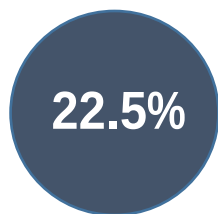


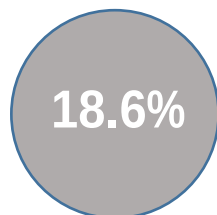
University of Sussex Gender Pay Gap Report 2020

Summary

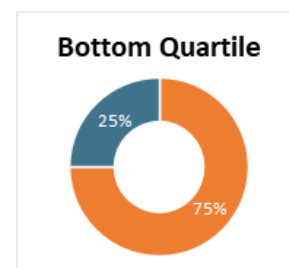
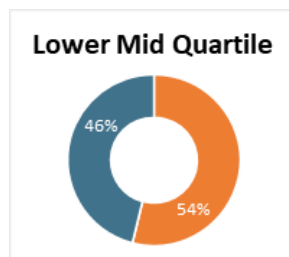
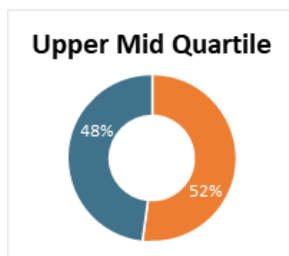
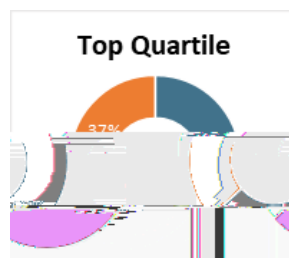
Our mean gender pay gap for 2020 remains unchanged at 22.5%. Our median gender pay gap has increased by 0.4% to 18.6%.



**Mean Gender
Pay Gap**



**Median Gender
Pay Gap**



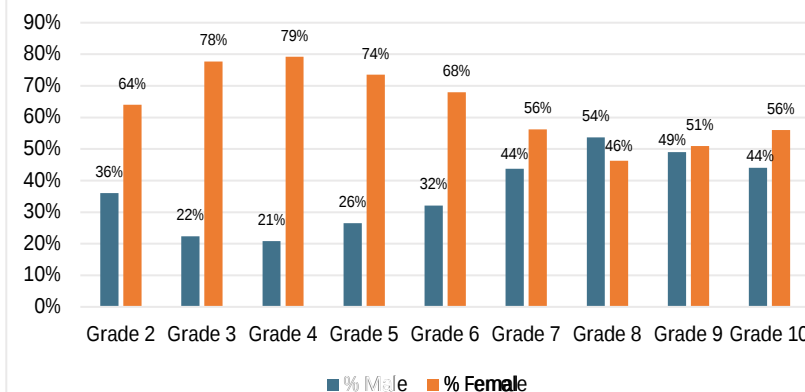
What causes our gender pay gap?

The key driver for our gender pay gap is the gender demographic of our workforce. Overall our workforce has more female than male staff and more academic than professional services staff. However 65% of men we employ are academics compared to 42% of women.

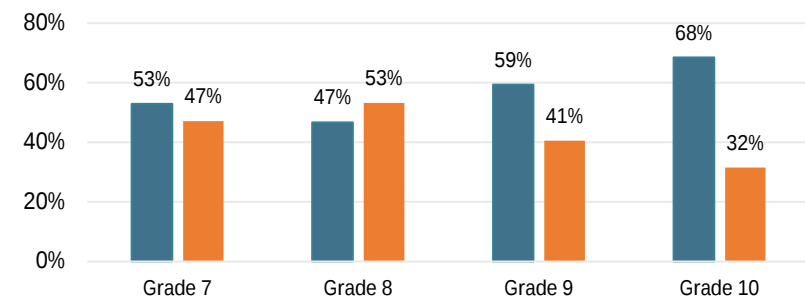
The under-representation of women in academic grades 9 and 10 is reflected in the under-representation of women in the highest pay quartile. The over-representation of women in professional services grades 1-6 is reflected in the over-representation of women in the bottom pay quartile.

Population	Academic	Professional Services	All Staff
Female	664	903	1567
Male	846	461	1307
All staff	1510	1364	2874

Professional Services Staff by Gender and Grade



Academic Staff by Gender and Grade



Pay quartiles

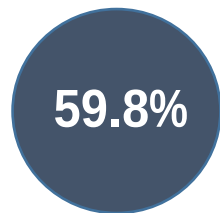
Staff are ordered from highest to lowest paid based on the hourly pay rate used in the pay gap calculations. The data set is then divided equally into four.

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Bonus Pay Gap

Our mean bonus pay gap for 2020 is 59.8% a reduction of 5.5%. Our median bonus pay gap remains unchanged at 40.0%.

258 of our employees received a bonus, with a representative split between male and female staff. 8.9% of female staff were awarded a bonus compared to 9.1% 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. Excluding these reduces the mean bonus pay gap to 45.4%



Mean Bonus

Pay Gap 32 31.3% Female 31.0% Male 31.0% Female 31.0% Male 31.0%