

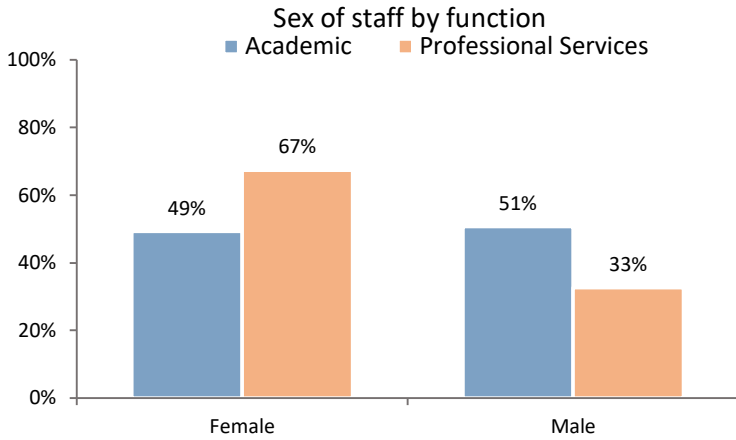
Staff Equality Duty Report 2024/25

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. Gender and Religion is currently not included in the report due to robustness of the data

Sex

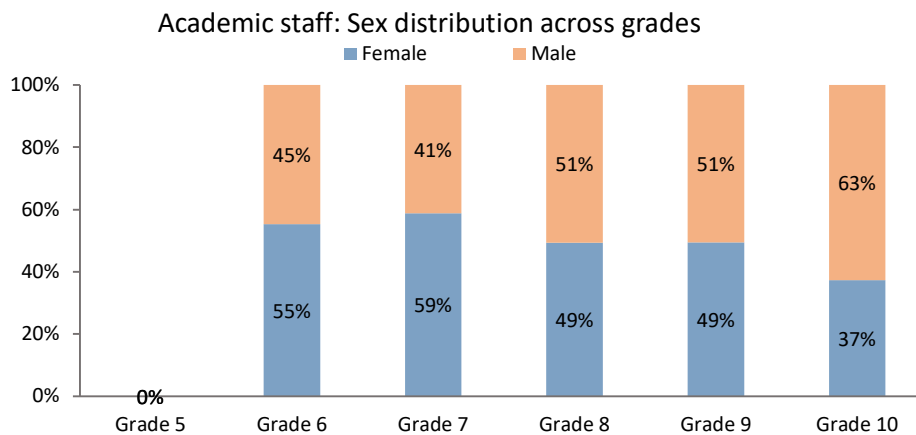
Sex of staff by function

Sex	Academic	Professional Services	Total
Female	904	1,233	2,137
Male	931	597	1,528
Total FPE	1,835	1,830	3,665



Sex of academic staff by grade

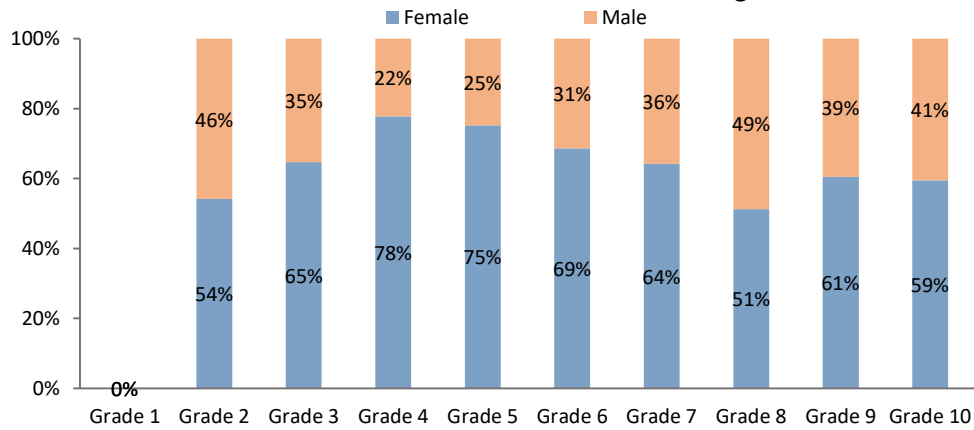
Grade	Female	Male	% Female in grade	Total
Grade 5	0	0		0
Grade 6	149	120	55%	270
Grade 7	157	110	59%	268
Grade 8	198	202	49%	400
Grade 9	264	270	49%	534
Grade 10	136	228	37%	364
Total FPE	904	931	50%	1,835



Sex of professional services staff by grade

Grade	Female	Male	% Female in grade	Total
Grade 1	0	0		0
Grade 2	13	11	54%	24
Grade 3	41	22	65%	63
Grade 4	279	80	78%	358
Grade 5	236	78	75%	313
Grade 6	207	95	69%	302
Grade 7	263	147	64%	410
Grade 8	125	119	51%	244
Grade 9	46	30	61%	76
Grade 10	24	16	59%	40
Total FPE	1,233	597	64%	1,830

Professional services staff: Sex distribution across grades

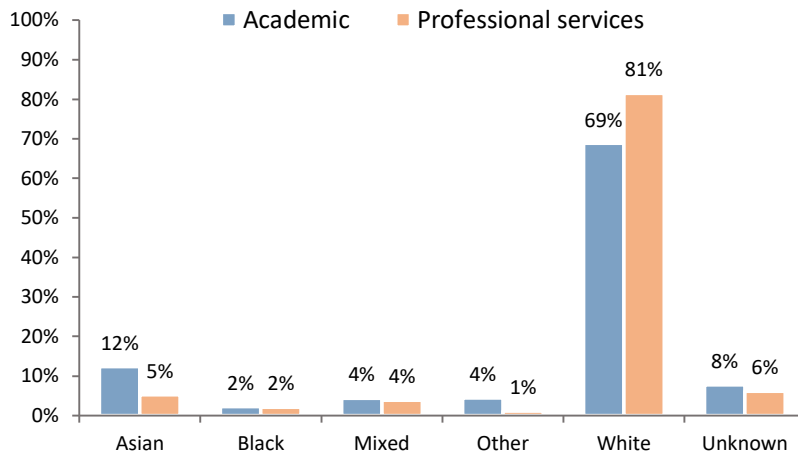


Ethnicity

Grouped ethnic breakdown of staff by function

Ethnicity	Academic	Professional services	Total
Asian	227	96	323
Black	41	39	80
Mixed	80	71	151
Other	82	20	102
White	1,263	1,491	2,754
Unknown	142	113	255
Total FPE	1,835	1,830	3,665

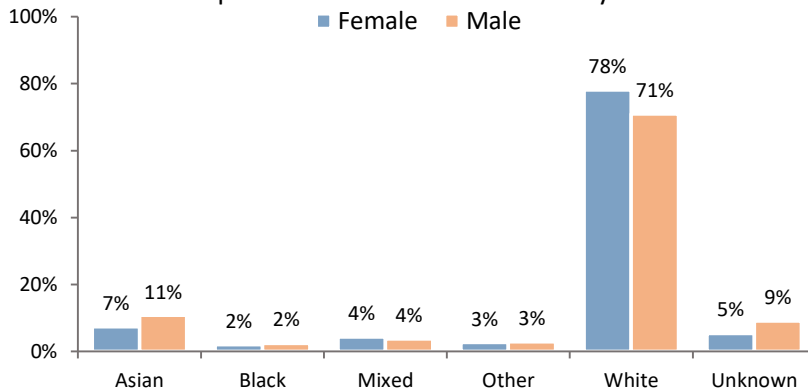
Grouped ethnic breakdown of staff by function



Grouped ethnic breakdown of staff by sex

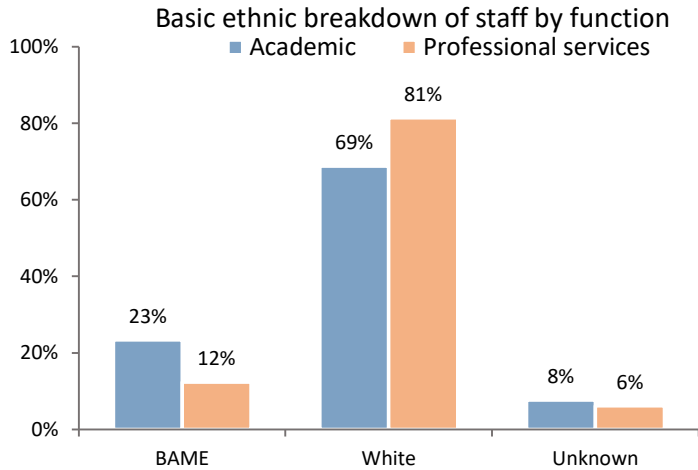
Ethnicity	Female	Male	Total
Asian	158	165	323
Black	43	37	80
Mixed	93	58	151
Other	57	45	102
White	1,670	1,084	2,754
Unknown	116	139	255
Total FPE	2,137	1,528	3,665

Grouped ethnic breakdown of staff by sex



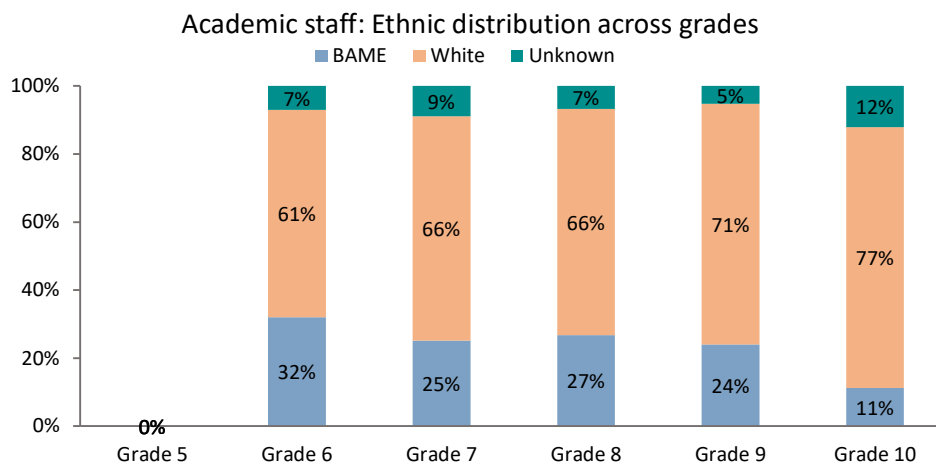
Basic ethnic breakdown of staff by function

Ethnicity	Academic	Professional services	Total
BAME	430	226	656
White	1,263	1,491	2,754
Unknown	142	113	255
Total FPE	1,835	1,830	3,665



Basic ethnicity of academic staff by grade

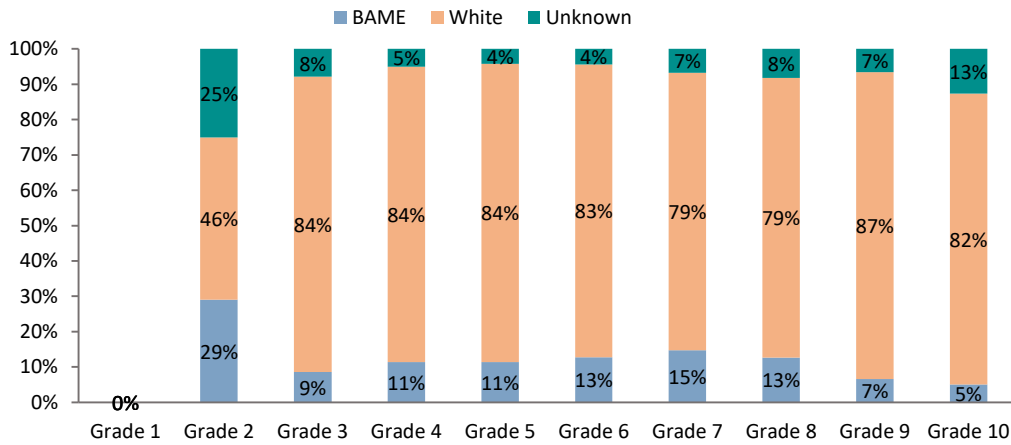
Grade	BAME	White	Unknown	% BAME in grade	Total
Grade 5	0	0	0		0
Grade 6	86	164	19	32%	270
Grade 7	67	176	24	25%	268
Grade 8	107	266	27	27%	400
Grade 9	128	378	28	24%	534
Grade 10	41	279	44	11%	364
Total FPE	430	1,263	142	24%	1,835



Basic ethnicity of professional services staff by grade

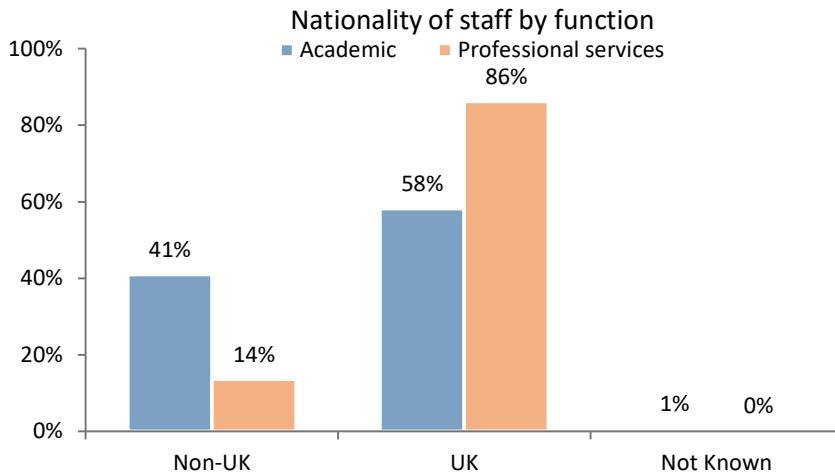
Grade	BAME	White	Unknown	% BAME in grade	Total
Grade 1	0	0	0		0
Grade 2	7	11	6	29%	24
Grade 3	5	53	5	9%	63
Grade 4	41	299	18	11%	358
Grade 5	36	265	13	11%	313
Grade 6	39	250	13	13%	302
Grade 7	60	322	28	15%	410
Grade 8	31	193	20	13%	244
Grade 9	5	66	5	7%	76
Grade 10	SUPP	33	5	5%	SUPP
Total FPE	SUPP	1,491	113	12%	SUPP

Professional services staff: Ethnic distribution across grades



Nationality of staff by function

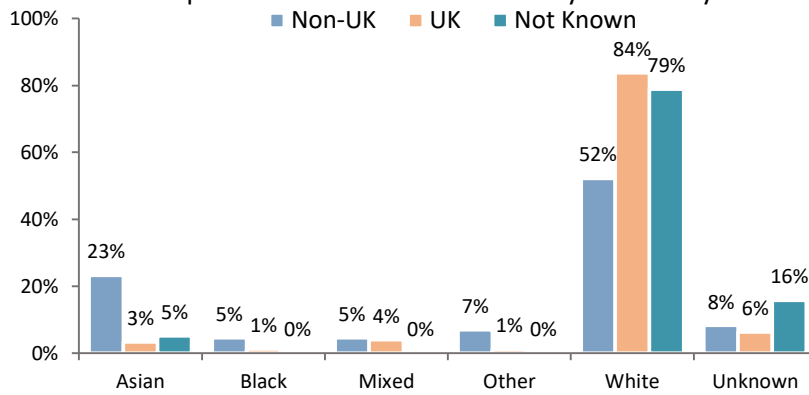
Nationality	Academic	Professional services	Total
Non-UK	752	249	1,001
UK	1,068	1,577	2,645
Not Known	15	SUPP	SUPP
Total FPE	1,835	SUPP	SUPP



Grouped ethnic breakdown of staff by nationality

Ethnicity	Non-UK	UK	Not Known	Total
Asian	233	89	SUPP	322
Black	46	34	0	80
Mixed	46	105	0	151
Other	70	32	0	102
White	523	2,216	15	2,739
Unknown	83	169	SUPP	252
Total FPE	1,001	2,645	SUPP	3,646

Grouped ethnic breakdown of staff by nationality



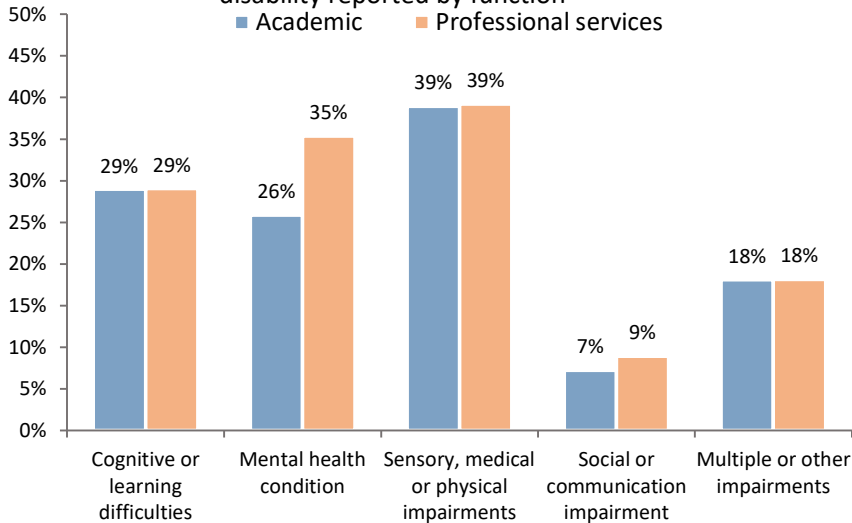
Disability

As of 2023/24 staff can now choose multiple disabilities and therefore detailed and grouped disability tables will count staff multiple times. Basic disability will count staff once. Multiple or other impairments from 2023/24 only include other impairments.

Grouped disability breakdown of staff with a declared disability by function

Disability	Academic	Professional services	Total
Cognitive or learning difficulties	56	88	144
Mental health condition	50	107	157
Sensory, medical or physical impairments	75	119	194
Social or communication impairment	14	27	41
Multiple or other impairments	35	55	90

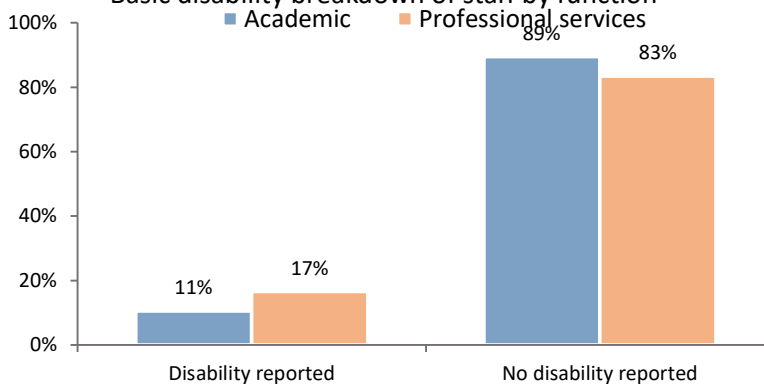
Breakdown of grouped disabilities within staff with a disability reported by function



Basic disability breakdown of staff by function

Disability	Academic	Professional services	Total
Disability reported	193	303	496
No disability reported	1,641	1,528	3,169
Total FPE	1,835	1,830	3,665

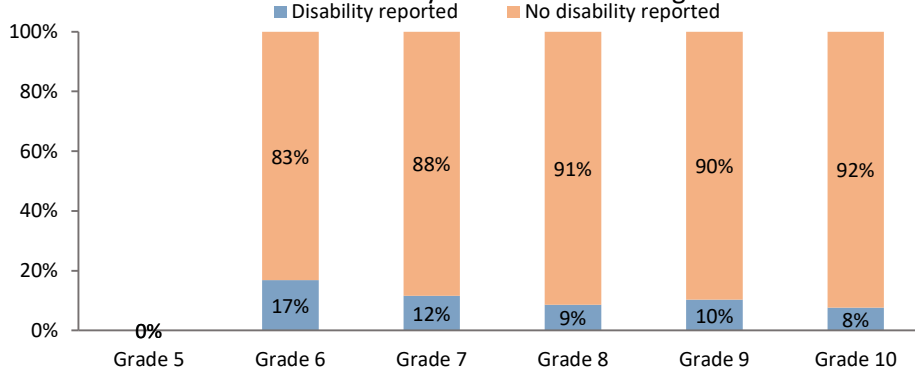
Basic disability breakdown of staff by function



Basic disability breakdown of academic staff by grade

Grade	Disability reported	No disability reported	% disability reported in grade	Total
Grade 5	0	0		0
Grade 6	45	224	17%	270
Grade 7	31	237	12%	268
Grade 8	34	366	9%	400
Grade 9	55	479	10%	534
Grade 10	28	336	8%	364
Total FPE	193	1,641	11%	1,835

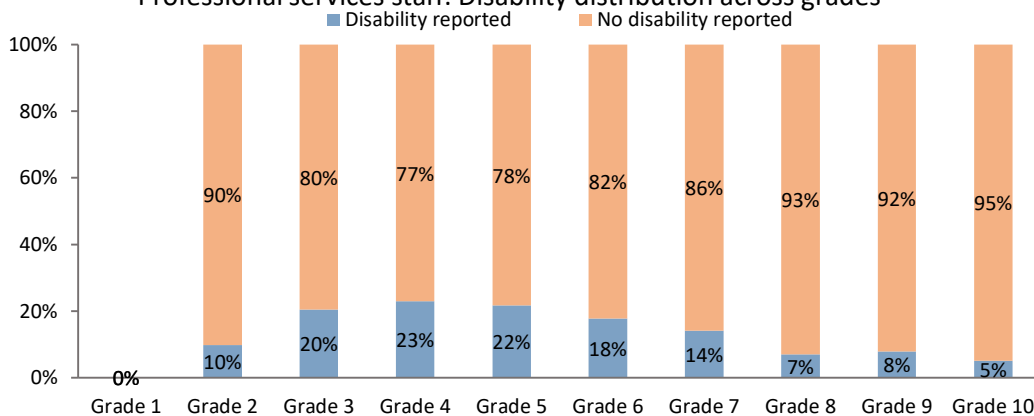
Academic staff: Disability distribution across grades



Basic disability breakdown of professional staff by grade

Grade	Disability reported	No disability reported	% disability reported in grade	Total
Grade 1	0	0		0
Grade 2	SUPP	22	10%	SUPP
Grade 3	13	50	20%	63
Grade 4	82	276	23%	358
Grade 5	68	245	22%	313
Grade 6	54	248	18%	302
Grade 7	58	352	14%	410
Grade 8	17	227	7%	244
Grade 9	6	70	8%	76
Grade 10	SUPP	38	5%	SUPP
Total FPE	SUPP	1,528	14%	SUPP

Professional services staff: Disability distribution across grades

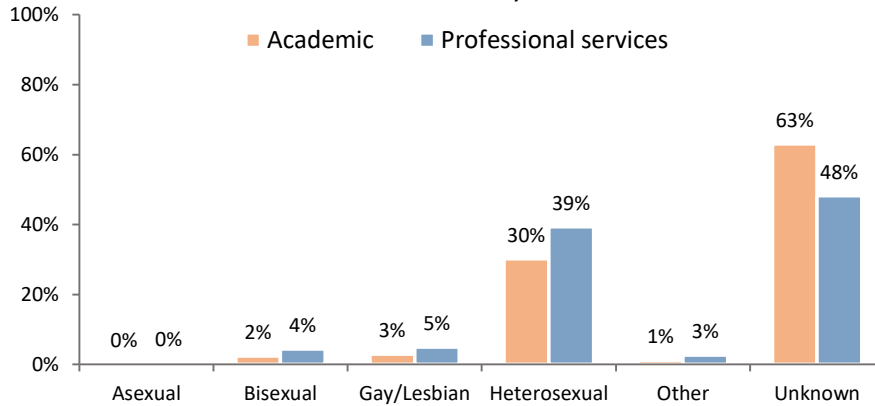


Sexual Orientation

Sexual orientation of staff by function

Sexual orientation	Academic	Professional services	Total
Asexual	SUPP	8	SUPP
Bisexual	44	80	124
Gay/Lesbian	54	90	144
Heterosexual	554	720	1,274
Other	22	49	71
Unknown	1,157	884	2,041
Total FPE	SUPP	1,830	SUPP

Sexual orientation of staff by function

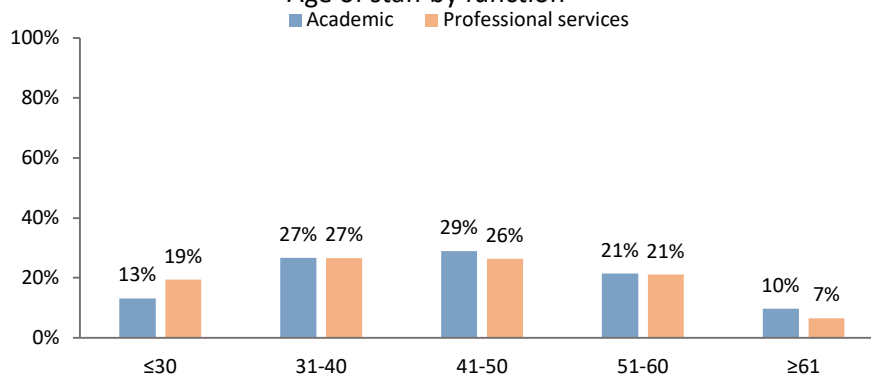


Age

Age groups of staff by function

Age group	Academic	Professional services	Total
≤30	241	356	597
31-40	490	488	978
41-50	531	482	1,013
51-60	393	386	779
≥61	179	119	298
Unknown	0	0	0
Total FPE	1,835	1,830	3,665

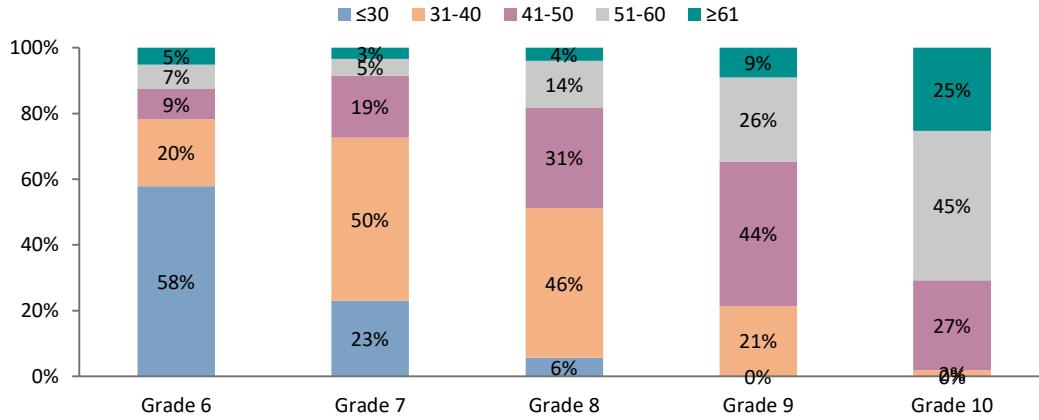
Age of staff by function



Age of academic staff by grade

Grade	≤30	31-40	41-50	51-60	≥61	Unknown	Total
Grade 5	0	0	0	0	0	0	0
Grade 6	156	55	25	20	14	0	270
Grade 7	62	133	50	14	9	0	268
Grade 8	23	182	122	57	16	0	400
Grade 9	SUPP	113	235	137	48	0	SUPP
Grade 10	0	7	100	165	92	0	364
Total FPE	SUPP	490	531	393	179	0	SUPP

Academic staff: Age distribution across grades



Age of professional services staff by grade

Grade	≤30	31-40	41-50	51-60	≥61	Unknown	Total
Grade 1	0	0	0	0	0	0	0
Grade 2	22	SUPP	SUPP	0	SUPP	0	SUPP
Grade 3	33	10	9	7	SUPP	0	SUPP
Grade 4	122	71	77	67	22	0	358
Grade 5	71	110	70	47	16	0	313
Grade 6	63	100	63	56	20	0	302
Grade 7	42	123	135	86	24	0	410
Grade 8	SUPP	56	86	75	23	0	SUPP
Grade 9	0	14	29	28	5	0	76
Grade 10	0	SUPP	12	21	SUPP	0	SUPP
Total FPE	SUPP	SUPP	SUPP	386	SUPP	0	SUPP

Professional services staff: Age distribution across grades

