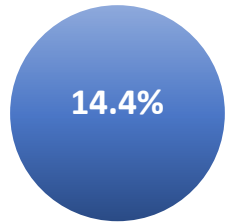


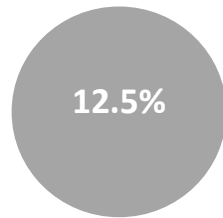
# University of Sussex Gender Pay Gap Report 2024

## Summary

Our mean gender pay gap for 2024 is 14.4%, a reduction of 2.5 percentage points. Our median gender pay gap is 12.5%, an increase of 0.1 percentage points.



Mean Gender Pay Gap



Median Gender Pay Gap

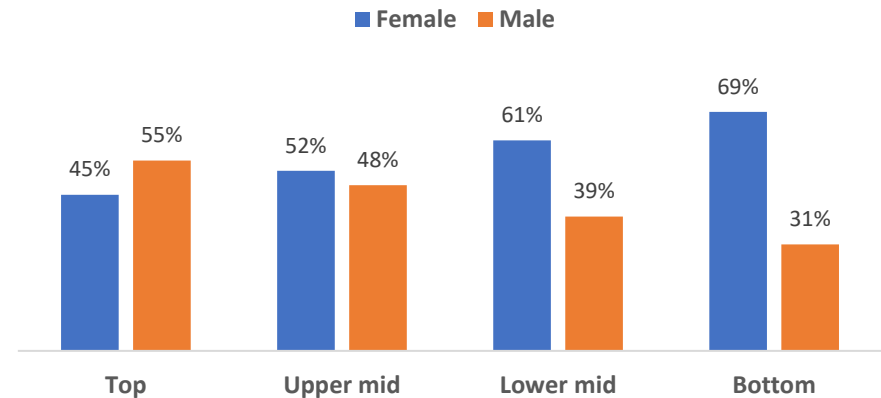
Population	Academic	Professional Services	Total	% of staff
Female	990	1062	2052	56%
Male	998	561	1559	43%
<b>All Staff</b>	1988	1623	3611	

## What causes our gender pay gap?

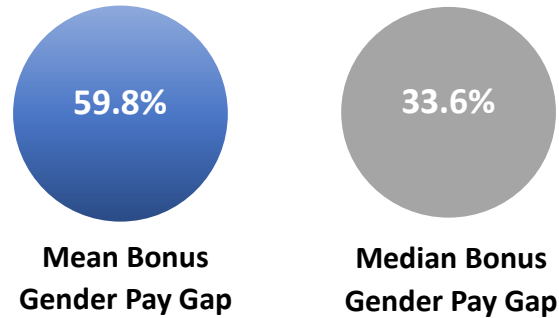
The key driver for our gender pay gap is the demographic of our workforce.

- The mean gender pay gap continues to reduce over time.
- Of our workforce, 56% are female, but they are not distributed evenly.
- 45% of staff in the top quartile are female, whereas 69% of staff in the bottom quartile are female.
- This year the academic cohort is split 50/50 male and female *for the first time*.
- The top quartile of academics has shifted considerably from 33% female in the previous year to 41% female.
- The large percentage change in the mean gender pay gap this year is partly due to detailed work to accurately include some previously unavailable pay elements in the calculation.

## Pay Quartiles



# University of Sussex Gender Pay Gap Report 2024



Proportion of Staff Receiving a Bonus

Population	Academic	Professional Services	Total	% of Staff
Female	53	147	200	8.2%
Male	66	47	113	6.1%
Other	SUPP	SUPP	SUPP	8.3%
<b>All Staff</b>	SUPP	SUPP	SUPP	7.3%

## Bonus pay gap.

- The mean gender bonus gap fluctuates over time, with an increase this year of 17.4% to 59.8%
- The median gender bonus gap has decreased from 38.6% to 33.6%.
- Clinical Excellence Awards paid to our staff in the medical school have a significant impact on the bonus pay gap because individual awards are relatively large compared to other bonus awards.

## How we are reducing our gender pay gap

We remain committed to reducing our gender pay gap. This includes the following actions designed to address gender pay equality:

### Recruitment Policy and Procedure

- Improving the representation and distribution of staff throughout the pay quartiles
- Revised guidance on starting salaries.
- Develop processes for appointing interim or acting up roles and develop an approach to positive action.
- New Applicant tracking system for recruitment.

## Promotion and Career Progression

- Develop a pay framework, benefits and promotional criteria that are open, transparent, and foster equality.
- Clear review processes and clear criteria for promotion, job evaluation and pay increases. Revised grade 10 pay framework.
- Revised academic promotion process, including monitoring of promotion rates by gender.
- Review effectiveness of identity-based mentoring scheme.

## Diverse Representation

- Fair, transparent and effectively delivered remuneration, reward, and recognition.
- Equality monitoring of Council and Senate membership, and other leadership committees and measures to address underrepresentation.
- Job Families project.
- Improve completion rates for mandatory and recommended online EDI training.
- All schools to hold an Athena Swan award by 2025.
- Review effectiveness of identity-based mentoring scheme.
- An Equal Pay Audit is also planned for the 23/24 Academic Year.
- Revised and embedded equality analysis
- Review shared parental pay provision.

Our [Gender Equality Action Plan](#) outlines our commitments to improving gender equality and reducing our gender pay gap

**Note One:** Gender pay gap only reports on full pay relevant employees and is a snapshot taken on 31 March 2023.

**Note Two:** Bonus pay gap reports on all pay relevant employees. The relevant period is the 12-month period leading up to the snapshot date.

**Note Three:** Pay quartiles - Staff are ordered from highest to lowest paid based on the hourly pay rate used in the pay gap calculations. The data set is then divided equally into four.