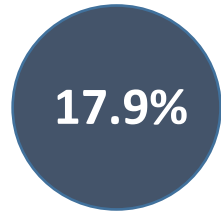


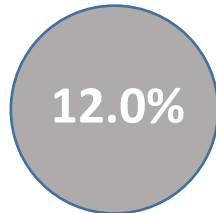
University of Sussex Gender Pay Gap Report 2022

Summary

Our mean gender pay gap for 2022 is 17.9%, a reduction of 0.5 %. Our median gender pay gap is 12.0%, a reduction of 0.7%.



Mean Gender Pay Gap



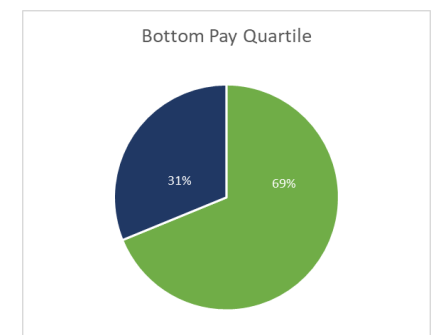
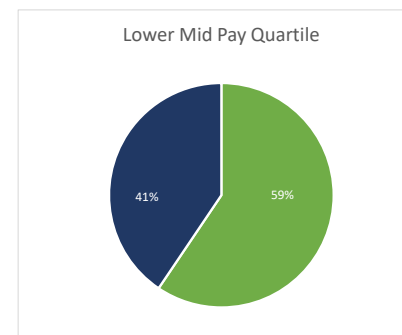
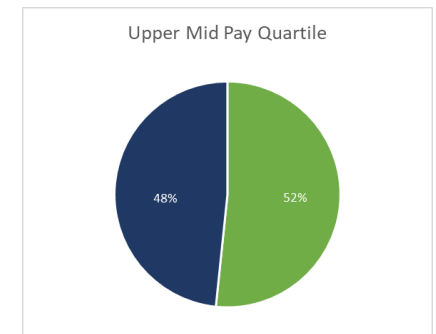
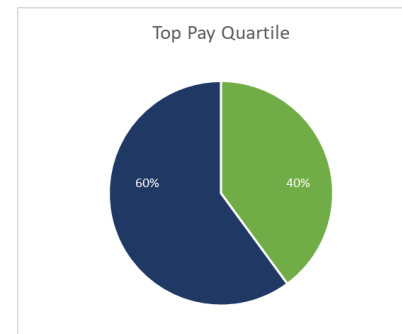
Median Gender Pay Gap

Population	Academic	Professional Services	Total
Female	857	875	1,732
Male	970	450	1420
All staff	1,827	1,325	3,152

What causes our gender pay gap?

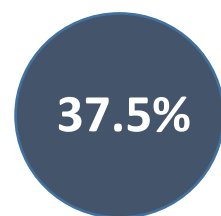
The key driver for our gender pay gap is the demographic of our workforce:

- 55% of our workforce are female, but they are not distributed evenly
- 69% of staff in the bottom pay quartile are female while only 40% are female in the top pay quartile
- Our workforce has more academic than professional services staff (58%A:42%PS)
- 68% of men we employ are academics compared to 49% of women.

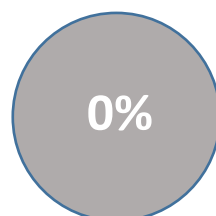


Key Blue - male
Green - female

University of Sussex Gender Pay Gap Report 2022



**Mean Bonus
Pay Gap**



**Median Bonus
Pay Gap**

Population	Academic	Professional Services	Total	% of Staff
Female	439	741	1,180	68%
Male	451	357	808	57%
All staff	890	1,098	1,988	63%

Breakdown of bonuses awarded by gender and employee group based on full person equivalent

Bonus Pay Gap

Our mean bonus pay gap for 2022 is 37.5 % a reduction of 12.7%. Our median bonus pay gap has also reduced from 38% to zero. In January 2021, all staff at or below the top of the non-discretionary zone of Grade 8 received a £250 bonus for exceptional performance linked to work during the pandemic. This has resulted in no median bonus pay gap and a significant decrease in the mean bonus pay gap. 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:

- **Ensuring pay structures and policies are reviewed to identify and address any gendered inequalities**
 - ✓ review of the pay framework for grade 10 to improve pay parity between roles
 - ✓ revise market supplement policy to ensure greater transparency on how and when market supplements are used to tackle unconscious bias
- **Recruitment policy and procedure**
 - ✓ actions for recruitment to senior roles to ensure gender balanced applicant short-lists and to tackle unconscious bias in the recruitment process
- **Addressing gendered impact on promotion and career progression of female academics due to caring and parenting responsibilities**
 - ✓ improve support for academics taking carers leave to reduce the impact on their careers.

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

Notes

1. Pay gap data is based on a snapshot as at 31 March 2021. Bonus pay gaps are based on bonus payments made 1 April 2020-31 March 2021.
2. Bonus pay calculations include discretionary pay awards, long service awards and clinical excellence awards.
3. Clinical excellence awards recognise the exceptional contribution of NHS consultants (including honorary NHS consultants) to the values and goals of the NHS and to patient care.
4. 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.