

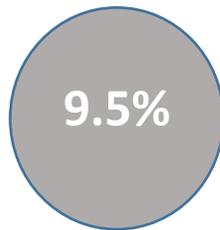
# University of Sussex Disability Pay Gap Report 2023

## Summary

The median disability pay gap is 9.5%, a decrease of 4.2%. The mean disability pay gap is 13.4%, a decrease of 5.7%.

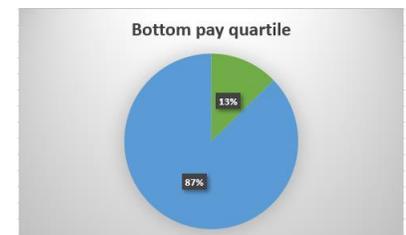
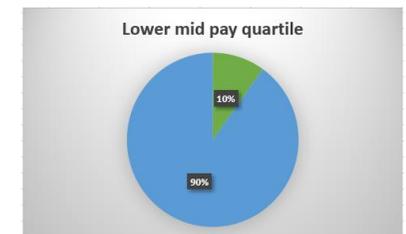
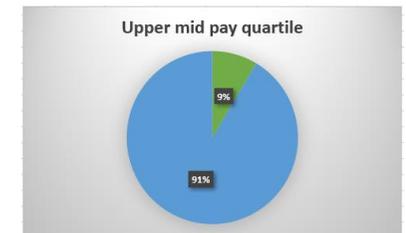
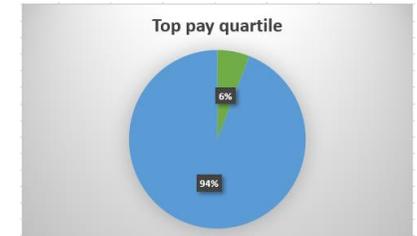


**Mean Disability Pay Gap**



**Median Disability Pay Gap**

Population	All Staff	% of Staff
Known Disability	303	9%
No Known Disability	2961	91%
All Staff	3264	100%



## What causes our disability pay gap?

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

- 9% of our workforce are known to have a disability, but they are not distributed evenly through the workforce (pay quartile demographics are shown in the pie charts)
- 6% of staff in the top pay quartile are known to have a disability
- 13% of staff in the bottom pay quartile are known to have a disability
- The proportion of staff declaring a disability has increased compared to last year

The Disability Equality and Inclusion Steering Group will make recommendations for actions to reduce the disability pay gap.

## Notes

1. Pay gap data is based on a snapshot as at 31 March 2021.
2. Pay quartiles - Staff are ordered from highest to lowest based on the hourly pay rate used for the pay gap calculations. The data set is then divided equally into four.