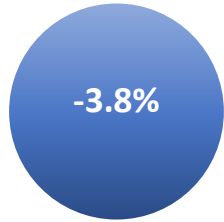


University of Sussex Ethnicity Pay Gap Report 2025

Summary

Our mean ethnicity pay gap for 2025 is -3.8 %, a slight increase of 0.8 percentage points in favour of racially minoritised staff compared to the previous year. Our median ethnicity pay gap is -3.0%, also a slight increase of 0.9 percentage points



Mean Ethnicity Pay Gap



Median Ethnicity Pay Gap

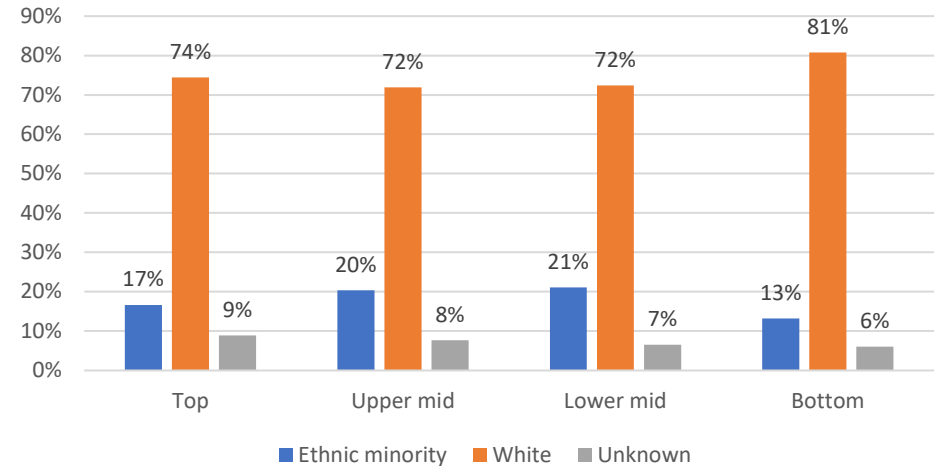
Population	Academic	Professional Services	Total	% of Staff
Ethnic Minority	472	214	686	18%
White	1366	1517	2883	75%
Unknown	151	130	281	7%
All Staff	1989	1861	3850	

University of Sussex Ethnicity Pay Gap Report 2025

Summary: The overall ethnicity pay gap remains in favour of racially minoritised staff; however, disaggregated data highlights significant disparities in the academic staff group.

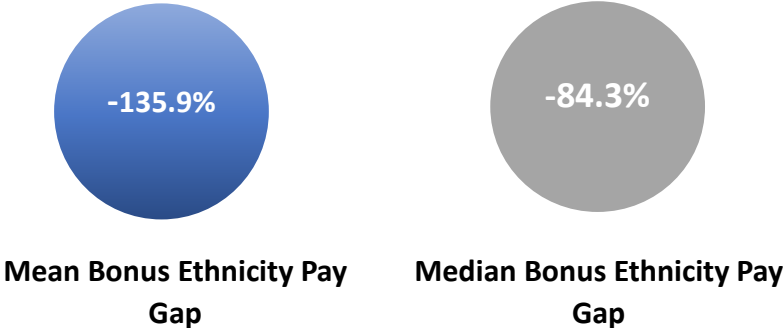
- **Academic Staff:** The mean ethnicity pay gap has increased from 4.1% to 6.6%, reflecting an influx of representation in the bottom quartile and decreased representation in the top quartile.
- **Professional Services Staff:** The mean pay gap has reduced to nearly zero (-0.3%), with racially minoritised representation increasing to 11% and achieving more balanced distribution across pay quartiles.
- **Representation:** While racially minoritised staff are 18% of the university's workforce, representation varies by group, with higher

Hourly Pay Gap Quartile Distribution 2024



representation in academics compared to Professional Services. This skews institutional pay gap results, as academic pay grades begin higher up the salary scales.

University of Sussex Ethnicity Bonus Pay Gap Report 2024



Proportion of Staff Receiving a Bonus

Population	Academic	Professional Services	Total	% of Staff
Ethnic Minority	42	26	68	7.8%
White	119	348	467	14%
Unknown	13	23	36	9.3%
All Staff	161	185	296	

Ethnicity Bonus Pay Gap Headline Results

- The mean ethnicity bonus gap has decreased significantly by 35 percentage points to -135.9%, in favour of racially minoritised staff.
- Academic staff bonus gaps: -48.1%, a decrease of 17.9 percentage points from last year.
- Professional Services staff bonus gaps: -7.4%, compared to -2.2% the previous year.
- Clinical excellence awards drive academic bonus gaps; excluding these, the gap for academic staff would be 11.7%.

How Are We Reducing Our Ethnicity Pay Gap: We remain committed to reducing our ethnicity pay gap. This includes the following actions designed to address ethnicity pay equality:

Pay Framework and Benefits:

- Develop transparent pay, benefits, and promotion criteria fostering equality.

Recruitment and Representation:

- Increase MyView equality data completion rates.
- Enhance fair recruitment processes for acting/interim roles, including search agency expectations.
- Launch a new digital HR system to improve data quality and inform actions.

Positive Action Programs:

- Implement programs targeting Black women.

Leadership and Mentoring:

- Continue equality monitoring of Council, Senate, and leadership committees.
- Review the effectiveness of identity-based mentoring schemes.

Retention and Conditions:

- Conduct leaver surveys to understand departure factors.
- Advance pay and conditions reviews.

Inclusive Sussex Strategy Alignment:

- Focus on higher representation in senior leadership roles for underrepresented groups.

Our [Race Equity Action Plan](#) outlines our commitments to improving race equality and reducing our ethnicity pay gap

Note One: Ethnicity pay gap only reports on full pay relevant employees and is a snapshot taken on 31 March 2024.

Note Two: Bonus pay gap reports on all pay relevant employees. The relevant period is the 12-month period leading up to the snapshot date.

Note Three: 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.