade - balance of sex within each grade**

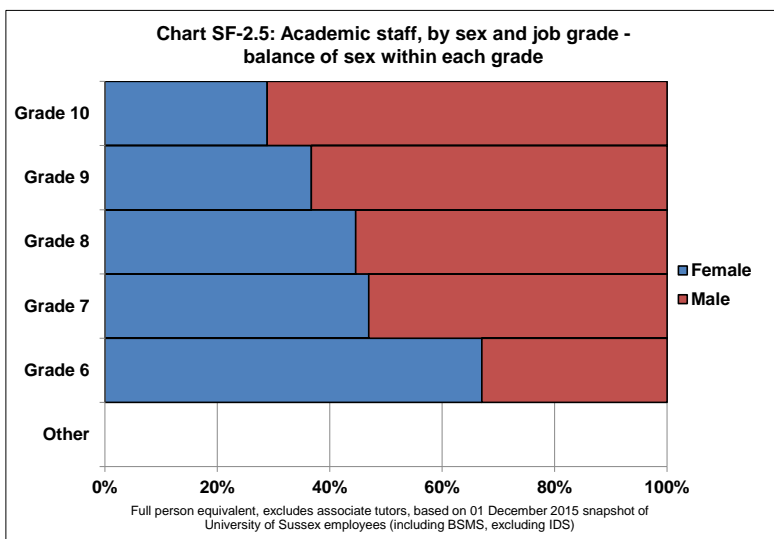
01-Dec-15	Female	Male	Total	% all females in grade	% all males in grade	% all staff in grade
<b>FTE<sup>§</sup></b>						
Grade 10	64.0	157.8	<b>221.8</b>	28.9%	71.1%	100.0%
Grade 9	128.1	220.7	<b>348.8</b>	36.7%	63.3%	100.0%
Grade 8	104.6	131.3	<b>235.9</b>	44.3%	55.7%	100.0%
Grade 7	169.0	194.7	<b>363.7</b>	46.5%	53.5%	100.0%
Grade 6	11.4	5.6	<b>17.0</b>	67.1%	32.9%	100.0%
Other <sup>&amp;</sup>	0	0	<b>0</b>	0%	0%	0%
<b>Total FTE</b>	<b>477.1</b>	<b>710.1</b>	<b>1187.2</b>	<b>40.2%</b>	<b>59.8%</b>	<b>100.0%</b>
<b>FPE*</b>						
Grade 10	64	157.8	<b>221.8</b>	28.9%	71.1%	100.0%
Grade 9	128.2	220.9	<b>349.1</b>	36.7%	63.3%	100.0%
Grade 8	105	130.3	<b>235.3</b>	44.6%	55.4%	100.0%
Grade 7	169.5	191.7	<b>361.2</b>	46.9%	53.1%	100.0%
Grade 6	11.4	5.6	<b>17.0</b>	67.1%	32.9%	100.0%
Other <sup>&amp;</sup>	0	0	<b>0</b>	0%	0%	0%
<b>Total FPE</b>	<b>478.1</b>	<b>706.3</b>	<b>1184.4</b>	<b>40%</b>	<b>60%</b>	<b>100%</b>

*Excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)*

<sup>§</sup> full time equivalent

\* full person equivalent

<sup>&</sup> outside of standard University grading structure



**Table SF-2.6: Professional services staff, by sex and job grade - balance of sex within each grade**

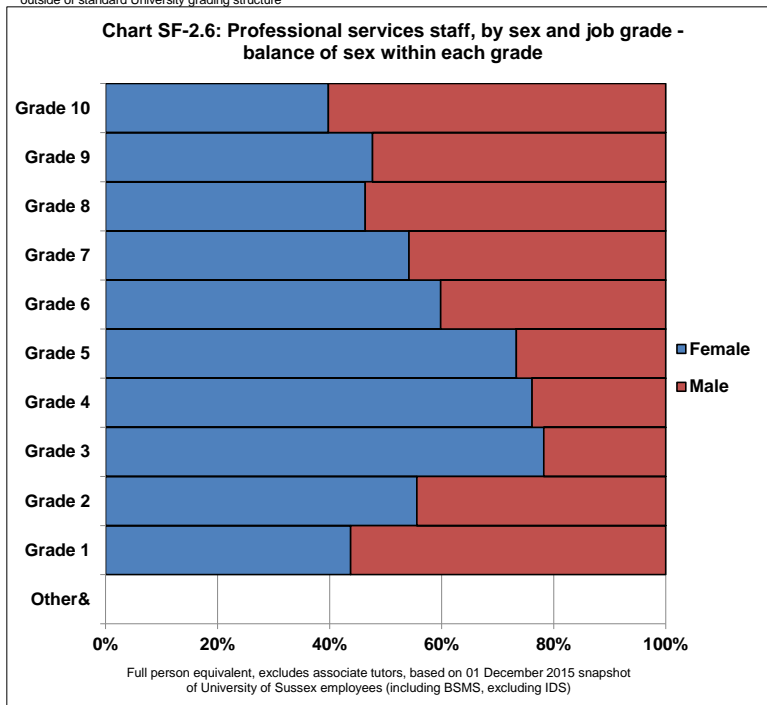
01-Dec-15	Female	Male	Total	% all females in grade	% all males in grade	% all staff in grade
<b>FTE<sup>§</sup></b>						
Grade 10	6.6	10.0	<b>16.6</b>	39.8%	60.2%	100.0%
Grade 9	17.3	19.0	<b>36.3</b>	47.7%	52.3%	100.0%
Grade 8	59.6	70.0	<b>129.6</b>	46.0%	54.0%	100.0%
Grade 7	109.6	92.7	<b>202.3</b>	54.2%	45.8%	100.0%
Grade 6	58.2	39.1	<b>97.3</b>	59.8%	40.2%	100.0%
Grade 5	92.9	34.0	<b>126.9</b>	73.2%	26.8%	100.0%
Grade 4	184.2	57.0	<b>241.2</b>	76.4%	23.6%	100.0%
Grade 3	67.3	18.1	<b>85.4</b>	78.8%	21.2%	100.0%
Grade 2	19.9	16.4	<b>36.3</b>	54.8%	45.2%	100.0%
Grade 1	0.7	0.9	<b>1.6</b>	43.8%	56.3%	100.0%
Other <sup>&amp;</sup>	0	0	<b>0</b>	0%	0%	0%
<b>Total FTE</b>	<b>616.3</b>	<b>357.2</b>	<b>973.5</b>	<b>63.3%</b>	<b>36.7%</b>	<b>100.0%</b>
<b>FPE<sup>*</sup></b>						
Grade 10	6.6	10.0	<b>16.6</b>	39.8%	60.2%	100.0%
Grade 9	17.3	19.0	<b>36.3</b>	47.7%	52.3%	100.0%
Grade 8	59.6	69.0	<b>128.6</b>	46.3%	53.7%	100.0%
Grade 7	109.5	92.7	<b>202.2</b>	54.2%	45.8%	100.0%
Grade 6	58.2	39.1	<b>97.3</b>	59.8%	40.2%	100.0%
Grade 5	92.4	33.6	<b>126.0</b>	73.3%	26.7%	100.0%
Grade 4	181.7	57.0	<b>238.7</b>	76.1%	23.9%	100.0%
Grade 3	65.8	18.3	<b>84.1</b>	78.2%	21.8%	100.0%
Grade 2	19.9	15.9	<b>35.8</b>	55.6%	44.4%	100.0%
Grade 1	0.7	0.9	<b>1.6</b>	43.8%	56.3%	100.0%
Other <sup>&amp;</sup>	0	0.0	<b>0</b>	0%	0%	0%
<b>Total FPE</b>	<b>611.7</b>	<b>355.5</b>	<b>967.2</b>	<b>63.2%</b>	<b>36.8%</b>	<b>100.0%</b>

Excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)

<sup>§</sup> full time equivalent

<sup>\*</sup> full person equivalent

<sup>&</sup> outside of standard University grading structure





**Table SF-2.7: Professorial grade staff, by sex**

	22-Jan-15			01-Dec-15		
	Female	Male	Total	Female	Male	Total
<b>FTE<sup>\$</sup></b>						
Professorial grades	62.4	150.2	<b>212.5</b>	67.0	166.7	<b>233.7</b>
Other grades	985.7	870.0	<b>1855.7</b>	1026.4	900.6	<b>1927.0</b>
<b>Total FTE</b>	<b>1048.1</b>	<b>1020.1</b>	<b>2068.2</b>	<b>1093.4</b>	<b>1067.3</b>	<b>2160.7</b>
<b>FPE*</b>						
Professorial grades	65	163	<b>228</b>	67.0	166.7	<b>233.7</b>
Other grades	1128	929	<b>2057</b>	1022.9	895.1	<b>1918.0</b>
<b>Total FPE</b>	<b>1193</b>	<b>1092</b>	<b>2285</b>	<b>1089.9</b>	<b>1061.8</b>	<b>2151.7</b>

*Excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)*

<sup>\$</sup> full time equivalent

\* full person equivalent

**Table SF-2.8: Professorial grade staff, by sex**

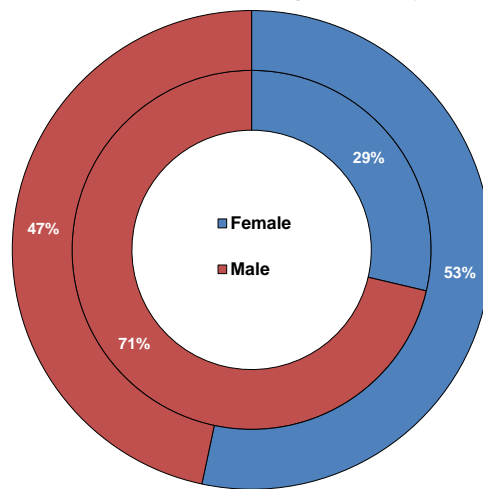
	22-Jan-15			01-Dec-15		
	Female	Male	Total	Female	Male	Total
<b>FTE<sup>\$</sup></b>						
Professorial grades	29.3%	70.7%	<b>100.0%</b>	28.7%	71.3%	<b>100.0%</b>
Other grades	53.1%	46.9%	<b>100.0%</b>	53.3%	46.7%	<b>100.0%</b>
<b>Total FTE</b>	<b>50.7%</b>	<b>49.3%</b>	<b>100.0%</b>	<b>50.6%</b>	<b>49.4%</b>	<b>100.0%</b>
<b>FPE*</b>						
Professorial grades	28.5%	71.5%	<b>100.0%</b>	28.7%	71.3%	<b>100.0%</b>
Other grades	54.8%	45.2%	<b>100.0%</b>	53.3%	46.7%	<b>100.0%</b>
<b>Total FPE</b>	<b>52.2%</b>	<b>47.8%</b>	<b>100.0%</b>	<b>50.7%</b>	<b>49.3%</b>	<b>100.0%</b>

*Excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)*

<sup>\$</sup> full time equivalent

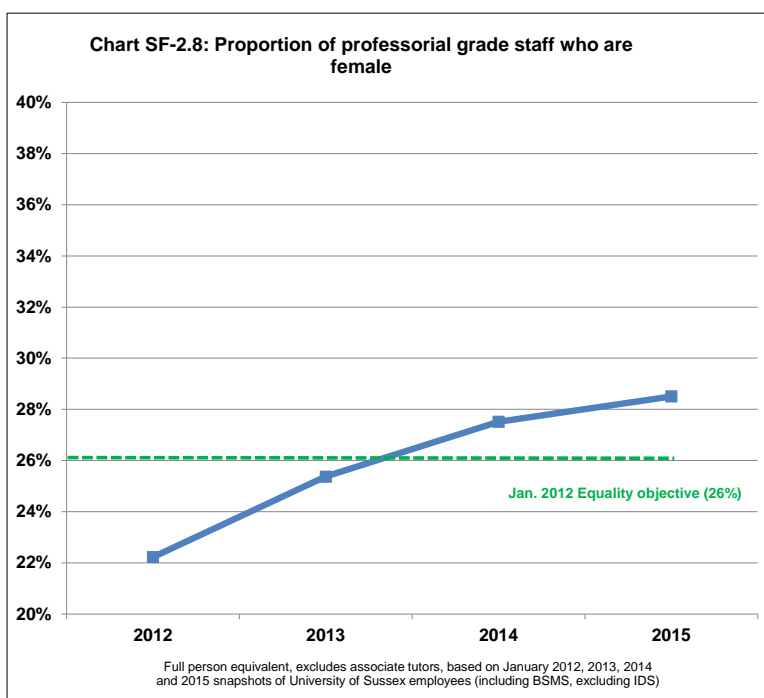
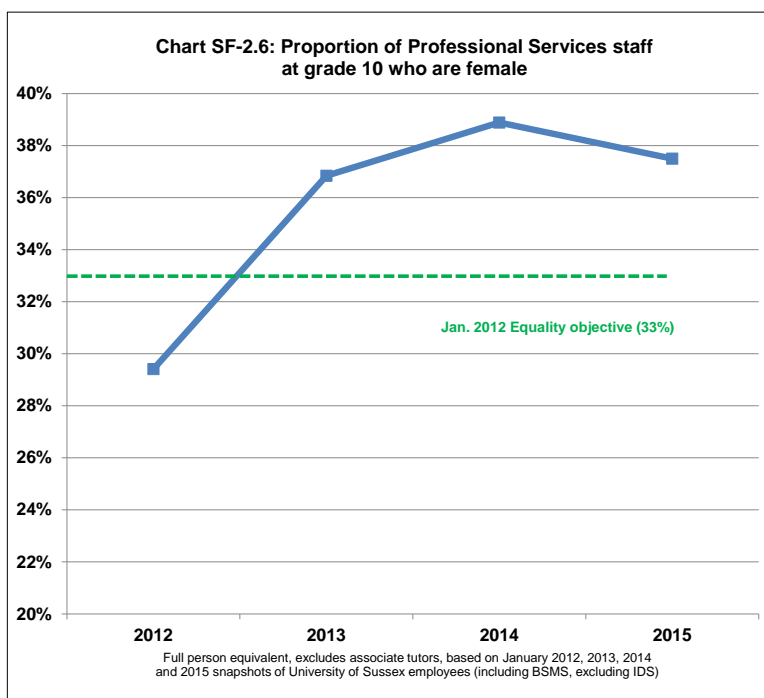
\* full person equivalent

**Chart SF-2.7: Professorial grade staff, by sex**



**Inner ring: Professorial grades**  
**Outer ring: Other grades**

Full person equivalent, excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)



**Table SF-2.9: All staff by grade group and sex**

	22-Jan-15			01-Dec-15		
	Female	Male	Total	Female	Male	Total
<b>FTE<sup>\$</sup></b>						
Grades 7-	605.5	826.1	<b>1431.6</b>	658.8	896.2	<b>1555.0</b>
Grades 1-6	424.6	177.0	<b>601.6</b>	434.6	171.1	<b>605.7</b>
Other	18.0	17.0	<b>35.0</b>	0	0	<b>0</b>
<b>Total FTE</b>	<b>1048.1</b>	<b>1020.1</b>	<b>2068.2</b>	<b>1093.4</b>	<b>1067.3</b>	<b>2160.7</b>
<b>FPE*</b>						
Grades 7-	665	869	<b>1534</b>	659.8	891.4	<b>1551.2</b>
Grades 1-6	510	206	<b>716</b>	430.1	170.5	<b>600.6</b>
Other	18	17	<b>35</b>	0	0	<b>0</b>
<b>Total FPE</b>	<b>1193</b>	<b>1092</b>	<b>2285</b>	<b>1089.9</b>	<b>1061.9</b>	<b>2151.8</b>

*Excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)*

<sup>\$</sup> full time equivalent

\* full person equivalent

**Table SF-2.10: All staff by grade group and sex**

	22-Jan-15			01-Dec-15		
	Female	Male	Total	Female	Male	Total
<b>FTE<sup>\$</sup></b>						
Grades 7-	42.3%	57.7%	100.0%	42.4%	57.6%	<b>100.0%</b>
Grades 1-6	70.6%	29.4%	100.0%	71.8%	28.2%	<b>100.0%</b>
Other	51.4%	48.6%	100.0%	0%	0%	<b>0%</b>
<b>Total FTE</b>	<b>50.7%</b>	<b>49.3%</b>	<b>100.0%</b>	<b>50.6%</b>	<b>49.4%</b>	<b>100.0%</b>
<b>FPE*</b>						
Grades 7-	43.4%	56.6%	100.0%	42.5%	57.5%	<b>100.0%</b>
Grades 1-6	71.2%	28.8%	100.0%	71.6%	28.4%	<b>100.0%</b>
Other	51.4%	48.6%	100.0%	0%	0%	<b>0%</b>
<b>Total FPE</b>	<b>52.2%</b>	<b>47.8%</b>	<b>100.0%</b>	<b>50.7%</b>	<b>49.3%</b>	<b>100.0%</b>

*Excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)*

<sup>\$</sup> full time equivalent

\* full person equivalent



**Table SF-3.1: Minority ethnicities of staff, by year and function - counts**

	22-Jan-15			01-Dec-15		
	Academic	Professional Services	Total	Academic	Professional Services	Total
<b>FTE<sup>\$</sup></b>						
Minority ethnic staff	179.8	49.4	<b>229.2</b>	224.7	56.4	<b>281.1</b>
Other staff	750.7	793.6	<b>1544.3</b>	810.2	765.5	<b>1575.7</b>
Not known	168.0	126.7	<b>294.7</b>	153.2	158.8	<b>312.0</b>
<b>Total FTE</b>	<b>1098.5</b>	<b>969.7</b>	<b>2068.2</b>	<b>1188.1</b>	<b>980.7</b>	<b>2168.8</b>
<b>FPE<sup>*</sup></b>						
Minority ethnic staff	190	61	<b>251</b>	225	56.4	<b>281.4</b>
Other staff <sup>%</sup>	810.5	906.5	<b>1717</b>	807	761.2	<b>1568.2</b>
Not known	177	140	<b>317</b>	153.4	156.8	<b>310.2</b>
<b>Total FPE</b>	<b>1177.5</b>	<b>1107.5</b>	<b>2285</b>	<b>1185.4</b>	<b>974.4</b>	<b>2159.8</b>

*Excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)*

<sup>\$</sup> full time equivalent

<sup>\*</sup> full person equivalent

<sup>%</sup> includes all staff with a white background; mixed race individuals who have declared a partial white heritage are counted as minority ethnic

**Table SF-3.2: Minority ethnicities of staff, by year and function - percentages of those with a known ethnicity**

	22-Jan-15			01-Dec-15		
	Academic	Professional Services	Total	Academic	Professional Services	Total
<b>FTE<sup>\$</sup></b>						
Minority ethnic staff	19.3%	5.9%	<b>12.9%</b>	21.7%	6.9%	<b>15.1%</b>
Other staff	80.7%	94.1%	<b>87.1%</b>	78.3%	93.1%	<b>84.9%</b>
<b>Total FTE</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<b>FPE<sup>*</sup></b>						
Minority ethnic staff	19.0%	6.3%	<b>12.8%</b>	21.8%	6.9%	<b>15.2%</b>
Other staff	81.0%	93.7%	<b>87.2%</b>	78.2%	93.1%	<b>84.8%</b>
<b>Total FPE</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

*Excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)*

<sup>\$</sup> full time equivalent

<sup>\*</sup> full person equivalent

<sup>%</sup> includes all staff with a white background; mixed race individuals who have declared a partial white heritage are counted as minority ethnic

Table SF-3.3: Ethnicity of staff, by function and year - counts

	22-Jan-15			01-Dec-15		
	Academic	Professional Services	Total	Academic	Professional Services	Total
<b>FTE<sup>\$</sup></b>						
Asian other <sup>£</sup>	28.8	7.6	<b>36.4</b>	31.3	8.4	<b>39.7</b>
Black	9.5	4.3	<b>13.8</b>	12.7	8.6	<b>21.3</b>
Chinese	21.1	6.8	<b>27.9</b>	22.0	5.8	<b>27.8</b>
Indian	29.4	7.0	<b>36.4</b>	32.5	5.0	<b>37.5</b>
Mixed <sup>%</sup>	23.9	18.2	<b>42.1</b>	29.3	21.4	<b>50.7</b>
Other <sup>&amp;</sup>	68.2	5.4	<b>73.6</b>	97.0	7.2	<b>104.2</b>
Not known	168.0	126.7	<b>294.7</b>	153.2	158.8	<b>312.0</b>
White and white other <sup>#</sup>	749.7	793.6	<b>1543.3</b>	810.2	765.5	<b>1575.7</b>
<b>Total FTE</b>	<b>1098.5</b>	<b>969.7</b>	<b>2068.2</b>	<b>1188.2</b>	<b>980.7</b>	<b>2168.9</b>
<b>FPE<sup>*</sup></b>						
Asian other <sup>£</sup>	30	13	<b>43</b>	31.3	8.4	<b>39.7</b>
Black	10	7	<b>17</b>	12.7	8.6	<b>21.3</b>
Chinese	22	8	<b>30</b>	22.0	5.8	<b>27.8</b>
Indian	31	7	<b>38</b>	32.5	5	<b>37.5</b>
Mixed <sup>%</sup>	26	20	<b>46</b>	29.3	21.4	<b>50.7</b>
Other <sup>&amp;</sup>	72	6	<b>78</b>	97.3	7.2	<b>104.5</b>
Not known	177	140	<b>317</b>	153.4	156.8	<b>310.2</b>
White and white other <sup>#</sup>	809.5	906.5	<b>1716</b>	807.0	761.2	<b>1568.2</b>
<b>Total FPE</b>	<b>1177.5</b>	<b>1107.5</b>	<b>2285</b>	<b>1185.5</b>	<b>974.4</b>	<b>2159.9</b>

Excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)

<sup>\$</sup> full time equivalent

<sup>\*</sup> full person equivalent

<sup>£</sup> includes Asian other, Bangladeshi and Pakistani

<sup>%</sup> includes other mixed background, white and Asian, white and black African, and white and black Caribbean

<sup>#</sup> includes white, white Irish, white Scottish, and white British

<sup>&</sup> includes Arab, traveller, and other

Table SF-3.4: Ethnicity of staff, by function and year - percentages of those with known ethnicity

	22-Jan-15			01-Dec-15		
	Academic	Professional Services	Total	Academic	Professional Services	Total
<b>FTE<sup>\$</sup></b>						
Asian other <sup>£</sup>	2.6%	0.8%	<b>1.8%</b>	2.6%	0.9%	<b>1.8%</b>
Black	0.9%	0.4%	<b>0.7%</b>	1.1%	0.9%	<b>1.0%</b>
Chinese	1.9%	0.7%	<b>1.4%</b>	1.9%	0.6%	<b>1.3%</b>
Indian	2.7%	0.7%	<b>1.8%</b>	2.7%	0.5%	<b>1.7%</b>
Mixed <sup>%</sup>	2.2%	1.9%	<b>2.0%</b>	2.5%	2.2%	<b>2.3%</b>
Other <sup>&amp;</sup>	6.2%	0.6%	<b>3.6%</b>	8.2%	0.7%	<b>4.8%</b>
Not known	15.3%	13.1%	<b>14.2%</b>	12.9%	16.2%	<b>14.4%</b>
White and white other <sup>#</sup>	68.2%	81.8%	<b>74.6%</b>	68.2%	78.1%	<b>72.6%</b>
<b>Total FTE</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>FPE<sup>*</sup></b>						
Asian other <sup>£</sup>	2.5%	1.2%	<b>1.9%</b>	2.6%	0.9%	<b>1.8%</b>
Black	0.8%	0.6%	<b>0.7%</b>	1.1%	0.9%	<b>1.0%</b>
Chinese	1.9%	0.7%	<b>1.3%</b>	1.9%	0.6%	<b>1.3%</b>
Indian	2.6%	0.6%	<b>1.7%</b>	2.7%	0.5%	<b>1.7%</b>
Mixed <sup>%</sup>	2.2%	1.8%	<b>2.0%</b>	2.5%	2.2%	<b>2.3%</b>
Other <sup>&amp;</sup>	6.1%	0.5%	<b>3.4%</b>	8.2%	0.7%	<b>4.8%</b>
Not known	15.0%	12.6%	<b>13.9%</b>	12.9%	16.1%	<b>14.4%</b>
White and white other <sup>#</sup>	68.7%	81.9%	<b>75.1%</b>	68.1%	78.1%	<b>72.6%</b>
<b>Total FPE</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)

<sup>\$</sup> full time equivalent

<sup>\*</sup> full person equivalent

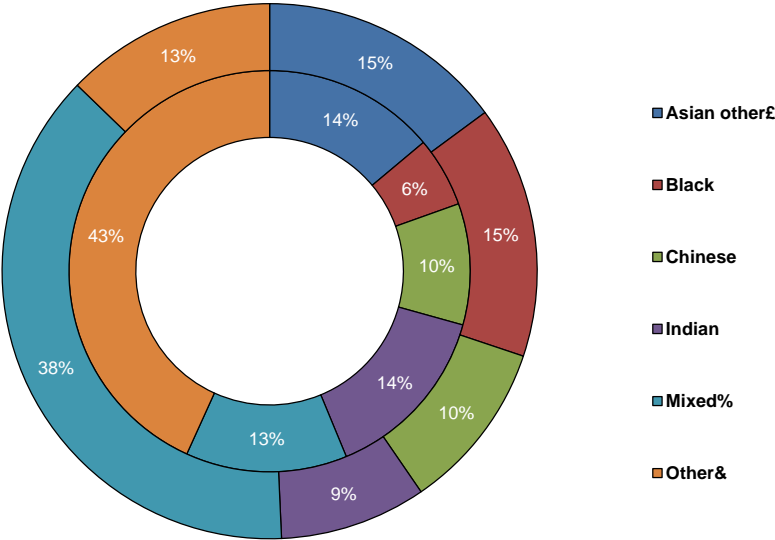
<sup>£</sup> includes Asian other, Bangladeshi and Pakistani

<sup>%</sup> includes other mixed background, white and Asian, white and black African, and white and black Caribbean

<sup>#</sup> includes white, white Irish, white Scottish, and white British

<sup>&</sup> includes Arab, traveller, and other

**Chart SF-3.4: Ethnic group of minority ethnic staff, by function  
(known ethnicities only)**



**Inner ring: academic staff**  
**Outer ring: professional services staff**

Full person equivalent, excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)

**Table SF-4.1: Staff declaring a disability, by function**

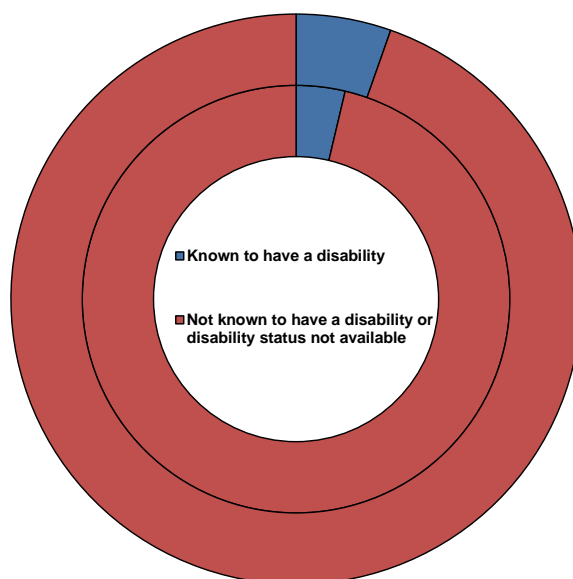
	22-Jan-15			01-Dec-15		
	Known to have a disability	Not known to have a disability or disability status not available	Total	Known to have a disability	Not known to have a disability or disability status not available	Total
<b>FTE<sup>\$</sup></b>						
Academic	42.5	1056.1	<b>1098.5</b>	45.8	1142.3	<b>1188.1</b>
Professional Services	49.5	920.1	<b>969.6</b>	52.6	928.2	<b>980.8</b>
<b>Total FTE</b>	<b>92.0</b>	<b>1976.2</b>	<b>2068.2</b>	<b>98.4</b>	<b>2070.5</b>	<b>2168.9</b>
<b>FPE<sup>*</sup></b>						
Academic	46	1131.5	<b>1177.5</b>	43.8	1141.6	<b>1185.4</b>
Professional Services	61	1046.5	<b>1107.5</b>	52.5	922	<b>974.5</b>
<b>Total FPE</b>	<b>107</b>	<b>2178</b>	<b>2285</b>	<b>96.3</b>	<b>2063.6</b>	<b>2159.9</b>

*Excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS). Staff disability is recorded at a more detailed level in line with HESA reporting requirements. However, due to the relatively small numbers of staff reporting a disability, categories have been aggregated to protect the identity of individuals.*

<sup>\$</sup> full time equivalent

<sup>\*</sup> full person equivalent

**Chart SF-4.1: Proportion of staff declaring a disability, by function**



**Inner ring: academic staff**  
**Outer ring: professional services staff**

Full person equivalent, excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)



**Table SF-4.2: Proportion of staff declaring a disability, by function**

	22-Jan-15			01-Dec-15		
	Known to have a disability	Not known to have a disability or disability status not available	Total	Known to have a disability	Not known to have a disability or disability status not available	Total
<b>FTE<sup>\$</sup></b>						
Academic	3.9%	96.1%	<b>100.0%</b>	3.9%	96.1%	<b>100.0%</b>
Professional Services	5.1%	94.9%	<b>100.0%</b>	5.4%	94.6%	<b>100.0%</b>
<b>Total FTE</b>	<b>4.4%</b>	<b>95.6%</b>	<b>100.0%</b>	<b>4.5%</b>	<b>95.5%</b>	<b>100.0%</b>
<b>FPE<sup>*</sup></b>						
Academic	3.9%	96.1%	<b>100.0%</b>	3.7%	96.3%	<b>100.0%</b>
Professional Services	5.5%	94.5%	<b>100.0%</b>	5.4%	94.6%	<b>100.0%</b>
<b>Total FPE</b>	<b>4.7%</b>	<b>95.3%</b>	<b>100.0%</b>	<b>4.5%</b>	<b>95.5%</b>	<b>100.0%</b>

*Excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS). Staff disability is recorded at a more detailed level in line with HESA reporting requirements. However, due to the relatively small numbers of staff reporting a disability, categories have been aggregated to protect the identity of individuals.*

<sup>\$</sup> full time equivalent

<sup>\*</sup> full person equivalent

**Table SF-5.1: Descriptive statistics of staff ages, by function and year**

	22-Jan-15			01-Dec-15		
	Academic	Professional Services	Total	Academic	Professional Services	Total
Minimum Age	23	19	<b>19</b>	22	19	<b>19</b>
Maximum Age	78	76	<b>78</b>	79	77	<b>79</b>
Average Age	43.6	42.4	<b>43.0</b>	43.7	42.4	<b>43.1</b>
Standard Deviation of Age	10.5	11.8	<b>11.2</b>	10.7	11.8	<b>11.3</b>
Mode of Age	35	31	<b>31</b>	40	32	<b>32</b>
Median of Age	42	42	<b>42</b>	42	42	<b>42</b>

*Excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)*

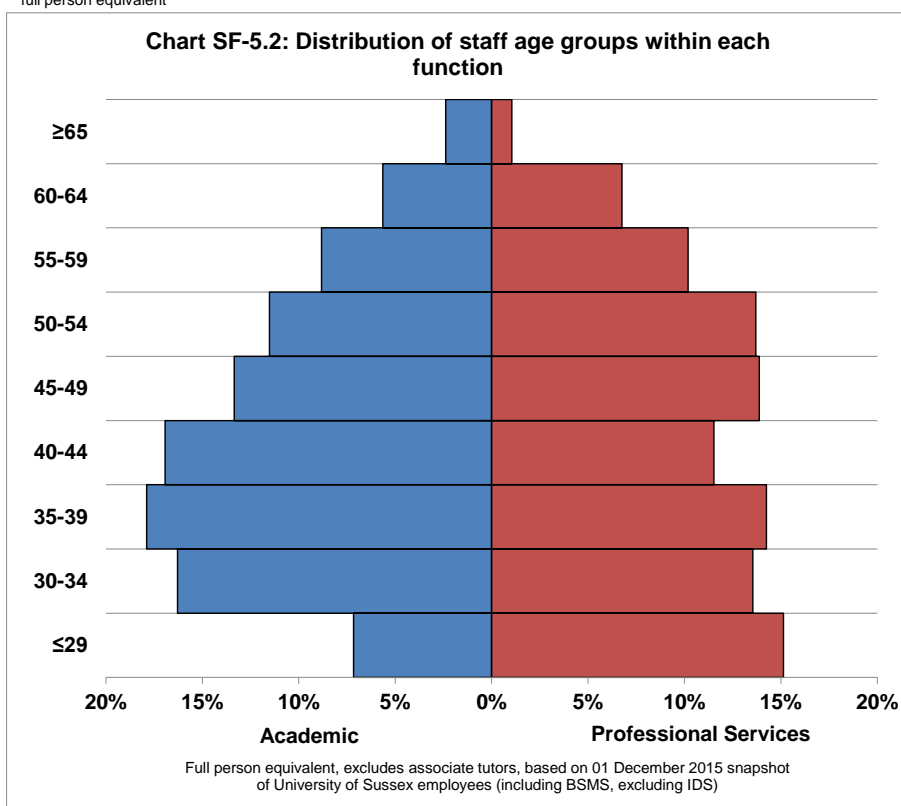
Table SF-5.2: Age groups of staff, by function

	22-Jan-15			01-Dec-15		
	Academic	Professional Services	Total	Academic	Professional Services	Total
<b>FTE<sup>\$</sup></b>						
≥65	26.1	8.5	<b>34.6</b>	28.0	10.0	<b>38.0</b>
60-64	61.6	60.0	<b>121.6</b>	66.2	64.8	<b>131.0</b>
55-59	84.3	106.4	<b>190.7</b>	103.9	97.5	<b>201.4</b>
50-54	128.9	126.7	<b>255.6</b>	135.6	131.7	<b>267.3</b>
45-49	153.6	147.7	<b>301.3</b>	156.9	133.1	<b>290.0</b>
40-44	181.1	103.0	<b>284.1</b>	199.4	110.5	<b>309.9</b>
35-39	219.0	131.7	<b>350.7</b>	212.9	138.4	<b>351.3</b>
30-34	176.6	139.8	<b>316.4</b>	192.8	132.0	<b>324.8</b>
≤29	67.4	145.9	<b>213.3</b>	84.3	147.6	<b>232.0</b>
<b>Total FTE</b>	<b>1098.5</b>	<b>969.7</b>	<b>2068.2</b>	<b>1180.1</b>	<b>965.5</b>	<b>2145.6</b>
<b>FPE<sup>*</sup></b>						
≥65	44	15	<b>59</b>	28.0	10.0	<b>38.0</b>
60-64	68	68	<b>136</b>	66.4	64.8	<b>131.2</b>
55-59	87.5	118.5	<b>206</b>	103.9	97.7	<b>201.6</b>
50-54	138	145	<b>283</b>	135.6	131.4	<b>267.0</b>
45-49	164	163	<b>327</b>	157.2	133.1	<b>290.3</b>
40-44	190	120	<b>310</b>	199.4	110.5	<b>309.9</b>
35-39	228.5	152.5	<b>381</b>	210.7	136.6	<b>347.3</b>
30-34	183.5	152.5	<b>336</b>	191.8	130.0	<b>321.8</b>
≤29	74	173	<b>247</b>	84.3	145.2	<b>229.5</b>
<b>Total FPE</b>	<b>1177.5</b>	<b>1107.5</b>	<b>2285</b>	<b>1177.4</b>	<b>959.2</b>	<b>2136.6</b>

Excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)

<sup>\$</sup> full time equivalent

<sup>\*</sup> full person equivalent



**Table 5.3: Distribution of staff age groups within each function**

	22-Jan-15			01-Dec-15		
	Academic	Professional Services	Total	Academic	Professional Services	Total
<b>FTE<sup>\$</sup></b>						
≥65	2%	1%	<b>2%</b>	2%	1%	<b>2%</b>
60-64	6%	6%	<b>6%</b>	6%	7%	<b>6%</b>
55-59	8%	11%	<b>9%</b>	9%	10%	<b>9%</b>
50-54	12%	13%	<b>12%</b>	11%	14%	<b>12%</b>
45-49	14%	15%	<b>15%</b>	13%	14%	<b>14%</b>
40-44	16%	11%	<b>14%</b>	17%	11%	<b>14%</b>
35-39	20%	14%	<b>17%</b>	18%	14%	<b>16%</b>
30-34	16%	14%	<b>15%</b>	16%	14%	<b>15%</b>
≤29	6%	15%	<b>10%</b>	7%	15%	<b>11%</b>
<b>Total FTE</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>FPE<sup>*</sup></b>						
≥65	4%	1%	<b>3%</b>	2%	1%	<b>2%</b>
60-64	6%	6%	<b>6%</b>	6%	7%	<b>6%</b>
55-59	7%	11%	<b>9%</b>	9%	10%	<b>9%</b>
50-54	12%	13%	<b>12%</b>	12%	14%	<b>12%</b>
45-49	14%	15%	<b>14%</b>	13%	14%	<b>14%</b>
40-44	16%	11%	<b>14%</b>	17%	12%	<b>15%</b>
35-39	19%	14%	<b>17%</b>	18%	14%	<b>16%</b>
30-34	16%	14%	<b>15%</b>	16%	14%	<b>15%</b>
≤29	6%	16%	<b>11%</b>	7%	15%	<b>11%</b>
<b>Total FPE</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

*Excludes associate tutors, based on 01 December 2015 snapshot of University of Sussex employees (including BSMS, excluding IDS)*

<sup>\$</sup> full time equivalent

<sup>\*</sup> full person equivalent