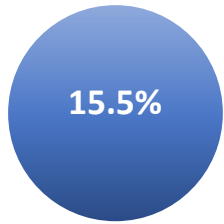


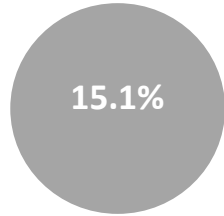
University of Sussex Gender Pay Gap Report 2025

Summary

Our mean gender pay gap for 2025 is 15.5%, an increase of 1.1%. Our median gender pay gap has also increased to 15.1%



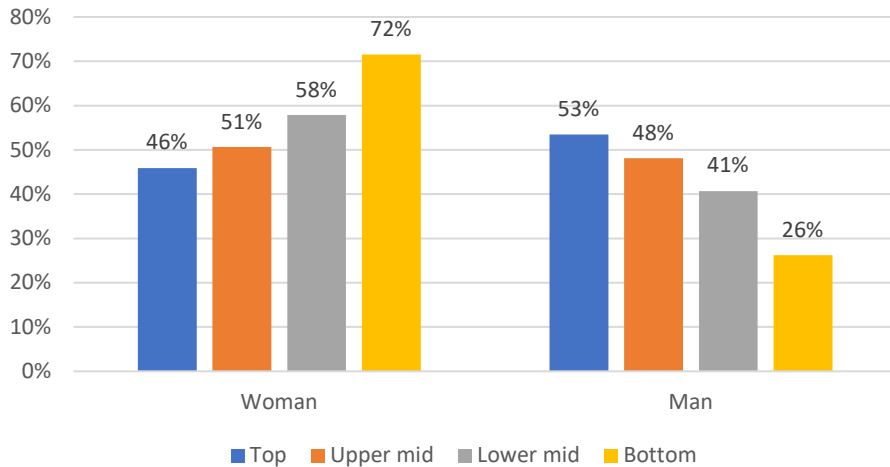
Mean Gender Pay Gap



Median Gender Pay Gap

Population	Academic	Professional Services	Total
Woman	959	1215	2174
Man	1008	614	1622
Other	22	32	54
All Staff	1967	1829	3796

Hourly Pay Quartile Distribution 2025



Summary The mean gender pay gap for 2025 has increased for the first time since 2020, rising by 1.1 percentage points to 15.5%. The median gender pay gap has also increased by 2.6 percentage points. While the pay gap decreased by 1.8 percentage points in the Professional Services (PS) staff group, it increased by 0.5 percentage points for academic staff. The increase in the gender pay gap is primarily due to a rise of approximately 200 staff members in the PS group, which resulted in more employees being concentrated in lower grades. The stability in academic staff numbers meant the overall impact led to an increase in the institutional pay gap.

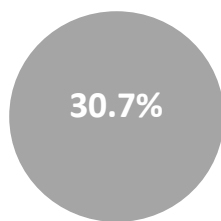
- **Professional Services Staff:** The reduction in the PS group pay gap is attributed to an increase in the proportion of women in the top pay quartile, from 50% to 53%.
- **Academic Staff:** In the academic staff group, while the overall proportion of women has slightly decreased from 50% to 48%, the proportion of women in

the top quartile has continued to increase (42% in 2025, compared to 41% in 2024 and 33% in 2023). However, the mean pay gap has slightly increased (by 0.5 percentage points) due to a higher proportion of men in the upper-mid and lower-mid quartiles.

University of Sussex Gender Bonus Pay Gap Report 2025



**Mean Bonus
Gender Pay Gap**



**Median Bonus
Gender Pay Gap**

Proportion of Staff Receiving a Bonus

Population	Academic	Professional Services	Total	% of Staff
Woman	83	270	353	13.6%
Man	90	120	210	10.8%
Other	Suppressed	7		14.3%
All Staff	173	390	563	

Gender Bonus Pay Gap Headline Results

- The gender bonus gap fluctuates over time and has decreased this year, with the mean bonus gap reducing to 50.8% from 59.8%.
- Clinical Excellence Awards significantly impact the bonus gap calculation. If Brighton and Sussex Medical School data is excluded, the academic staff bonus gap would be 14.8% instead of 39.1%. However, the required methodology mandates the inclusion of these awards.

How Are We Reducing Our Gender Pay Gap?

We remain committed to reducing the gender pay gap and are taking the following steps:

Pay Framework and Benefits:

- Develop clear career progression pathways for underrepresented groups.
- Ensure pay equity audits inform institutional policy changes.

Recruitment and Representation:

- Continuously strengthen fair recruitment practices and enhance gender balance in hiring panels.
- Implement measures to improve representation of women in higher pay quartiles.

Leadership and Development:

- Expand mentoring and leadership programs for women and non-binary staff.
- Continue monitoring gender balance in decision-making bodies.

Retention and Workplace Culture:

- Review flexible working policies to support career progression.
- Conduct focus groups to understand barriers to career advancement for women.

Our [Gender Equality Action Plan](#) outlines our commitments to improving gender equality and reducing our gender pay gap

Note One: Gender 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.