

University of Sussex

1. Background

1.1. Our Gender Pay Gap data for 2019 is provided at Annex A. The data shows an increase for both our mean and median gender pay gaps compared to last year.

1.2. Whilst it is disappointing to see an increase rather than an improvement it is not unexpected. This is only the second year of data capture and we cannot yet determine any trends. We were not anticipating any significant change to our gender pay gap data this

means that the data we are now reviewing are based on the position four weeks after the publication of the previous data set. Therefore none of our action plan had been implemented to influence this data.

2. Gender Pay Gap 2019

2.1. The mean gender pay gap is 22.5% (1.7% h

increase in the gender pay gap figures is the change to the organisation make up. There has been a 5% increase in the number of women in the lower quartile pay band with no significant changes in the gender demographics of the other three quartiles. This explains why statistically the gender pay gap has increased.

2.2. The quartile distribution shows that the under-representation of women in the top quartile is still the main cause of the gender pay gap and that our actions need to focus on how to address this.

3. Gender Bonus Pay Gap 2019

3.1. The mean bonus pay gap is 65.2% and the median bonus pay gap is 40.0%. The proportions of males and females that received a bonus payment between 1 April 2017 and 31 March 2018 is almost the same at 10.8% and 10.7% respectively so the issue is not that more men than women receive bonuses. The mean and the median bonus pay gap are considerably further apart than last year with the mean increasing by 7% (from 58.2% to 65.2%) and the median decreasing by 10% (from 50% to 40%). This reflects the impact on the gap of the very high bonuses paid to some male employees, particularly clinical academic staff in the form of Clinical Excellence Awards¹⁰

increments that are automatically applied based on length of service. This means that significant equal pay gaps are rare.

4.3. However we are not complacent about equal pay or any discretionary areas within our reward packages and we will continue to take action to eliminate any equal pay issues identified. As a result of our last equal pay review (December 2016), an equal pay gap was identified at Grade 8 which has since been investigated and we are pleased to report that further analysis shows no significant equal pay gap at this grade.

Organisational Composition

4.4.

5. Action Plan

5.1. We have made a commitment to reduce our Gender Pay Gap by half by 2024⁴. We have set what we believe to be a bold target to achieve within 6 years. Once all of the factors described above are taken into account, it would be unrealistic to set a target to completely eliminate our gender pay gap. Therefore we believe that our initial target to halve the figure is ambitious but achievable. We have set a time period that reflects the fact that it will take a number of years for changes we are making to be reflected in the overall composition of our organisation. The majority of our staff are proud to work here and we are lucky to have good staff retention rates.

5.2. Our actions concentrate on those drivers we do control and that are most likely to improve the equality of opportunity and experience for females within our organisation. Annex B shows the action plan we published in March with progress against the actions. It is worth noting that despite good progress in implementing the action plan, these actions will
31 March 2019)
as many of the actions require a lead-in time before the changes are likely to be reflected in our data.

5.3. The action plan is still being delivered. We are renewing our Institutional Athena SWAN award this year and our action planning for this will include any additional actions identified to reduce the Gender Pay Gap.

Gender Pay Gap Reporting

1. All employers with 250 or more employees are required by law⁵ to publish their gender pay gap annually. Publication must include mean and median gender pay gaps, the

