

University of Sussex Disability Pay Gap Report 2020

Summary

We have published our disability pay gap data for the first time in 2020. The overall median pay gap is 13.7%.

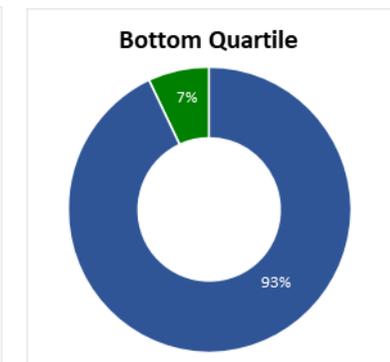
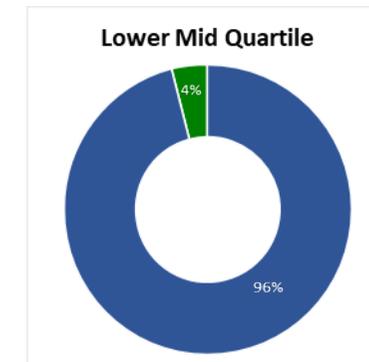
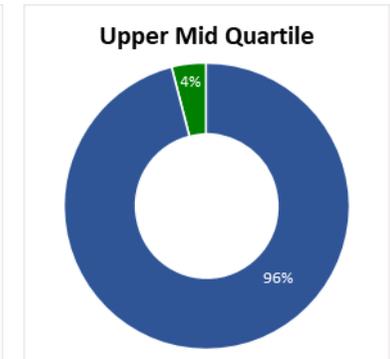
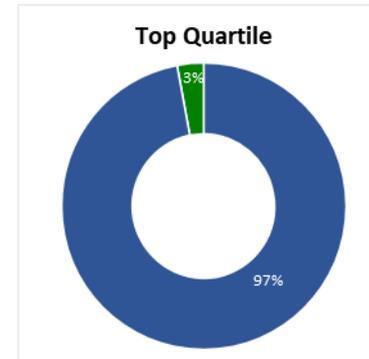
Disability Pay Gap	
Median	13.7%
Mean	15.9%

What causes our disability pay gap?

The key driver for our disability pay gap is the demographic of our workforce. Overall our statistics show that 4% of our workforce have a disability. This is slightly lower than the average across HE which is 5%.

In addition to low representation of staff with a known disability in our workforce, the representation of staff with a disability in the highest pay quartile is 3% compared to 7% in the lowest pay quartile and this explains why we have a disability pay gap.

Population	All Staff	% of Staff
Known Disability	129	4%
No Known Disability	2745	96%
All staff	2874	100%



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.

Notes

1. Pay gap data is based on a snapshot as at 31 March 2019.