# Staff Equality Duty Report 2022/23

Data is the full time equivalent (FTE) 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.

Sex

Sex of staff by function

Sex	Academic	Professional Services	Total
Female	678	864	**1,542**
Male	780	453	**1,233**
Total FTE	**1,458**	**1,317**	**2,776**

Sex of staff by function

Outer: Professional
Inner: Academic
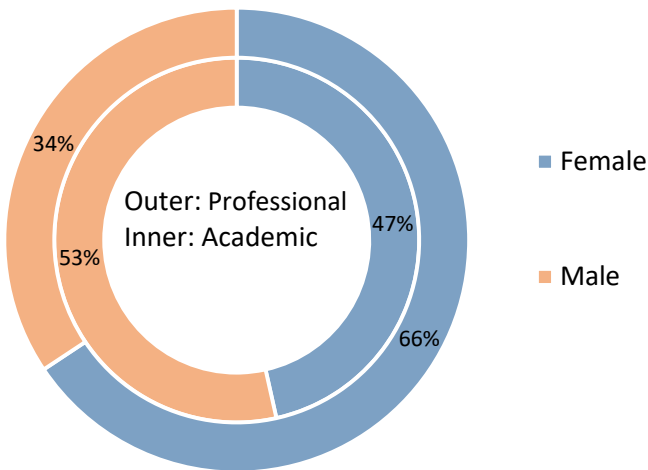
- Female
- Male

Sex of academic staff by grade

Grade	Female	Male	% Female in grade	Total
Grade 5	10	13	44%	**23**
Grade 6	45	27	62%	**72**
Grade 7	156	151	51%	**307**
Grade 8	141	159	47%	**299**
Grade 9	229	239	49%	**468**
Grade 10	98	191	34%	**290**
Total FTE	**678**	**780**	**48%**	**1,458**

Academic staff: Distribution of female staff across grades

Academic staff: Distribution of male staff across grades

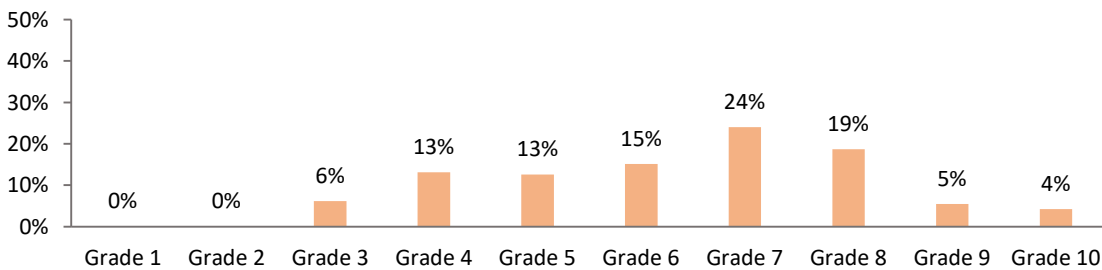| Grade	Percentage
Grade 5	2%
Grade 6	3%
Grade 7	19%
Grade 8	20%
Grade 9	31%
Grade 10	25%
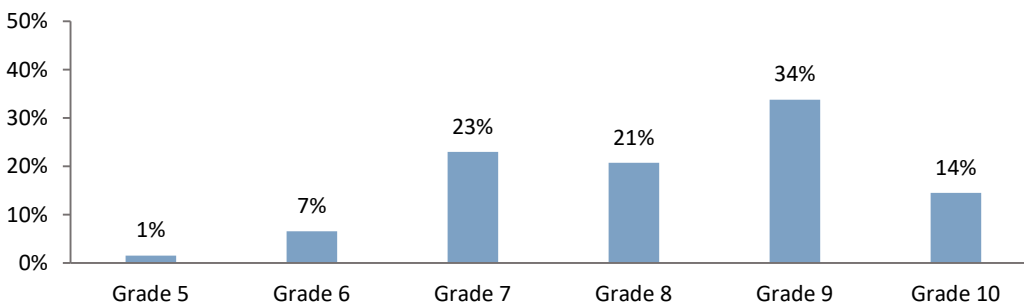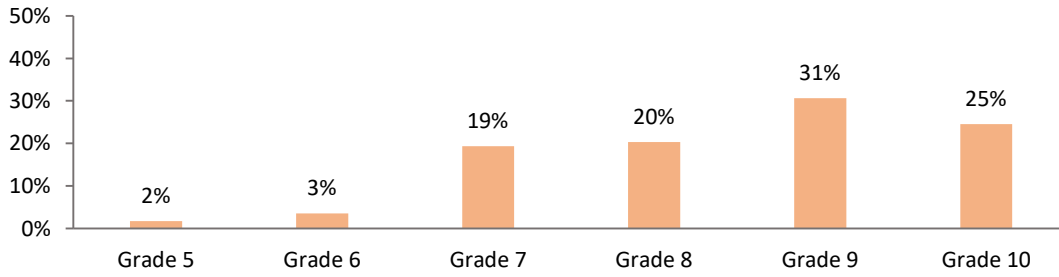
Sex of professional services staff by grade

Grade	Female	Male	% Female in grade	Total
Grade 1	0	0		**0**
Grade 2	6	SUPP	66%	**SUPP**
Grade 3	65	28	70%	**93**
Grade 4	193	60	76%	**252**
Grade 5	173	57	75%	**230**
Grade 6	126	68	65%	**194**
Grade 7	168	109	61%	**277**
Grade 8	80	85	49%	**165**
Grade 9	34	25	58%	**58**
Grade 10	20	19	51%	**40**
Total FTE	**864**	**SUPP**	**63%**	**SUPP**

Professional staff: Distribution of female staff across grades

Grade	Percentage
Grade 1	0%
Grade 2	1%
Grade 3	8%
Grade 4	22%
Grade 5	20%
Grade 6	15%
Grade 7	19%
Grade 8	9%
Grade 9	4%
Grade 10	2%

Professional staff: Distribution of male staff across grades

Grade	Percentage
Grade 1	0%
Grade 2	0%
Grade 3	6%
Grade 4	13%
Grade 5	13%
Grade 6	15%
Grade 7	24%
Grade 8	19%
Grade 9	5%
Grade 10	4%
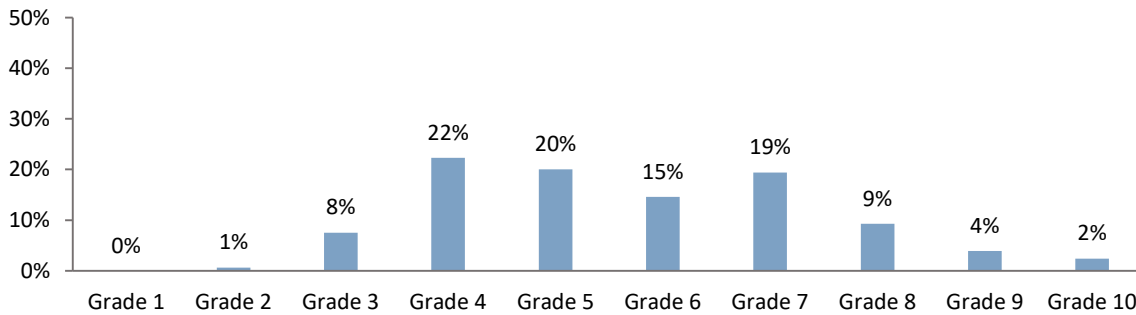
Ethnicity

Grouped ethnic breakdown of staff by function

Ethnicity	Academic	Professional services	Total
Asian	165.5	56.1	**221.6**
Black	31.0	15.5	**46.5**
Mixed	58.6	36.7	**95.4**
Other	81.4	16.0	**97.4**
White	1,009.7	1,094.4	**2,104.1**
Unknown	112.3	98.3	**210.6**
Total FTE	**1,458.5**	**1,317.1**	**2,775.5**

Grouped ethnic breakdown of staff by function

Outer: Professional
Inner: Academic

Asian, Black, Mixed, Other, White, Unknown
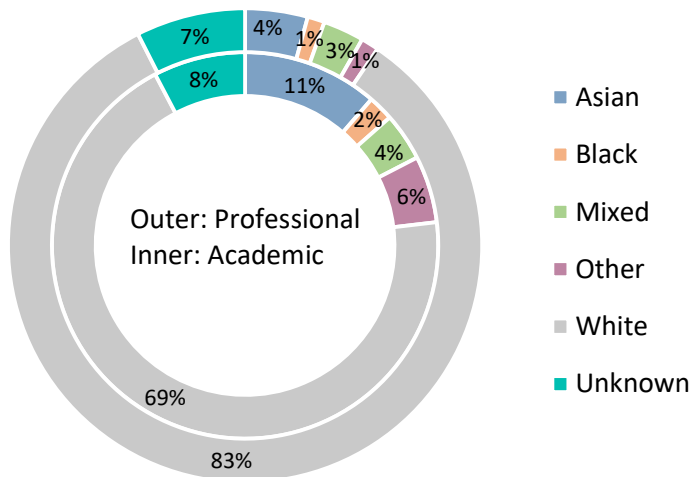
Grouped ethnic breakdown of staff by gender

Ethnicity	Woman	Man	Other	Unknown	Total
Asian	106.2	115.4	0.0	0.0	**221.6**
Black	25.5	20.0	SUPP	0.0	**SUPP**
Mixed	56.3	38.1	SUPP	0.0	**SUPP**
Other	49.2	47.2	SUPP	0.0	**SUPP**
White	1,194.5	896.1	9.5	SUPP	**SUPP**
Unknown	98.8	103.9	SUPP	7.0	**SUPP**
Total FTE	**1,530.5**	**1,220.6**	**SUPP**	**SUPP**	**SUPP**

Grouped ethnic breakdown of staff by gender
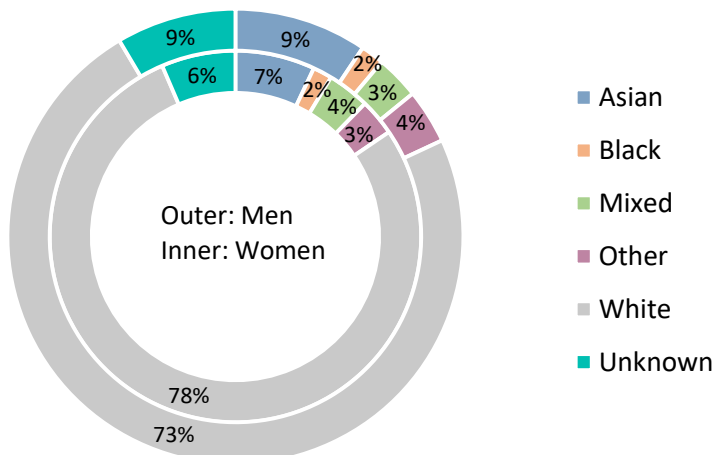
Outer: Men
Inner: Women

Asian, Black, Mixed, Other, White, Unknown

Basic ethnic breakdown of staff by function

Ethnicity	Academic	Professional services	Total
BAME	336.5	124.3	**460.8**
White	1,009.7	1,094.4	**2,104.1**
Unknown	112.3	98.3	**210.6**
Total FTE	**1,458.5**	**1,317.1**	**2,775.5**

Basic ethnic breakdown of staff by function

Outer: Professional
Inner: Academic
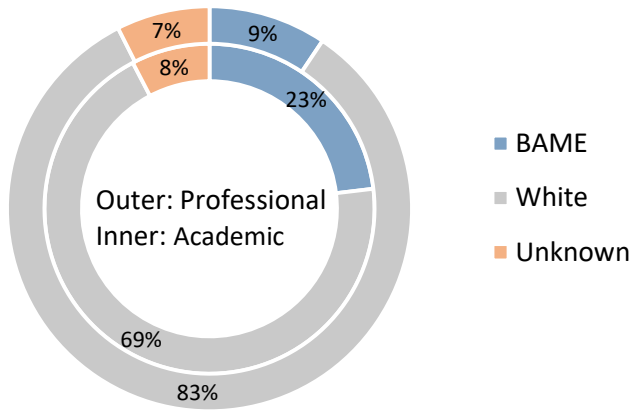
- BAME
- White
- Unknown

Basic ethnicity of academic staff by grade

Grade	BAME	White	Unknown	% BAME in grade	Total
Grade 5	5.6	13.0	SUPP	30%	**SUPP**
Grade 6	18.5	44.7	8.6	29%	**71.8**
Grade 7	90.6	202.2	14.0	31%	**306.8**
Grade 8	80.3	195.4	23.5	29%	**299.2**
Grade 9	106.6	335.5	25.8	24%	**468.0**
Grade 10	34.9	218.8	35.9	14%	**289.5**
Total FTE	**336.5**	**1,009.7**	**SUPP**	**26%**	**SUPP**

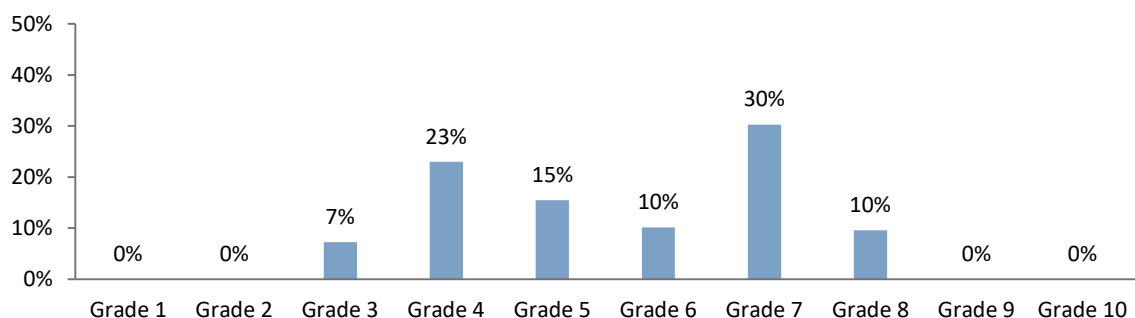Academic staff: Distribution of BAME staff across grades
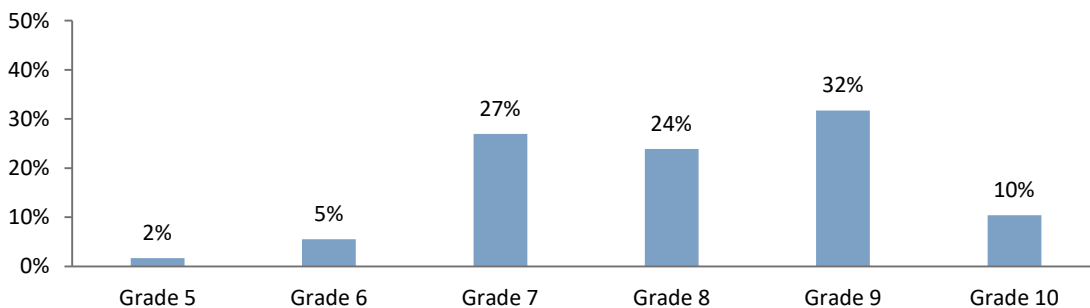
Academic staff: Distribution of White staff across grades
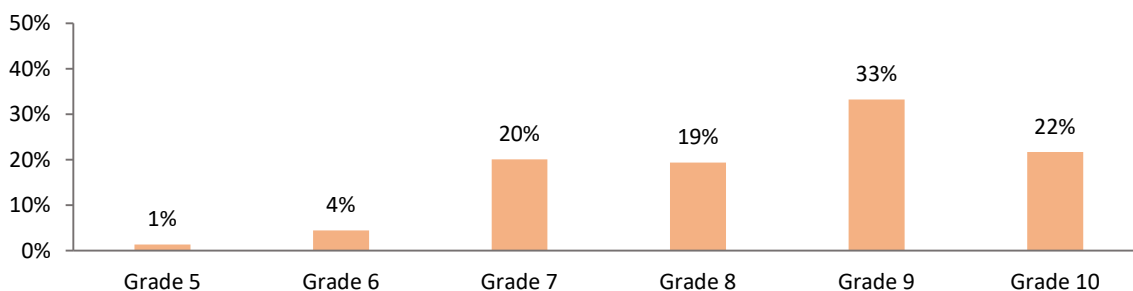
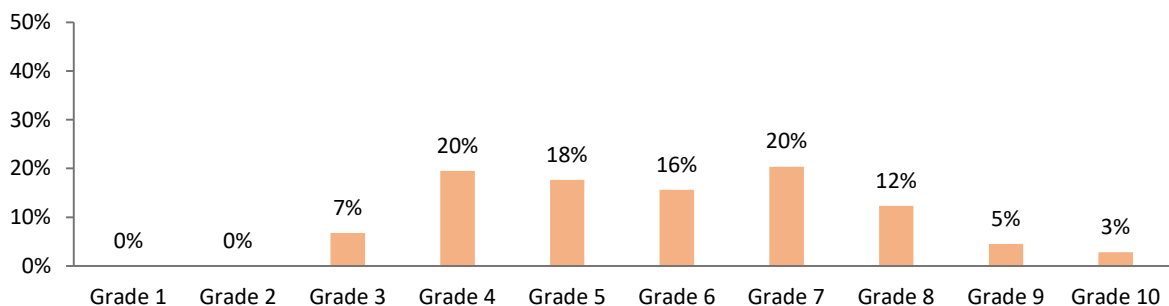**Basic ethnicity of professional services staff by grade**

Grade	BAME	White	Unknown	% BAME in grade	Total
Grade 1	0.0	0.0	0.0		**0.0**
Grade 2	SUPP	SUPP	SUPP	SUPP	**SUPP**
Grade 3	9.0	73.5	10.4	11%	**92.9**
Grade 4	28.6	213.5	10.1	12%	**252.2**
Grade 5	19.2	193.0	17.9	9%	**230.1**
Grade 6	12.6	171.0	10.6	7%	**194.2**
Grade 7	37.6	222.8	16.1	14%	**276.5**
Grade 8	11.9	135.3	17.7	8%	**164.9**
Grade 9	SUPP	49.5	6.7	SUPP	**SUPP**
Grade 10	SUPP	30.9	6.8	SUPP	**SUPP**
Total FTE	**SUPP**	**SUPP**	**SUPP**	**SUPP**	**SUPP**

Professional staff: Distribution of BAME staff across grades

Grade 1: 0%, Grade 2: 0%, Grade 3: 7%, Grade 4: 23%, Grade 5: 15%, Grade 6: 10%, Grade 7: 30%, Grade 8: 10%, Grade 9: 0%, Grade 10: 0%

Professional staff: Distribution of White staff across grades

Grade 1: 0%, Grade 2: 0%, Grade 3: 7%, Grade 4: 20%, Grade 5: 18%, Grade 6: 16%, Grade 7: 20%, Grade 8: 12%, Grade 9: 5%, Grade 10: 3%

Disability

Grouped disability breakdown of staff by function

Disability	Academic	Professional services	Total
A specific learning difference	23.5	37.6	**61.2**
Mental health condition	16.4	54.9	**71.4**
Other disability	71.6	81.7	**153.3**
No known disability	1,346.9	1,142.9	**2,489.7**
Total FTE	**1,458.5**	**1,317.1**	**2,775.5**

Grouped disability breakdown of staff by function
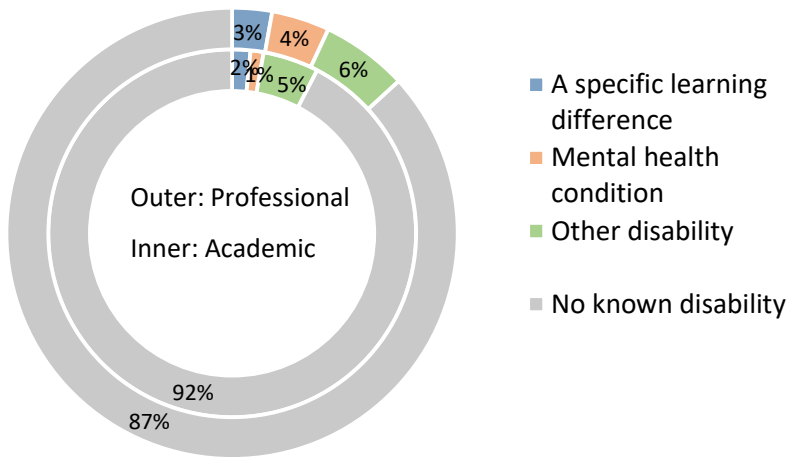
- A specific learning difference
- Mental health condition
- Other disability
- No known disability

Outer: Professional
Inner: Academic

3% 4% 2% 1% 5% 6% 92% 87%

Basic disability breakdown of staff by function

Disability	Academic	Professional services	Total
With a disability	112	174	**286**
No known disability	1,347	1,143	**2,490**
Total FTE	**1,458**	**1,317**	**2,776**

Basic disability breakdown of staff by function

- With a disability
- No known disability

Outer: Professional
Inner: Academic

13% 8% 92% 87%
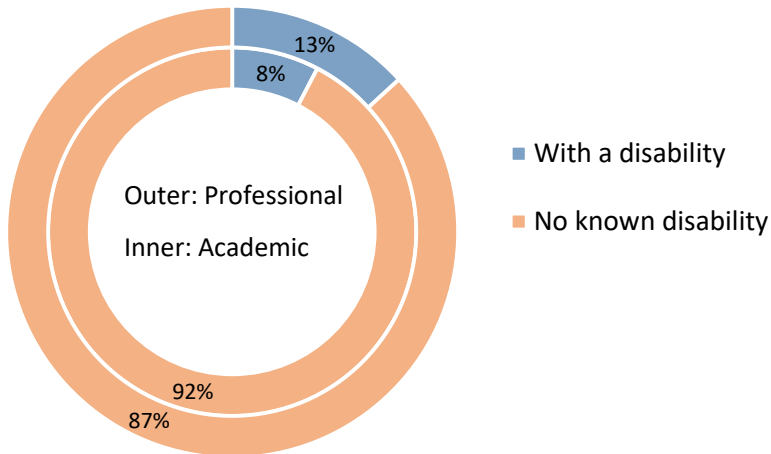
Basic disability breakdown of academic staff by grade

Grade	With a disability	No known disability	% with a disability in grade	Total
Grade 5	SUPP	21	SUPP	**SUPP**
Grade 6	11	61	15%	**72**
Grade 7	26	281	9%	**307**
Grade 8	18	281	6%	**299**
Grade 9	37	431	8%	**468**
Grade 10	18	272	6%	**290**
Total FTE	**SUPP**	**1,347**	**SUPP**	**SUPP**

Academic staff: Distribution of staff with a disability across grades
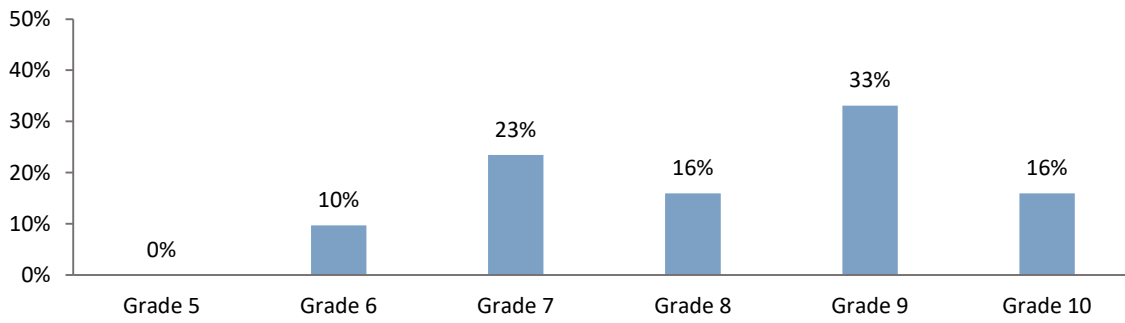
Grade	Percentage
Grade 5	0%
Grade 6	10%
Grade 7	23%
Grade 8	16%
Grade 9	33%
Grade 10	16%

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

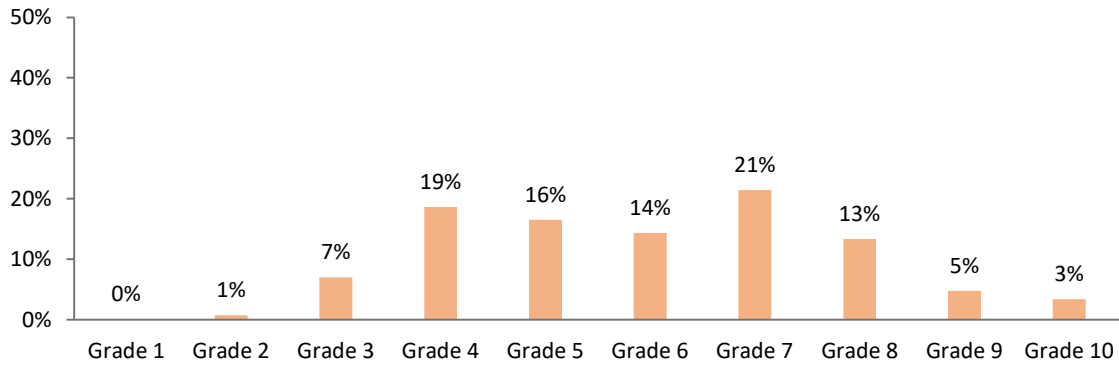| Grade	Percentage
Grade 5	2%
Grade 6	5%
Grade 7	21%
Grade 8	21%
Grade 9	32%
Grade 10	20%
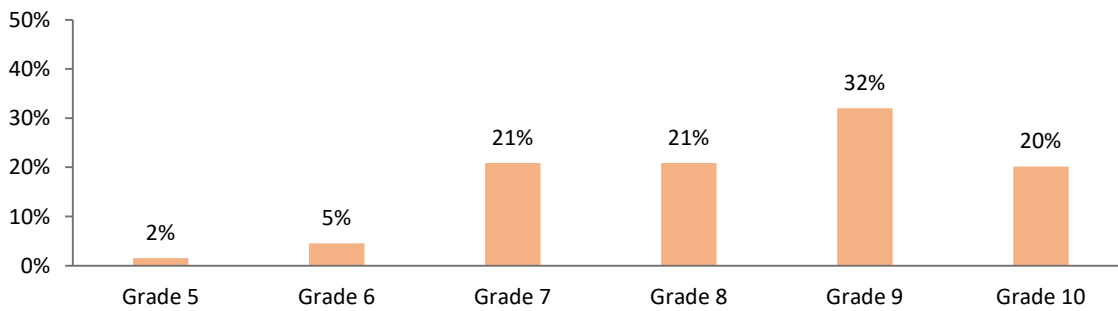
Basic disability breakdown of professional staff by grade

Grade	With a disability	No known disability	% with a disability in grade	Total
Grade 1	0	0		**0**
Grade 2	0	8		**8**
Grade 3	13	80	14%	**93**
Grade 4	39	213	16%	**252**
Grade 5	42	188	18%	**230**
Grade 6	31	164	16%	**194**
Grade 7	32	245	12%	**277**
Grade 8	12	152	8%	**165**
Grade 9	SUPP	54	SUPP	**SUPP**
Grade 10	SUPP	39	SUPP	**SUPP**
Total FTE	**SUPP**	**1,143**	**SUPP**	**SUPP**

Professional staff: Distribution of staff with a disability across grades
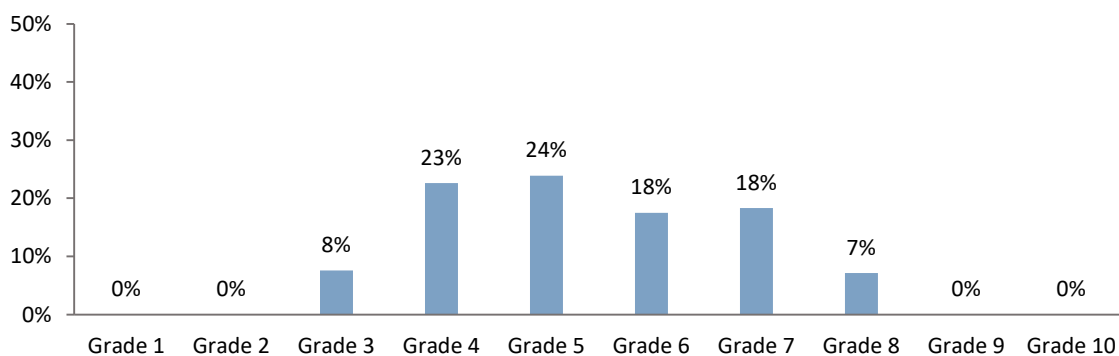
Grade	Percentage
Grade 1	0%
Grade 2	0%
Grade 3	8%
Grade 4	23%
Grade 5	24%
Grade 6	18%
Grade 7	18%
Grade 8	7%
Grade 9	0%
Grade 10	0%

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

Grade	%
Grade 1	0%
Grade 2	1%
Grade 3	7%
Grade 4	19%
Grade 5	16%
Grade 6	14%
Grade 7	21%
Grade 8	13%
Grade 9	5%
Grade 10	3%

Age

Age groups of staff by function

Age group	Academic	Professional services	Total
≤30	116	258	**374**
31-40	448	356	**804**
41-50	459	355	**814**
51-60	319	288	**607**
≥61	116	61	**177**
Unknown	SUPP	0	**SUPP**
Total FTE	**SUPP**	**1,317**	**SUPP**

Academic staff: Distribution by age

Age group	%
≤30	8%
31-40	31%
41-50	31%
51-60	22%
≥61	8%

Professional staff: Distribution by age

Age group	%
≤30	20%
31-40	27%
41-50	27%
51-60	22%
≥61	5%