University of Sussex Ethnicity Pay Gap Report 2024

Summary





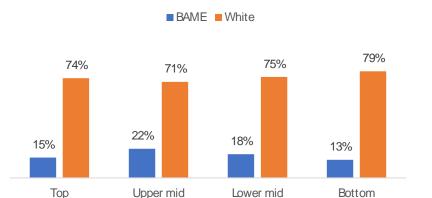
Populat on	Academic	Professional Services	Total	% of Staf
All Staf	2000	1632	3632	

Mean Ethnicity Pay Gap

Median Ethnicity Pay Gap

What causes our ethnicity pay gap?

- BAME staff make up 17% of the workforce.
- The institutional data shows a pay gap in favour of racially minoritized staff.
 However, when the staff groups are disaggregated, pay gaps are apparent for
 both professional services and academics in favour of white staff, and
 therefore the overall pay gap is not a reliable indicator for our staff
 population.
- The mean ethnicity pay gap for academic staff has reduced from 6.1% to 4.1%, reflecting increased numbers of racially minoritized staff in this group and movement in the upper mid quartile. The mean ethnicity pay gap for PS staff has reduced from 7.3% to 1.8%, a significant drop which reflects increased numbers of racially minoritized staff.



Pay Quartiles

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Ethnicity bonus gap headline results

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Promot on 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.
- Revised grade 10 pay framework.
- Revised academic promotion process, including monitoring of promotion rates by demographic.
- Review effectiveness of identity-based mentoring scheme.

Diverse Representat on

- 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.