University of Sussex Ethnicity Pay Gap Report 2020

Summary

We have published our ethnicity pay gap data for the first time in 2020. Although the overall pay gap is in favour of BAME staff, when the data is broken down there are small pay gaps in favour of white staff for both academic and professional services staff.

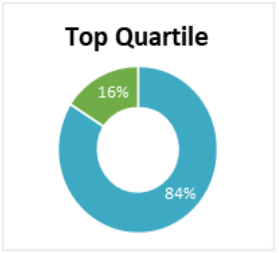
Ethnicity Pay Gap 2019	Academic Staff	Professional Services Staff	All Staff
Median	5.7%	2.9%	-3.0%
Mean	5.0%	2.5%	-6.7%

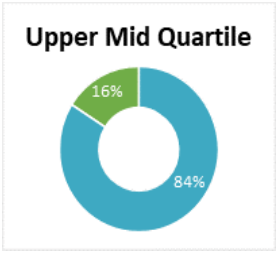
Population	Academic	Professional Services	All Staff
BAME	258	92	350
White	1094	1077	2171
All staff	**1352**	**1169**	**2521**
% BAME staff	**19%**	**8%**	**14%**

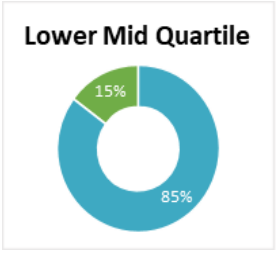
What causes our ethnicity pay gap?

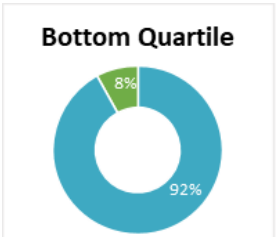
The key driver for our ethnicity pay gap is the demographic of our workforce. Overall 14% of our workforce is BAME. The average for BAME staff in HE in the UK is 9.8%. However when we look separately at our academic and professional services workforce, 19% of academic staff are BAME compared to 8% of our professional services staff. This difference between academic and professional services staff representation is reflected in the under-representation of BAME staff in the lowest pay quartile compared to the other three pay quartiles. Therefore overall there is a pay gap in favour of BAME staff.

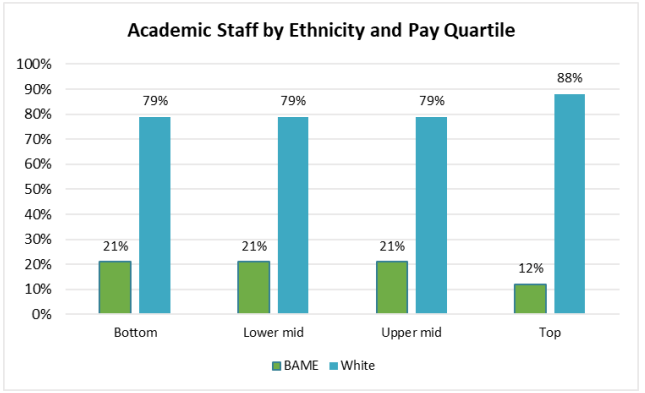
However when we consider the pay gaps within the academic and professional services workforce separately we see small pay gaps in favour of white staff in both groups. For academic staff the pay gap reflects that the representation of BAME staff is evenly distributed but drops off in the highest paid roles. For professional services staff the overall representation is much lower and the distribution is relatively even resulting in a smaller pay gap.

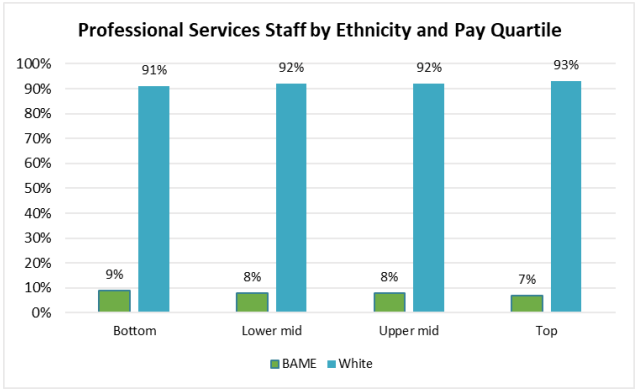












Pay quartiles

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.

Notes

1. Pay gap data is based on a snapshot as at 31 March 2019.
2. Where ethnicity is recorded as unknown individuals are excluded from the data set.