

Staff Equality Duty Report 2022/23

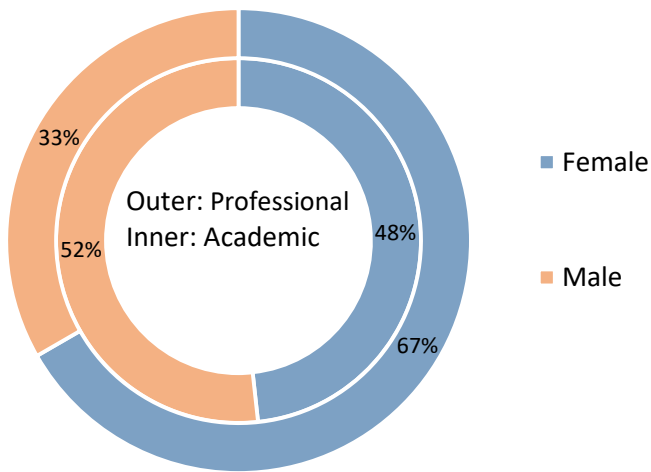
Data is the full person equivalent (FPE) of University of Sussex employees as at 1 December each year. Data includes Doctoral Tutors, School Tutors and Language Tutors. Data excludes any staff with 0 FTE. In some instances FPE has been rounded to the nearest whole where staff have multiple grades.

Sex

Sex of staff by function

| Sex | Academic | Professional Services | Total |
|------------------|--------------|-----------------------|--------------|
| Female | 902 | 975 | 1,877 |
| Male | 965 | 486 | 1,451 |
| Total FPE | 1,867 | 1,461 | 3,328 |

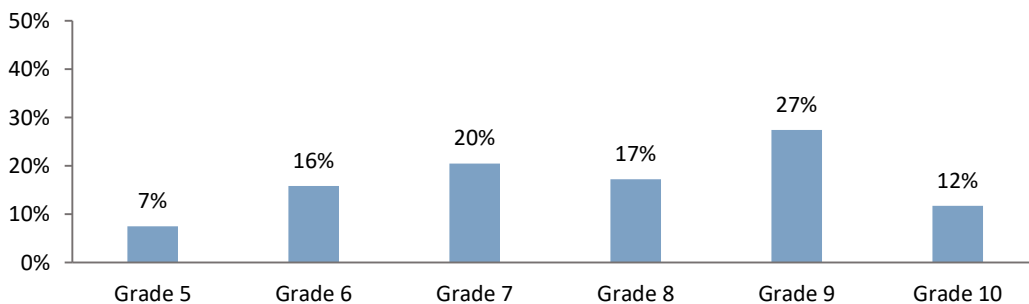
Sex of staff by function



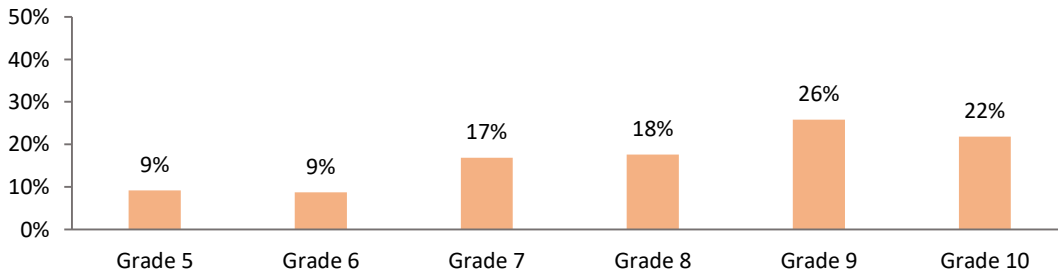
Sex of academic staff by grade

| Grade | Female | Male | % Female in grade | Total |
|------------------|------------|------------|-------------------|--------------|
| Grade 5 | 67 | 88 | 43% | 156 |
| Grade 6 | 142 | 84 | 63% | 226 |
| Grade 7 | 184 | 163 | 53% | 347 |
| Grade 8 | 155 | 170 | 48% | 325 |
| Grade 9 | 247 | 249 | 50% | 496 |
| Grade 10 | 106 | 211 | 33% | 316 |
| Total FPE | 902 | 965 | 48% | 1,867 |

Academic staff: Distribution of female staff across grades



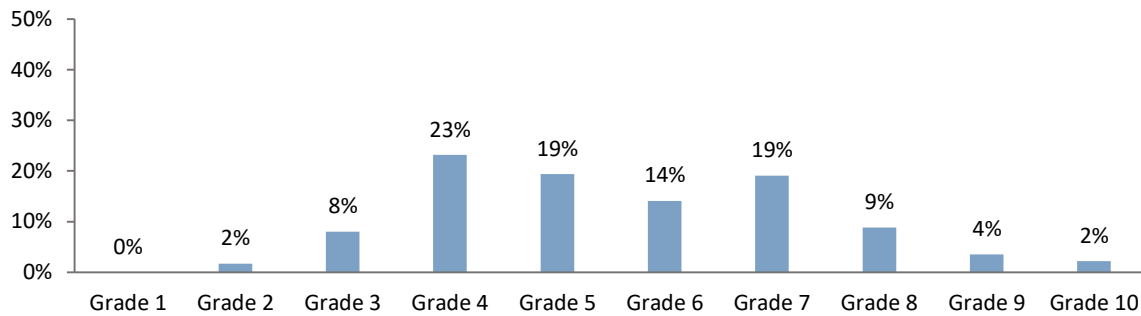
Academic staff: Distribution of male staff across grades



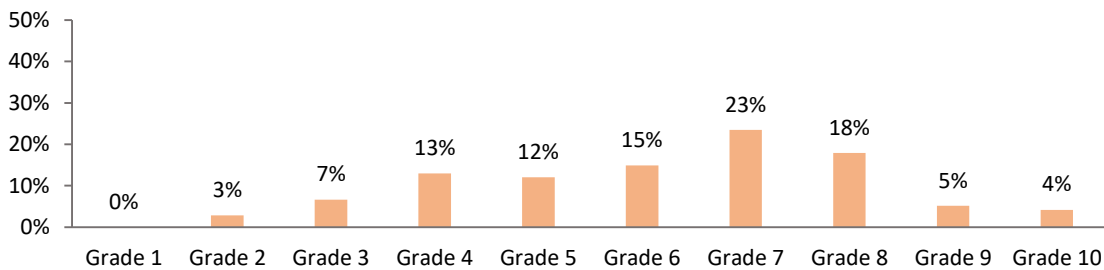
Sex of professional services staff by grade

| Grade | Female | Male | % Female in grade | Total |
|------------------|------------|------------|-------------------|--------------|
| Grade 1 | 0 | 0 | | 0 |
| Grade 2 | 17 | 14 | 55% | 30 |
| Grade 3 | 78 | 32 | 71% | 110 |
| Grade 4 | 226 | 63 | 78% | 289 |
| Grade 5 | 189 | 59 | 76% | 248 |
| Grade 6 | 138 | 72 | 66% | 210 |
| Grade 7 | 186 | 114 | 62% | 300 |
| Grade 8 | 86 | 87 | 50% | 173 |
| Grade 9 | 34 | 25 | 58% | 59 |
| Grade 10 | 22 | 20 | 51% | 42 |
| Total FPE | 975 | 486 | 63% | 1,461 |

Professional staff: Distribution of female staff across grades



Professional staff: Distribution of male staff across grades

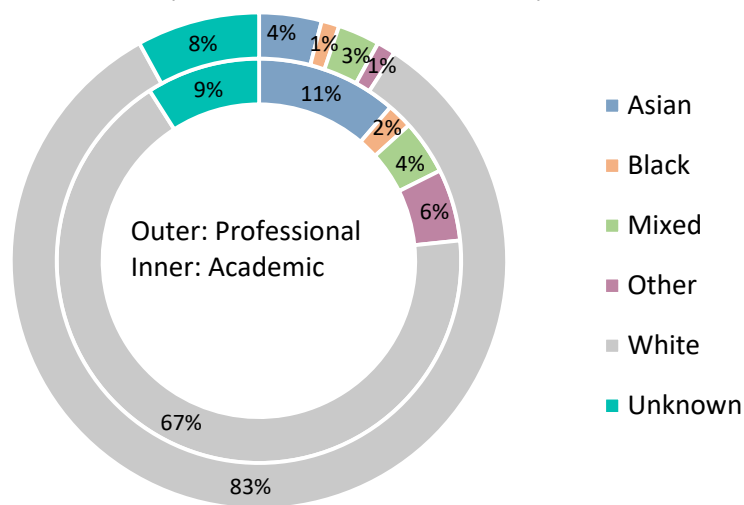


Ethnicity

Grouped ethnic breakdown of staff by function

| Ethnicity | Academic | Professional services | Total |
|------------------|--------------|-----------------------|--------------|
| Asian | 210 | 60 | 270 |
| Black | 38 | 17 | 55 |
| Mixed | 81 | 40 | 121 |
| Other | 107 | 18 | 125 |
| White | 1,260 | 1,210 | 2,470 |
| Unknown | 170 | 117 | 287 |
| Total FPE | 1,867 | 1,461 | 3,328 |

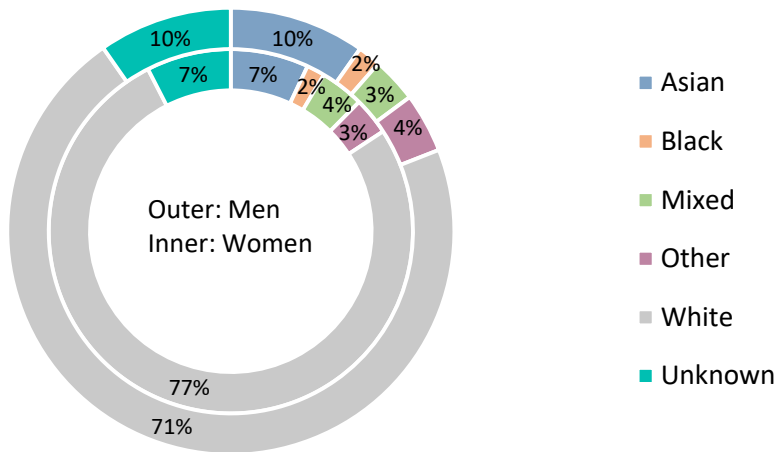
Grouped ethnic breakdown of staff by function



Grouped ethnic breakdown of staff by gender

| Ethnicity | Woman | Man | Other | Unknown | Total |
|------------------|--------------|--------------|-------------|----------|--------------|
| Asian | 129 | 141 | 0 | 0 | 270 |
| Black | 30 | 24 | SUPP | 0 | SUPP |
| Mixed | 73 | 47 | SUPP | 0 | SUPP |
| Other | 62 | 62 | SUPP | 0 | SUPP |
| White | 1,430 | 1,024 | 12 | 0 | 2,466 |
| Unknown | 140 | 139 | SUPP | 0 | SUPP |
| Total FPE | 1,864 | 1,437 | SUPP | 0 | SUPP |

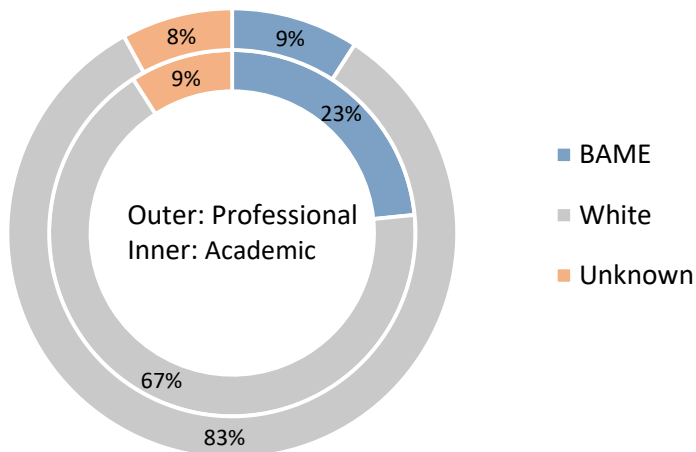
Grouped ethnic breakdown of staff by gender



Basic ethnic breakdown of staff by function

| Ethnicity | Academic | Professional services | Total |
|------------------|--------------|-----------------------|--------------|
| BAME | 437 | 134 | 571 |
| White | 1,260 | 1,210 | 2,470 |
| Unknown | 170 | 117 | 287 |
| Total FPE | 1,867 | 1,461 | 3,328 |

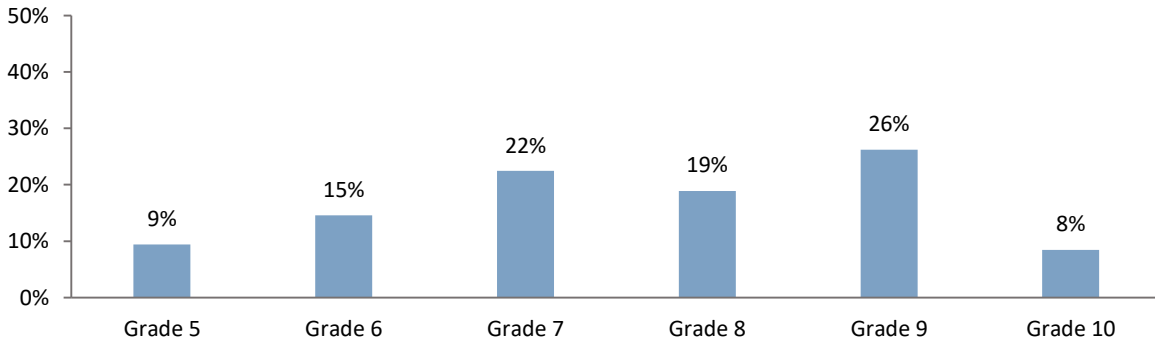
Basic ethnic breakdown of staff by function



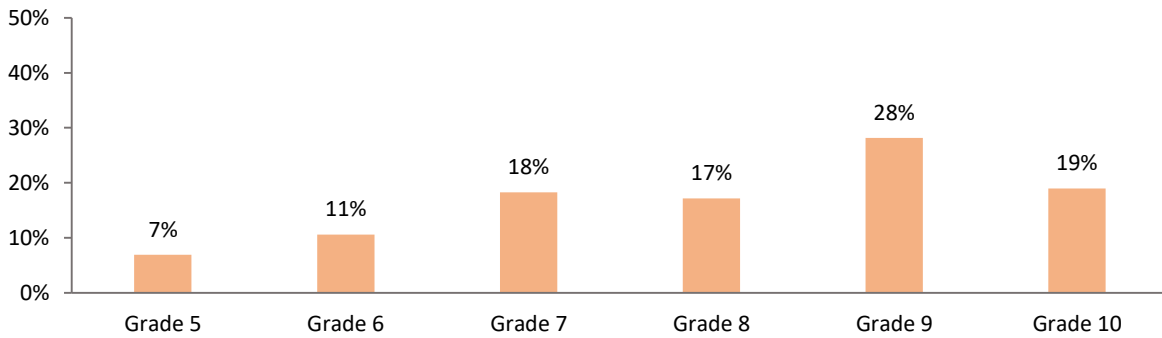
Basic ethnicity of academic staff by grade

| Grade | BAME | White | Unknown | % BAME in grade | Total |
|------------------|------------|--------------|------------|-----------------|--------------|
| Grade 5 | 41 | 87 | 28 | 32% | 156 |
| Grade 6 | 64 | 133 | 29 | 32% | 226 |
| Grade 7 | 98 | 230 | 19 | 30% | 347 |
| Grade 8 | 83 | 216 | 27 | 28% | 325 |
| Grade 9 | 114 | 355 | 27 | 24% | 496 |
| Grade 10 | 37 | 239 | 40 | 13% | 316 |
| Total FPE | 437 | 1,260 | 170 | 27% | 1,867 |

Academic staff: Distribution of BAME staff across grades



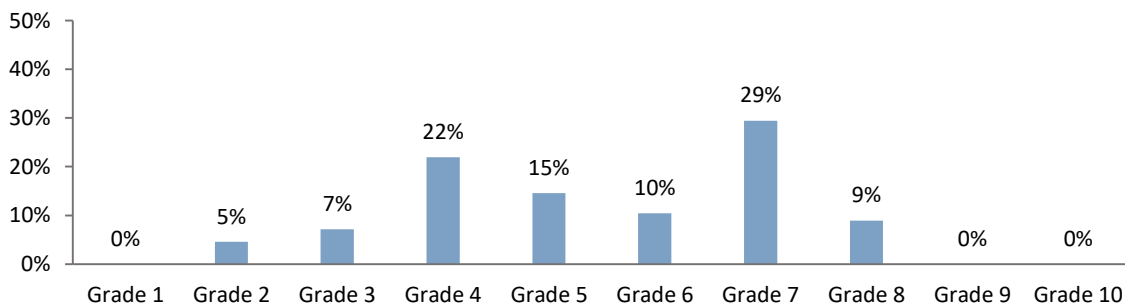
Academic staff: Distribution of White staff across grades



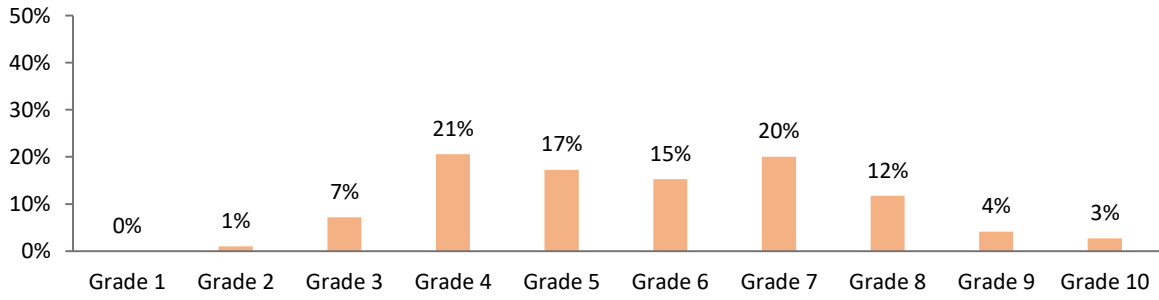
Basic ethnicity of professional services staff by grade

| Grade | BAME | White | Unknown | % BAME in grade | Total |
|------------------|-------------|--------------|------------|-----------------|-------------|
| Grade 1 | 0 | 0 | 0 | | 0 |
| Grade 2 | 6 | 12 | 12 | 33% | 30 |
| Grade 3 | 10 | 87 | 14 | 10% | 110 |
| Grade 4 | 29 | 249 | 11 | 11% | 289 |
| Grade 5 | 20 | 209 | 19 | 9% | 248 |
| Grade 6 | 14 | 185 | 11 | 7% | 210 |
| Grade 7 | 39 | 243 | 18 | 14% | 300 |
| Grade 8 | 12 | 142 | 19 | 8% | 173 |
| Grade 9 | SUPP | 50 | 7 | SUPP | SUPP |
| Grade 10 | SUPP | 33 | 7 | SUPP | SUPP |
| Total FPE | SUPP | 1,210 | 117 | SUPP | SUPP |

Professional staff: Distribution of BAME staff across grades



Professional staff: Distribution of White staff across grades

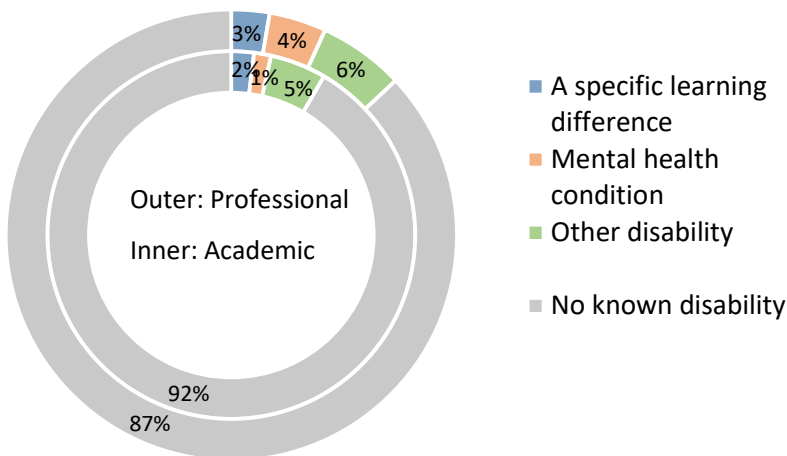


Disability

Grouped disability breakdown of staff by function

| Disability | Academic | Professional services | Total |
|--------------------------------|--------------|-----------------------|--------------|
| A specific learning difference | 37 | 40 | 77 |
| Mental health condition | 28 | 60 | 88 |
| Other disability | 92 | 90 | 182 |
| No known disability | 1,710 | 1,271 | 2,981 |
| Total FPE | 1,867 | 1,461 | 3,328 |

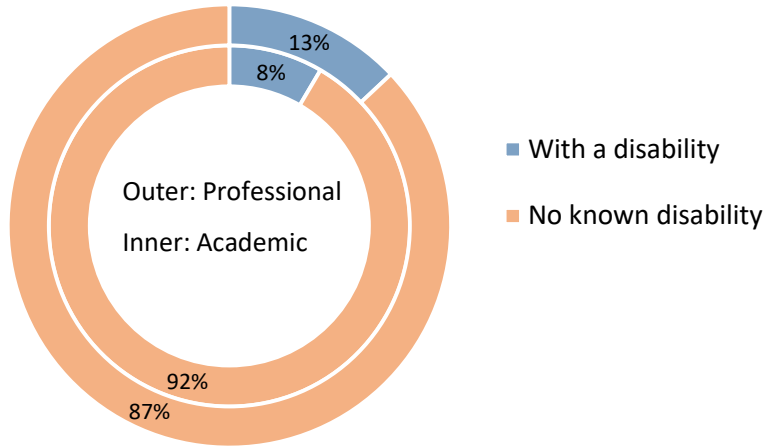
Grouped disability breakdown of staff by function



Basic disability breakdown of staff by function

| Disability | Academic | Professional services | Total |
|---------------------|--------------|-----------------------|--------------|
| With a disability | 157 | 190 | 347 |
| No known disability | 1,710 | 1,271 | 2,981 |
| Total FPE | 1,867 | 1,461 | 3,328 |

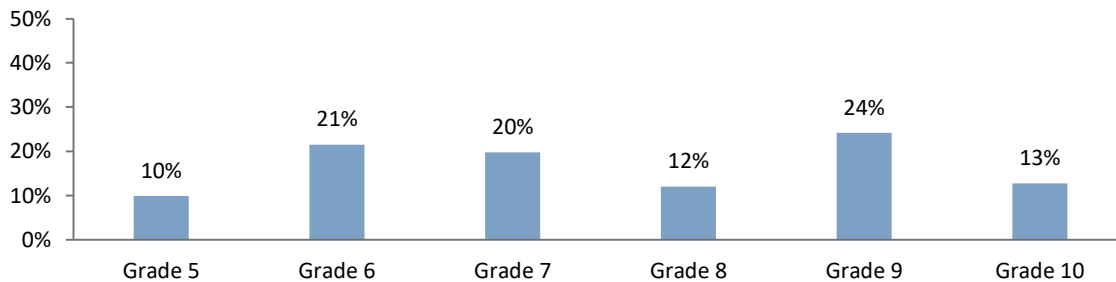
Basic disability breakdown of staff by function



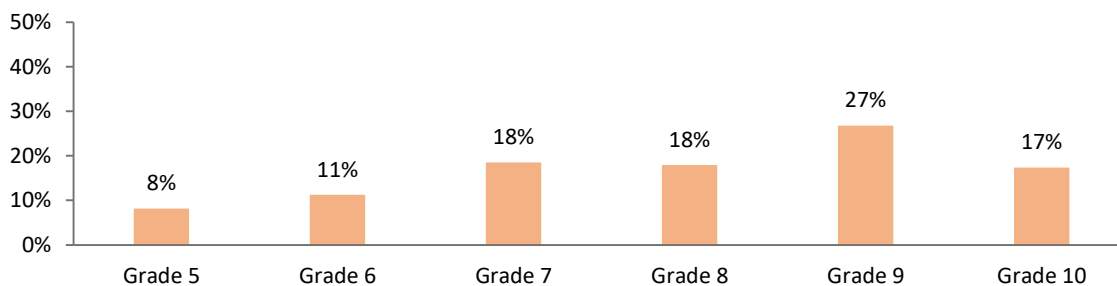
Basic disability breakdown of academic staff by grade

| Grade | With a disability | No known disability | % with a disability in grade | Total |
|------------------|-------------------|---------------------|------------------------------|--------------|
| Grade 5 | 16 | 140 | 10% | 156 |
| Grade 6 | 34 | 193 | 15% | 226 |
| Grade 7 | 31 | 316 | 9% | 347 |
| Grade 8 | 19 | 307 | 6% | 325 |
| Grade 9 | 38 | 458 | 8% | 496 |
| Grade 10 | 20 | 296 | 6% | 316 |
| Total FPE | 157 | 1,710 | 9% | 1,867 |

Academic staff: Distribution of staff with a disability across grades



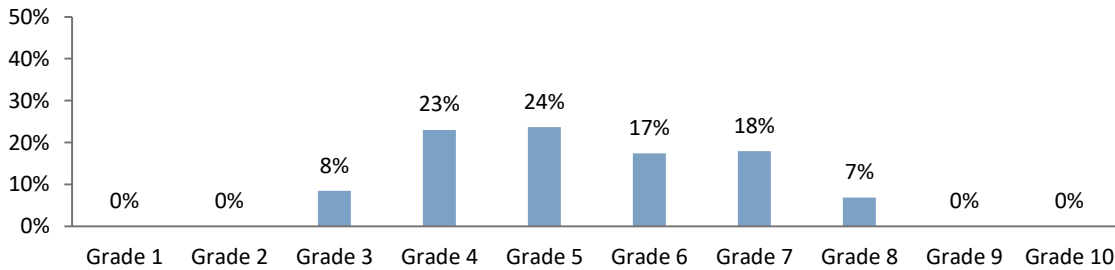
Academic staff: Distribution of staff with no known disability across grades



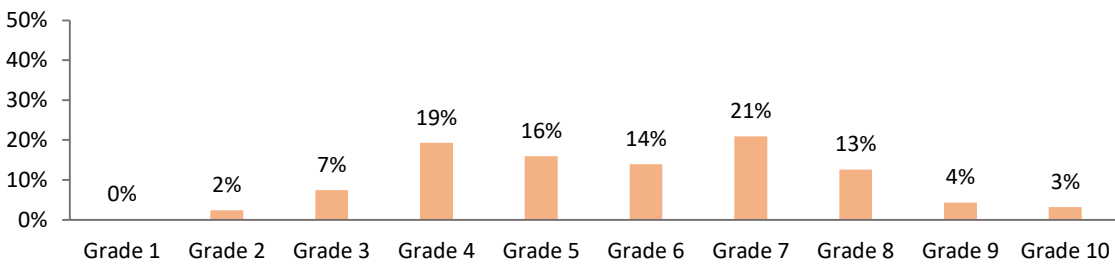
Basic disability breakdown of professional staff by grade

| Grade | With a disability | No known disability | % with a disability in grade | Total |
|------------------|-------------------|---------------------|------------------------------|-------------|
| Grade 1 | 0 | 0 | | 0 |
| Grade 2 | 0 | 30 | | 30 |
| Grade 3 | 16 | 94 | 15% | 110 |
| Grade 4 | 44 | 245 | 15% | 289 |
| Grade 5 | 45 | 203 | 18% | 248 |
| Grade 6 | 33 | 177 | 16% | 210 |
| Grade 7 | 34 | 266 | 11% | 300 |
| Grade 8 | 13 | 160 | 8% | 173 |
| Grade 9 | SUPP | 55 | SUPP | SUPP |
| Grade 10 | SUPP | 41 | SUPP | SUPP |
| Total FPE | SUPP | 1,271 | SUPP | SUPP |

Professional staff: Distribution of staff with a disability across grades



Professional staff: Distribution of staff with no known disability across grades

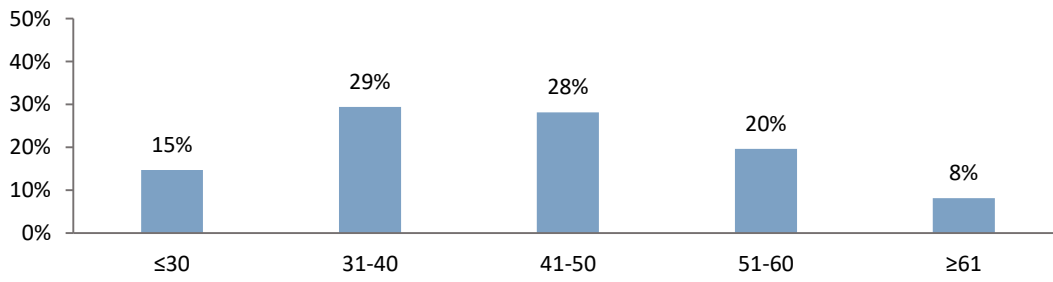


Age

Age groups of staff by function

| Age group | Academic | Professional services | Total |
|------------------|-------------|-----------------------|-------------|
| ≤30 | 274 | 287 | 561 |
| 31-40 | 548 | 390 | 938 |
| 41-50 | 525 | 400 | 925 |
| 51-60 | 366 | 312 | 678 |
| ≥61 | 152 | 73 | 225 |
| Unknown | SUPP | 0 | SUPP |
| Total FPE | SUPP | 1,461 | SUPP |

Academic staff: Distribution by age



Professional staff: Distribution by age

