

University of Sussex Disability Pay Gap Report 2024

Summary

Our mean disability pay gap for 2024 is 17.4%, an increase of 4.0 percentage points. Our median disability pay gap is 11.1%, an increase of 2.6 percentage points.



Mean Disability Pay Gap



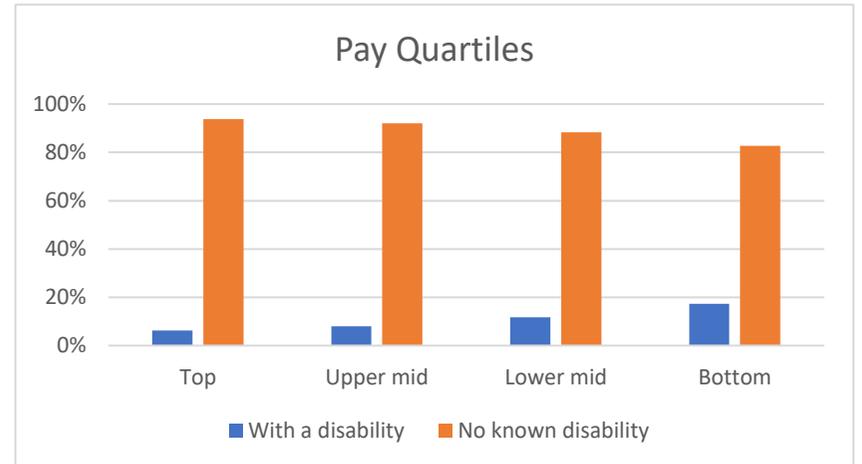
Median Disability Pay Gap

Population	Academic	Professional Services	Total
With a disability	174	218	392
No known disability	1826	1414	3240
All Staff	2000	1632	3632

What causes our disability pay gap?

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

- 90 more staff reported a disability, all of whom are in the bottom pay quartile, which has driven up the pay gap.
- Overall, more declare in the bottom quartile, with almost three times as many declaring a disability in the bottom quartile (17%) compared to the top quartile (6%).
- Larger proportions of staff in Professional Services (PS) divisions declare a disability (at 13% compared to 11% of academics), which also impacts the overall pay gap as there are proportionally more PS staff in lower grades.
- Some of this increase can be attributed to the addition of around 150 contracts not previously included in the calculation of pay gap figures.



- Rates of staff sharing disability for reporting purposes have consistently increased in HEIs over the last decade (*Advance HE Equality in Higher Education Statistical report 2023*), though remain low (at 6.7% of all staff in 2021/22) and persistently lower among academic staff.
- The overall sector disability pay gap has increased from 8.7% in 2019/20 to 10.4% in 2021/22, with smaller pay gaps for professional and support staff than for academic staff.
- The University's results reflect the sector norm, where there is low representation of those with a disability in the upper pay quartiles (*Advance HE report that 4.7% of academic senior managers disclosed a disability in 2021/22*).

How we are reducing our disability pay gap

We remain committed to reducing our disability pay gap. The Disability, Equality and Inclusion Steering Group will continue to review actions to address the disability pay gap, and broader commitments including to support the University to attain Disability Confident Leader. This includes the following actions designed to address disability pay equality and improving the representation and distribution of staff throughout the pay quartiles:

Recruitment Policy and Procedure

- New Applicant tracking system for recruitment.
- Ongoing activities to ensure fair and accessible recruitment and selection, including processes for appointing interim or acting up roles.

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.
- Review effectiveness of identity-based mentoring scheme.
- Review and embed Workplace Adjustment toolkit.

Diverse Representation

- Ongoing plan to increase the numbers of staff completing their MyView equalities data
- 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.
- Improve completion rates for mandatory and recommended online EDI training (including Disability Essentials).
- Review effectiveness of identity-based mentoring scheme.
- Revised and embedded equality analysis

- Consideration of a programme for disabled emerging leaders.

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

Note Two: 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.