# Staff Equality Duty Report 2024/25

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

Sex

Sex of staff by function

Sex	Academic	Professional Services	Total
Female	725	1,082	**1,808**
Male	783	549	**1,332**
Total FTE	**1,508**	**1,631**	**3,140**

Sex of staff by function
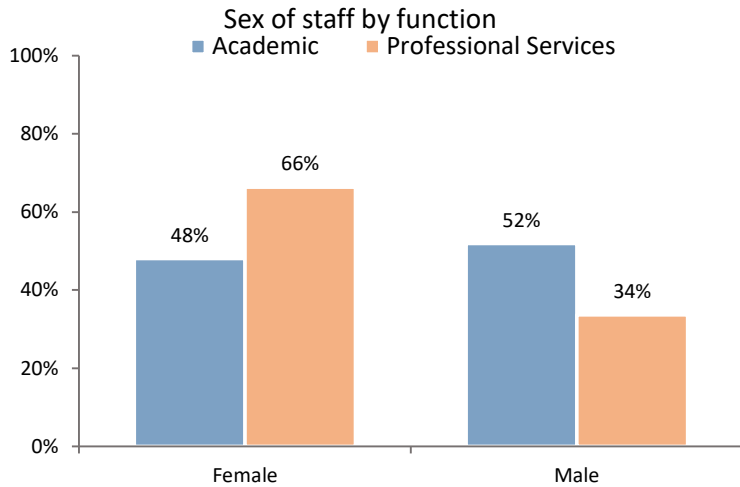
Sex of academic staff by grade

| Grade	Female	Male	% Female in grade	Total
Grade 5	0	0		**0**
Grade 6	35	29	55%	**64**
Grade 7	141	103	58%	**243**
Grade 8	177	186	49%	**364**
Grade 9	247	258	49%	**504**
Grade 10	126	208	38%	**333**
Total FTE	**725**	**783**	**50%**	**1,508**

Academic staff: Sex distribution across grades
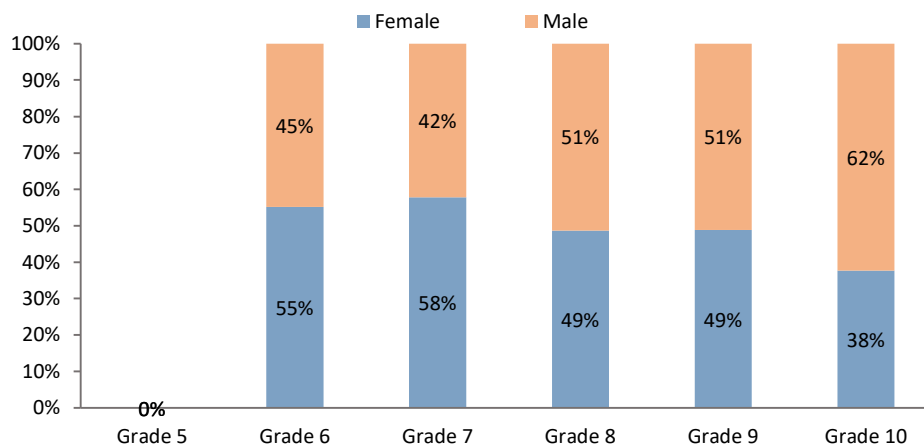
Sex of professional services staff by grade

Grade	Female	Male	% Female in grade	Total
Grade 1	0	0		0
Grade 2	SUPP	SUPP	59%	SUPP
Grade 3	36	19	65%	54
Grade 4	244	71	77%	315
Grade 5	214	71	75%	285
Grade 6	182	87	68%	270
Grade 7	224	140	62%	363
Grade 8	115	115	50%	229
Grade 9	45	30	60%	74
Grade 10	23	15	59%	38
Total FTE	**SUPP**	**SUPP**	**64%**	**SUPP**

Professional services staff: Sex distribution across grades
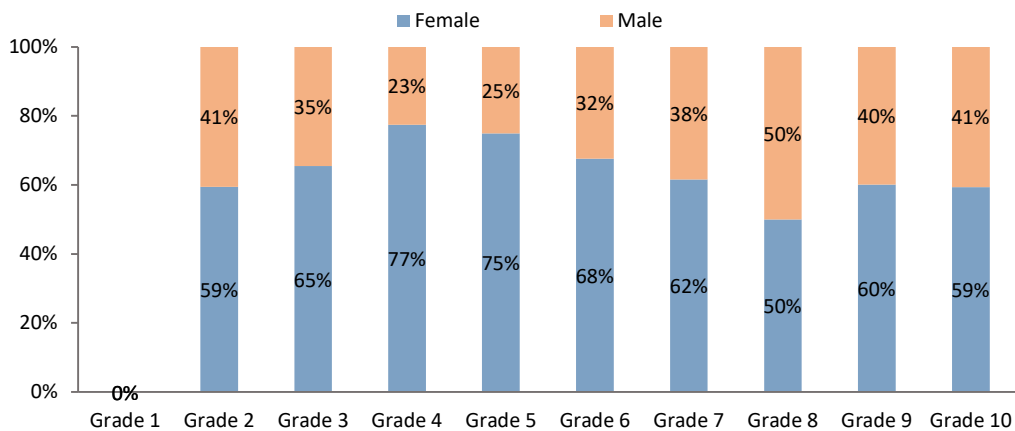
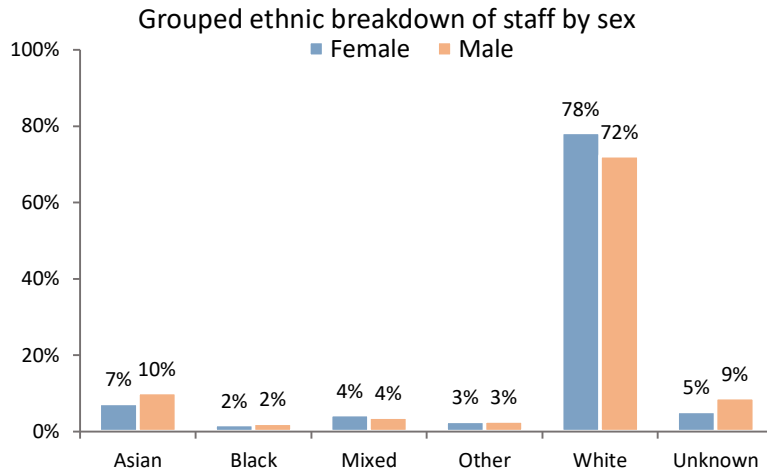**Ethnicity**

Grouped ethnic breakdown of staff by function

Ethnicity	Academic	Professional services	Total
Asian	181	89	270
Black	30	32	63
Mixed	66	65	131
Other	67	18	85
White	1,048	1,330	2,378
Unknown	116	98	214
Total FTE	**1,508**	**1,631**	**3,140**

Grouped ethnic breakdown of staff by function
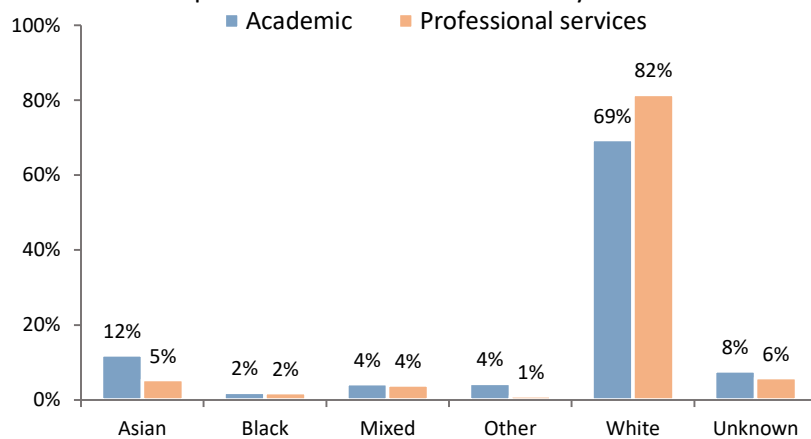
Grouped ethnic breakdown of staff by sex

Ethnicity	Female	Male	Total
Asian	134	136	**270**
Black	33	29	**63**
Mixed	81	50	**131**
Other	48	37	**85**
White	1,416	962	**2,378**
Unknown	96	118	**214**
Total FTE	**1,808**	**1,332**	**3,140**

Grouped ethnic breakdown of staff by sex

Basic ethnic breakdown of staff by function

Ethnicity	Academic	Professional services	Total
BAME	344	204	**548**
White	1,048	1,330	**2,378**
Unknown	116	98	**214**
Total FTE	**1,508**	**1,631**	**3,140**

Basic ethnic breakdown of staff by function
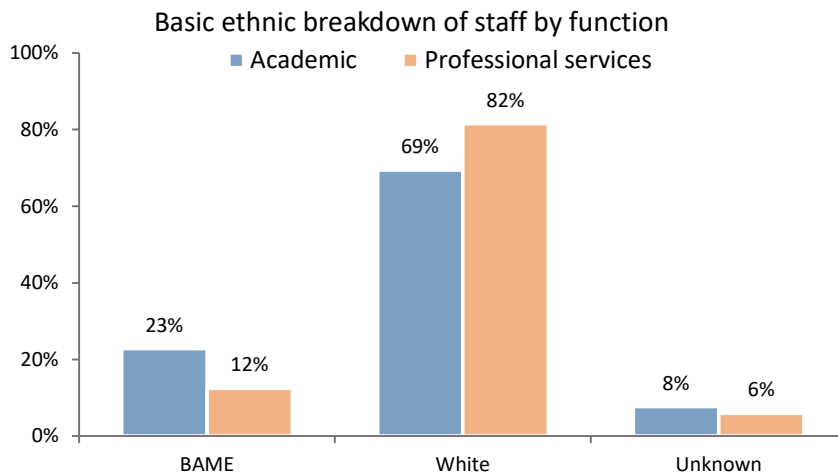
Basic ethnicity of academic staff by grade

| Grade	BAME	White	Unknown	% BAME in grade	Total
Grade 5	0	0	0		0
Grade 6	20	40	SUPP	31%	SUPP
Grade 7	63	158	22	26%	243
Grade 8	101	239	23	28%	364
Grade 9	121	356	28	24%	504
Grade 10	39	255	39	12%	333
Total FTE	344	1,048	SUPP	24%	SUPP

Academic staff: Ethnic distribution across grades
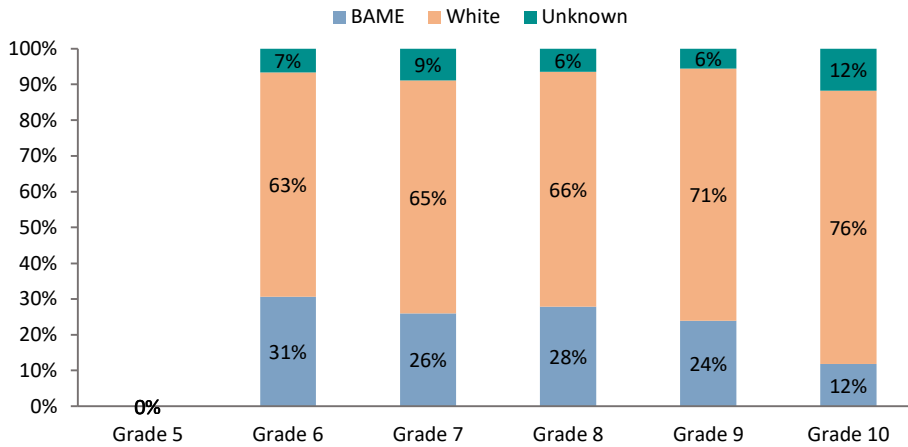

Basic ethnicity of professional services staff by grade

Grade	BAME	White	Unknown	% BAME in grade	Total
Grade 1	0	0	0		0
Grade 2	SUPP	SUPP	SUPP	33%	SUPP
Grade 3	SUPP	46	SUPP	8%	SUPP
Grade 4	37	260	17	12%	315
Grade 5	33	239	12	12%	285
Grade 6	35	223	11	13%	270
Grade 7	55	284	24	15%	363
Grade 8	30	182	18	13%	229
Grade 9	5	64	5	7%	74
Grade 10	SUPP	31	5	5%	SUPP
Total FTE	SUPP	SUPP	SUPP	13%	SUPP

Professional services staff: Ethnic distribution across grades
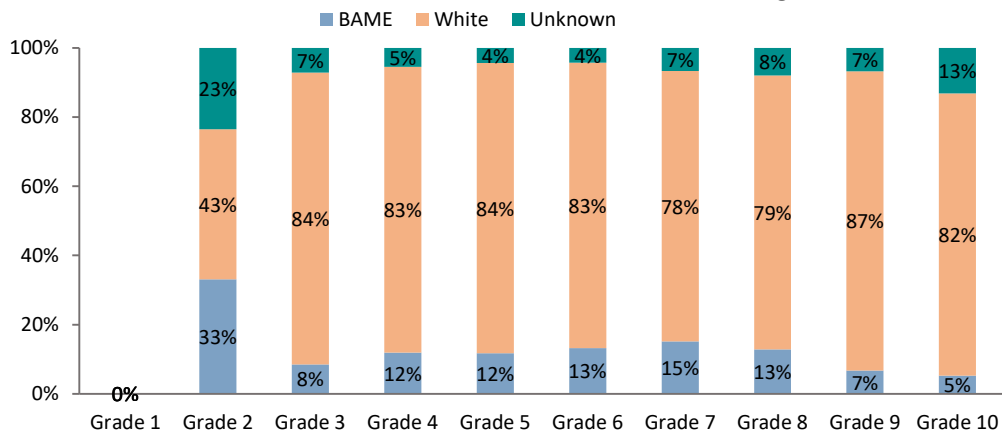
Nationality of staff by function

Nationality	Academic	Professional services	Total
Non-UK	620	222	**843**
UK	874	1,405	**2,280**
Not Known	13	SUPP	**SUPP**
Total FPE	**1,508**	**SUPP**	**SUPP**

Nationality of staff by function
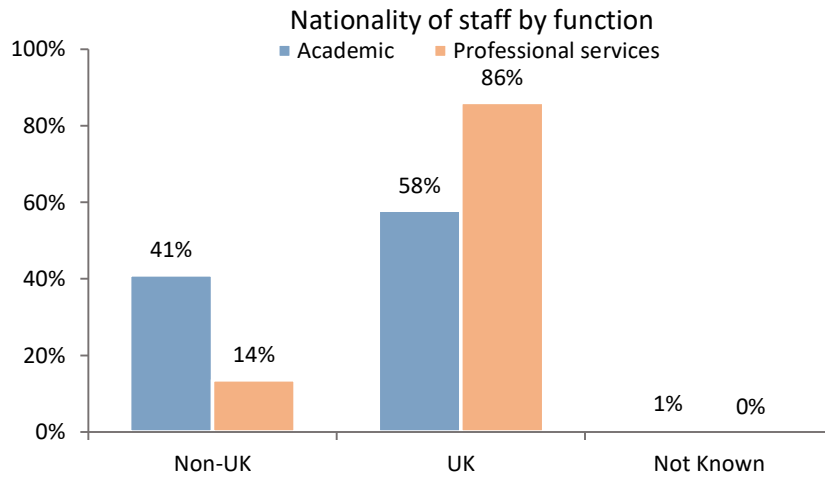
Grouped ethnic breakdown of staff by nationality

| Ethnicity	Non-UK	UK	Not Known	Total
Asian	193	76	SUPP	**SUPP**
Black	38	25	0	**63**
Mixed	41	90	0	**131**
Other	56	29	0	**85**
White	446	1,918	14	**2,378**
Unknown	70	142	SUPP	**SUPP**
Total FPE	**843**	**2,280**	**SUPP**	**SUPP**

Grouped ethnic breakdown of staff by nationality
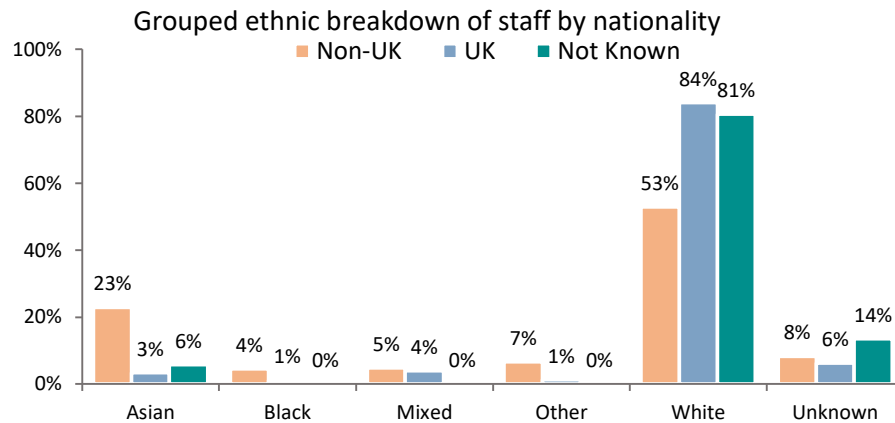
Disability

As of 2023/24 staff can now choose multiple disabilites 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	38	80	**118**
Mental health condition	35	97	**131**
Sensory, medical or physical impairments	62	108	**170**
Social or communication impairment	8	25	**33**
Multiple or other impairments	28	49	**77**
No disability reported	1,363	1,359	**2,723**

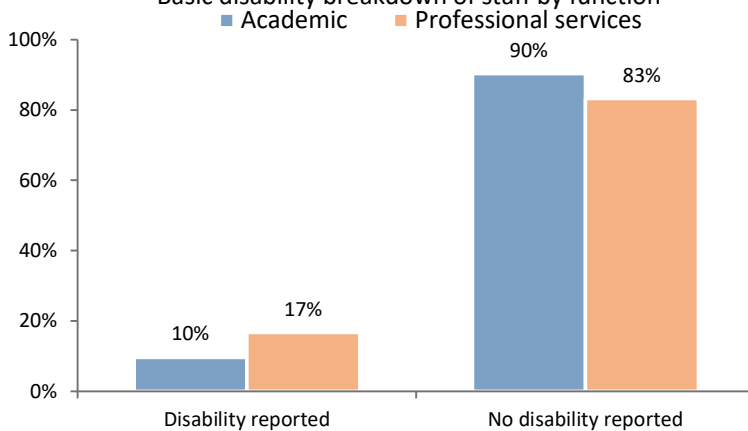Breakdown of grouped disabilities within staff with a disability reported by function
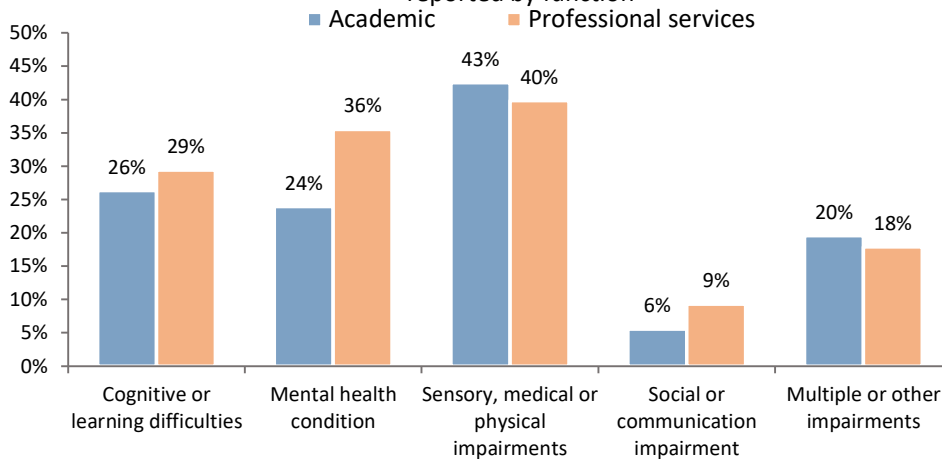
Basic disability breakdown of staff by function

| Disability	Academic	Professional services	Total
Disability reported	145	272	**417**
No disability reported	1,363	1,359	**2,723**
Total FTE	**1,508**	**1,631**	**3,140**

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	9	55	15%	**64**
Grade 7	26	217	11%	**243**
Grade 8	31	333	8%	**364**
Grade 9	53	452	10%	**504**
Grade 10	27	307	8%	**333**
Total FTE	**145**	**1,363**	**10%**	**1,508**

Academic staff: Disability distribution across grades
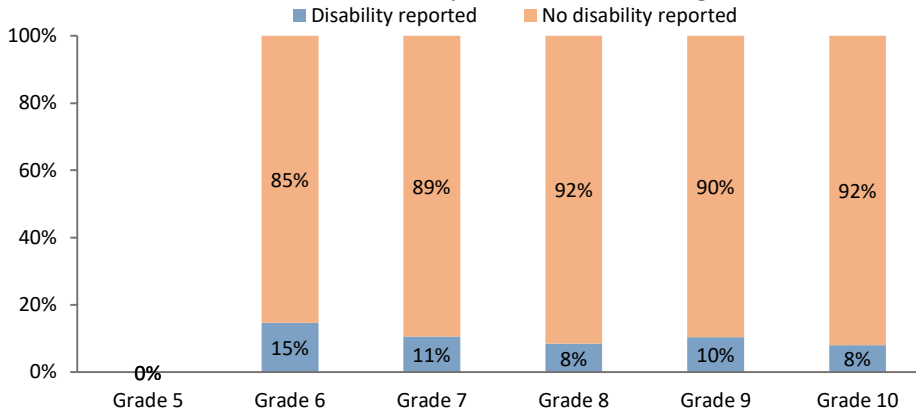
Basic disability breakdown of professional staff by grade

Grade	Disability reported	No disability reported	% disability reported in grade	Total
Grade 1	0	0		**0**
Grade 2	SUPP	SUPP	19%	**SUPP**
Grade 3	12	42	23%	**54**
Grade 4	73	241	23%	**315**
Grade 5	64	221	22%	**285**
Grade 6	46	224	17%	**270**
Grade 7	53	310	15%	**363**
Grade 8	15	214	7%	**229**
Grade 9	6	68	8%	**74**
Grade 10	SUPP	36	5%	**SUPP**
Total FTE	**SUPP**	**SUPP**	**15%**	**SUPP**

Professional services staff: Disability distribution across grades
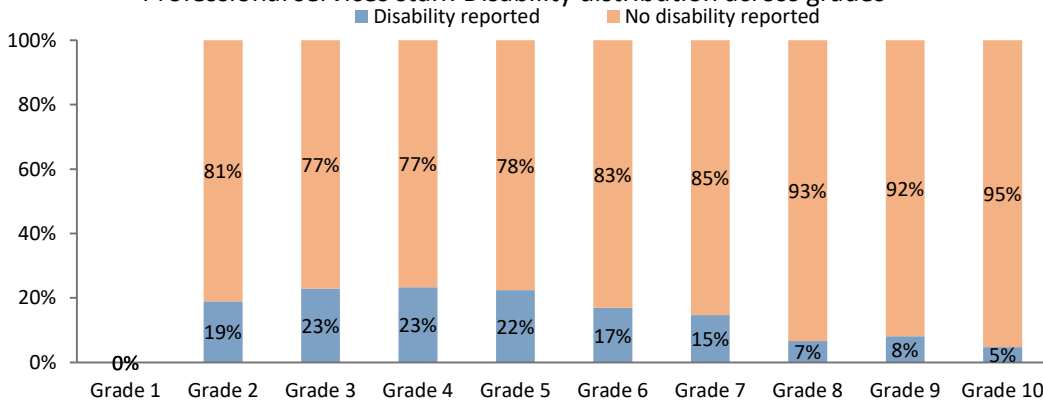
Sexual Orientation

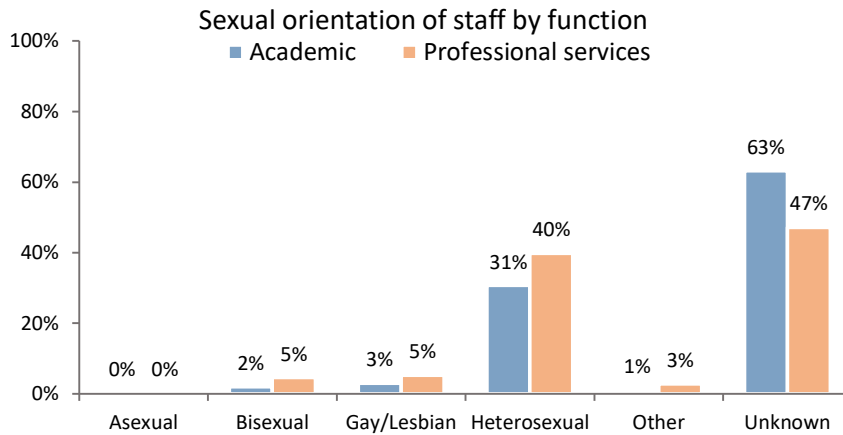**Sexual orientation of staff by function**

Sexual orientation	Academic	Professional services	Total
Asexual	SUPP	6	**SUPP**
Bisexual	29	75	**104**
Gay/Lesbian	45	86	**131**
Heterosexual	463	649	**1,112**
Other	15	46	**60**
Unknown	953	770	**1,723**
Total FTE	**SUPP**	**1,631**	**SUPP**

Sexual orientation of staff by function
■ Academic ■ Professional services

	Academic	Professional services
Asexual	0%	0%
Bisexual	2%	5%
Gay/Lesbian	3%	5%
Heterosexual	31%	40%
Other	1%	3%
Unknown	63%	47%

Age

Age groups of staff by function

Age group	Academic	Professional services	Total
≤30	112	318	**430**
31-40	425	449	**874**
41-50	480	424	**904**
51-60	350	342	**691**
≥61	142	98	**240**
Unknown	0	0	**0**
Total FTE	**1,508**	**1,631**	**3,140**

Age of staff by function
■ Academic ■ Professional services

	Academic	Professional services
≤30	7%	20%
31-40	28%	28%
41-50	32%	26%
51-60	23%	21%
≥61	9%	6%
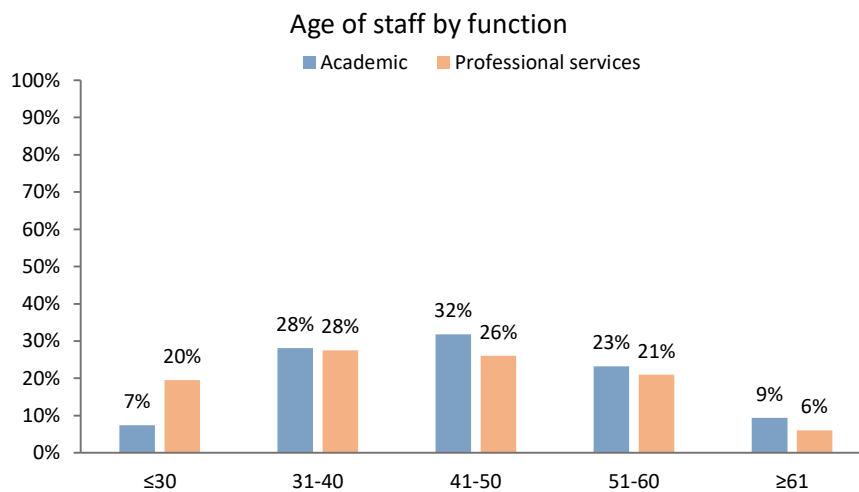
Age of academic staff by grade

Grade	≤30	31-40	41-50	51-60	≥61	Unknown	Total
Grade 5	0	0	0	0	0	0	**0**
Grade 6	32	13	5	7	7	0	**64**
Grade 7	60	123	42	12	6	0	**243**
Grade 8	20	175	112	44	13	0	**364**
Grade 9	SUPP	108	225	128	42	0	**SUPP**
Grade 10	0	6	94	158	75	0	**333**
Total FTE	**SUPP**	**425**	**480**	**350**	**142**	**0**	**SUPP**

Academic staff: Age distribution across grades
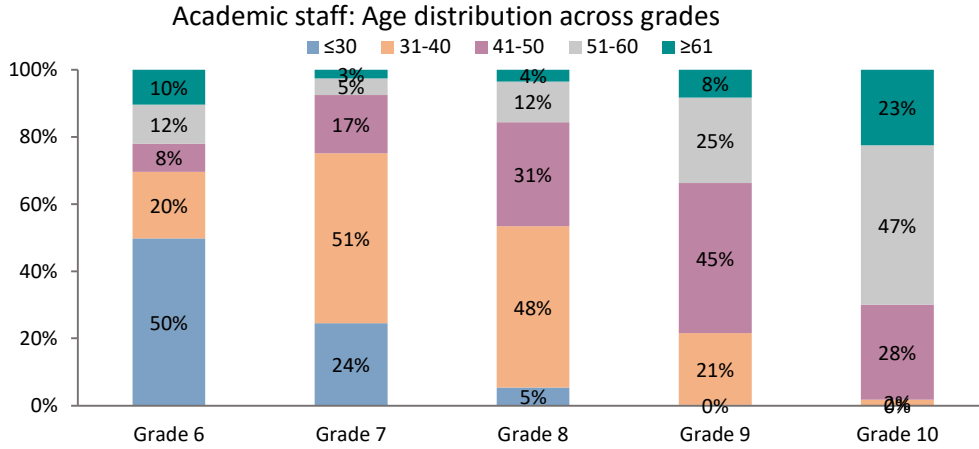
Age of professional services staff by grade

Grade	≤30	31-40	41-50	51-60	≥61	Unknown	Total
Grade 1	0	0	0	0	0	0	**0**
Grade 2	SUPP	SUPP	SUPP	0	SUPP	0	**SUPP**
Grade 3	31	9	7	SUPP	SUPP	0	**SUPP**
Grade 4	115	62	63	56	19	0	**315**
Grade 5	67	102	61	41	14	0	**285**
Grade 6	58	90	54	52	15	0	**270**
Grade 7	41	115	120	69	19	0	**363**
Grade 8	SUPP	54	79	72	21	0	**SUPP**
Grade 9	0	14	28	28	SUPP	0	**SUPP**
Grade 10	0	SUPP	11	20	SUPP	0	**SUPP**
Total FTE	**SUPP**	**SUPP**	**SUPP**	**SUPP**	**SUPP**	**0**	**SUPP**

Professional services staff: Age distribution across grades