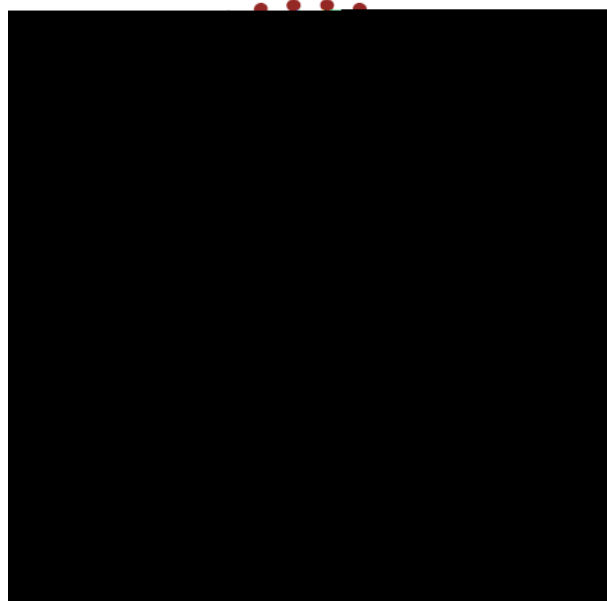


# University of Sussex Gender Pay Gap

Report for the year 2016/2017



## Background

All employers with 250 or more employees are now required by law<sup>1</sup> to publish their gender pay gap annually. This will be the first year of compulsory reporting of gender pay gaps. Going forward this data will be published annually.

Publication must include mean and median gender pay gaps, the mean and median gender bonus gaps, the proportion of men and women who received bonuses, and the proportions of male and female employees in each pay quartile.

The **gender pay gap** is a measure of

**Gender pay gap**





## Explaining the causes of our gender pay gap

Overall our analysis illustrates that our gender pay gap is not an equal pay issue, but is instead rooted in the under representation of women in the higher grades within our workforce. We have explored the reasons for this and how we can address it. The key drivers for gender pay gaps are complex and feed into each other.

The representation gap for women within the organisation suggests that one or more of the following is occurring: women are not rising through the ranks; we are failing to attract women to senior posts; and/or we have poor retention of women. We have no evidence of a poor retention rate for women so our analysis has focused on the first two factors.

### Flexible Working

We have explored a potential correlation between a lack of part-time and flexible working opportunities at more senior levels with the representation gap at these levels. 32% of our employees are part-time and of these part-time staff, 63% are female. The mean pay gap between full-time and part-time staff is 16.8%, which indicates that full-time staff are disproportionately represented in higher level/higher paid roles.

This suggests that a lack of availability of flexible and part time working in senior roles may be blocking progression for women working part-time within the organization. Equally it may be a factor in fewer women applying for or accepting senior roles.

Our current approach to flexible working was highlighted in a series of focus groups as a barrier for those returning from maternity leave.

### Recruitment

As part of our Athena SWAN<sup>4</sup> work,

The University uses recruitment agencies to support recruitment campaigns for senior positions. We will review the briefing we provide to these agencies to ensure they are seeking a diverse range of applicants. We will also request feedback from them if they have been unable to identify more women applicants to understand if the University can make changes to improve this.

The University encourages those who participate on recruitment panels to undertake training in unconscious bias and several STEMM<sup>5</sup> Schools have made this mandatory as part of their Athena SWAN action plans. Further work needs to be done to reduce the impact of unconscious bias on recruitment decisions.

## **Progression**

We have made progress with the percentage of female professors increasing from 26% in January 2013 to 31% in December 2017, but we know we need to do more to increase the proportion of



### **3. Progression**

3.1 We will ensure that our review of the academic promotions process actively promotes gender equality. The processes are designed to be fair and transparent and to minimise the risk of unconscious bias.

3.2 We will ensure that we manage and develop the talent of all our staff regardless of whether they choose to adopt flexible working arrangements or work traditional full-time hours. We are enhancing our career planning and mentoring for professional services staff and we hope this will increase visibility of women in the workforce.

### **4. Bonus Pay**

4.1 We will undertake a review of our discretionary pay processes to ensure that they are fair and transparent and minimise the risk of unconscious bias.



