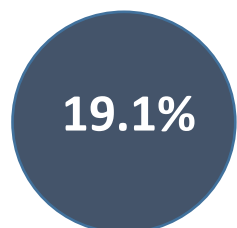


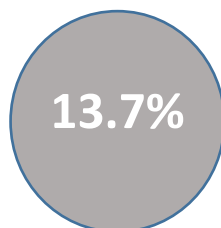
University of Sussex Disability Pay Gap Report 2022

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%.

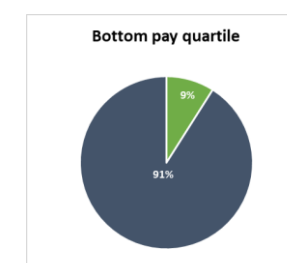
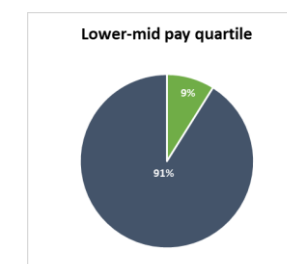
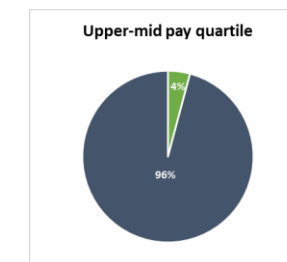
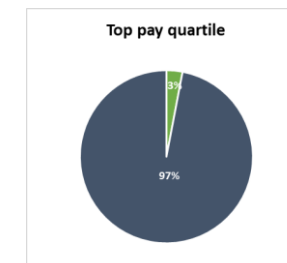


Mean Disability Pay Gap



Median Disability Pay Gap

Population	All Staff	% of Staff
Known Disability	194	6%
No Known Disability	2958	94%
All Staff	3152	100%



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.