

# University of Sussex Ethnicity Pay Gap Report 2023

## Summary

There is a mean ethnicity pay gap for both academic and professional services BAME staff. Overall, the median ethnicity pay gap is -3.0% and the overall mean ethnicity pay gap is -1.7%. This means that overall, the median and mean hourly pay for BAME staff are slightly higher than the median and mean hourly pay for non-BAME staff. However, we know that the overall figures are not a reliable indicator for our staff population due to the demographics of our staff.

Ethnicity Pay Gap	Academic Staff	Professional Services Staff	All Staff
Median	7.1%	0%	-3.0%
Mean	6.1%	7.3%	-1.7%

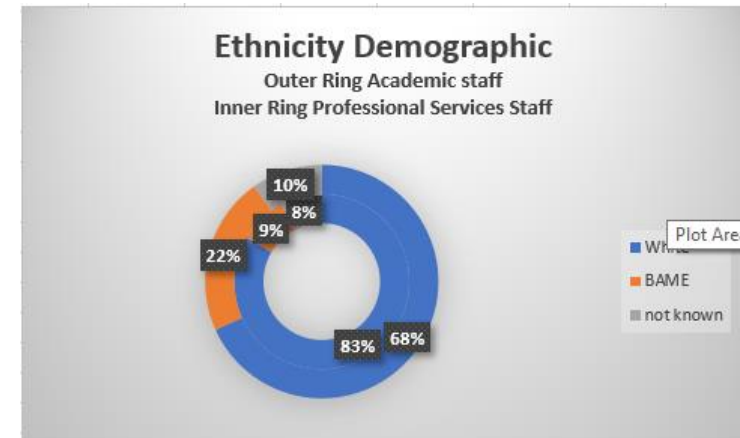
## What causes our ethnicity pay gap?

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

- 16% of our workforce is BAME<sup>2</sup>
- 22% of academic staff are BAME
- 9% of our professional services staff are BAME

Our overall ethnicity pay gap is primarily driven by under-representation of BAME staff in the bottom pay quartile<sup>3</sup> compared to the other three pay quartiles (11% of staff in the bottom quartile compared to 18% and 19% in the mid quartiles and 15% in the top quartile). Therefore overall there is a pay gap in favour of BAME staff. The reason for this is that 77% of our BAME staff are academics and therefore represented in the higher pay quartiles compared to professional services staff. The demographics of our academic staff show that 21-26% of academic staff are BAME in the bottom three pay quartiles compared to 16% in the top pay quartile. This under-representation of BAME academic staff in the top pay quartile is the driver for the pay gap for BAME academic staff.

The Race Equality Charter Self-Assessment Team review the ethnicity pay gap data and make recommendations as part of their work to submit an application for an award.



## Notes

1. Pay gap data is based on a snapshot as at 31 March 2022.
2. Where ethnicity is recorded as unknown individuals are excluded from the data set.
3. 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.
4. Pay gap compares BAME to white. We recognise that the term 'BAME' - which stands for Black, Asian and Minority Ethnic - is contested. For some it is considered as a homogenising term which does not appreciate the varied historical and lived experiences of those who have a wide range of heritages and are racially minoritised. Others find it helpful in specific contexts. Recognising this, we will take a flexible approach. For example, the work that we are undertaking at the University will endeavour to disaggregate data and other qualitative information to better understand the disadvantages faced by specific minoritised groups. Meanwhile, official data reporting processes set up by bodies such as Higher Education Statistics Authority (HESA) require us to report using the term BAME, so this terminology will still be present in some of our communications.