

# University of Sussex Gender Pay Gap Report 2021

## Summary

Our mean gender pay gap for 2021 is 18.4%, a reduction of 4.1%. Our median gender pay gap is 12.7%, a reduction of 5.9%. The reduction in the pay gap reflects a change to the data set.



Mean Gender Pay Gap



Median Gender Pay Gap

Population	Academic	Professional Services	All Staff
Female	875	897	1772
Male	1026	473	1499
All staff	1901	1370	3271

## What causes our gender pay gap?

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

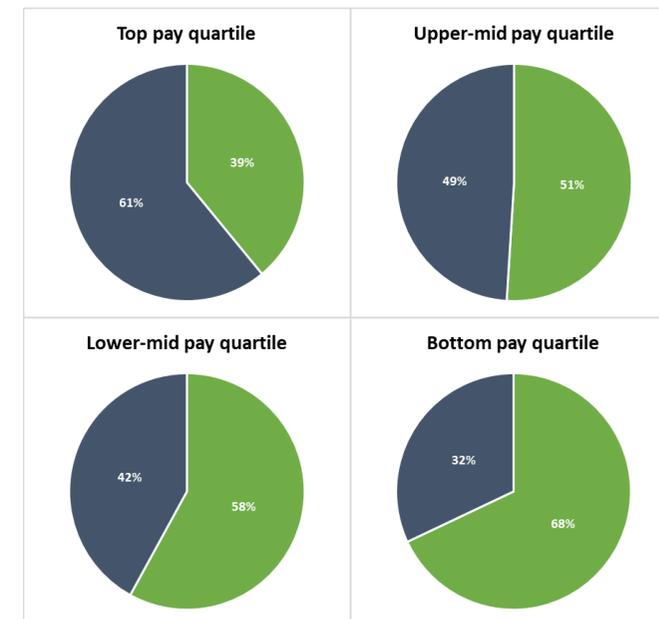
- 54% of our workforce are female, but they are not distributed evenly
- 68% of staff in the bottom pay quartile are female while only 39% are female in the top pay quartile
- Our workforce has more academic than professional services staff (58%A:42%PS)
- 68% of men we employ are academics compared to 49% of women.

## Why have the mean and median gender pay gaps decreased compared to last year?

The reduction in our gender pay gap is caused primarily by the increased percentage of male staff in the bottom pay quartile from 25% to 32%. This year for the first time we have been able to include 380 doctoral, language and school tutors who were previously excluded as they were on zero-hours rather than fractional contracts. It is the demographic of these additional 380 staff that has reduced the gender pay gap because:

- gender is 51% F:49% M for this group **and**
- 93% are in the bottom and lower-mid pay quartiles

As a result there are more male staff in the bottom pay quartile reducing the demographic imbalance of male and female staff at this level.



### Key

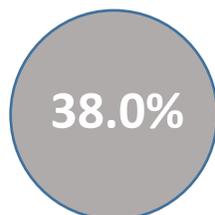
Blue - male

Green - female

# University of Sussex Gender Pay Gap Report 2021



**Mean Bonus Pay Gap**



**Median Bonus Pay Gap**

Population	Academic	Professional Services	All Staff	% of Staff
Female	63	125	188	10.6%
Male	67	55	122	8.1%
<b>All staff</b>	<b>130</b>	<b>180</b>	<b>310</b>	<b>9.5%</b>

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

## Bonus Pay Gap

Our mean bonus pay gap for 2021 is 50.2% a reduction of 9.6%. Our median bonus pay gap has also reduced from 40.0% to 38.0%. 310 of our employees received a bonus, with 10.6% of female staff awarded a bonus compared to 8.1% of male staff. However the majority of women receiving a bonus are professional services staff whereas the majority of men receiving a bonus are academic staff. 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. We encourage gender equality across the University and our Gender Equality Action Plan outlines our commitments to improving gender equality. This includes the following actions designed to address gender pay equality:

- A review of the grade 10 equal pay data and pay framework to understand whether there is an equal pay issue to address
- Developing guidance on starting salaries to ensure there is no unconscious gender bias in these decisions and removing current salaries from application forms
- Recruitment agencies used for filling senior roles to aim for at least 50% of females on the longlist (and justify where this cannot be achieved)

### Notes

1. Pay gap data is based on a snapshot as at 31 March 2020. Bonus pay gaps are based on bonus payments made 1 April 2019-31 March 2020.
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.