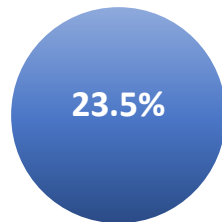


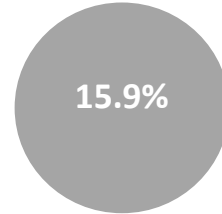
University of Sussex Intersectional (Gender/ Ethnicity) Pay Gap Report 2025

Summary

Pay gaps endure for women regardless of ethnicity, with the largest pay gap for Black women. This has increased by 1.6 percentage points from the previous reporting year to 23.5%. The pay gaps for white women and Asian women have also increased from the previous year to 15.9% and 15.3% respectively.



Mean Pay Gap for Black Women

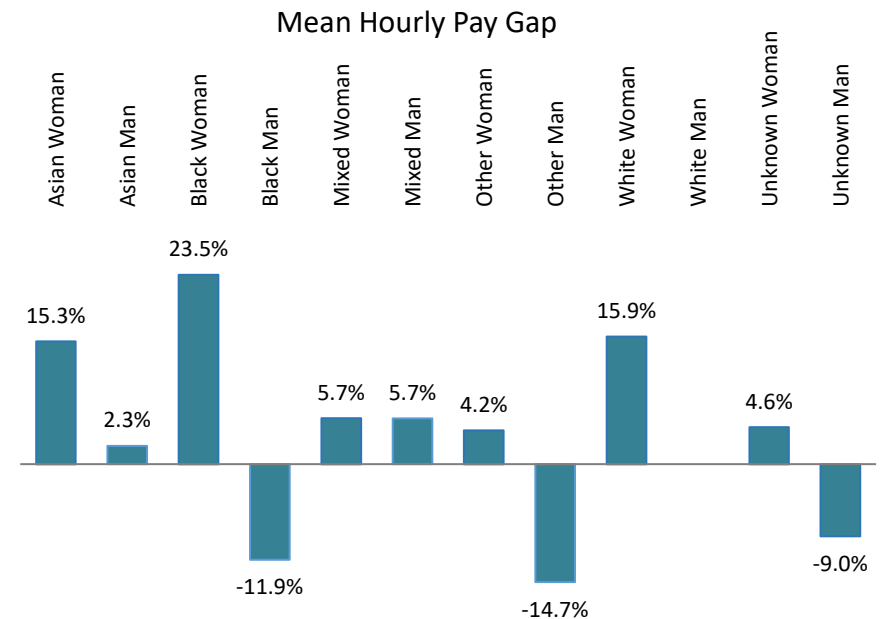


Mean Pay Gap for White Women

University of Sussex Intersectional (Gender/Race) Pay Gap Report 2025

Pay gaps endure for women regardless of ethnicity, with the largest pay gap for Black women. This has increased by 1.6 percentage points from the previous reporting year to 23.5%. The pay gaps for white women and Asian women have also increased from the previous year to 15.9% and 15.3% respectively. The data shows that gender remains the primary factor in pay gaps.

Note: The results are expressed relative to white males. Due to small numbers, a grade and bonus pay analysis is not possible.

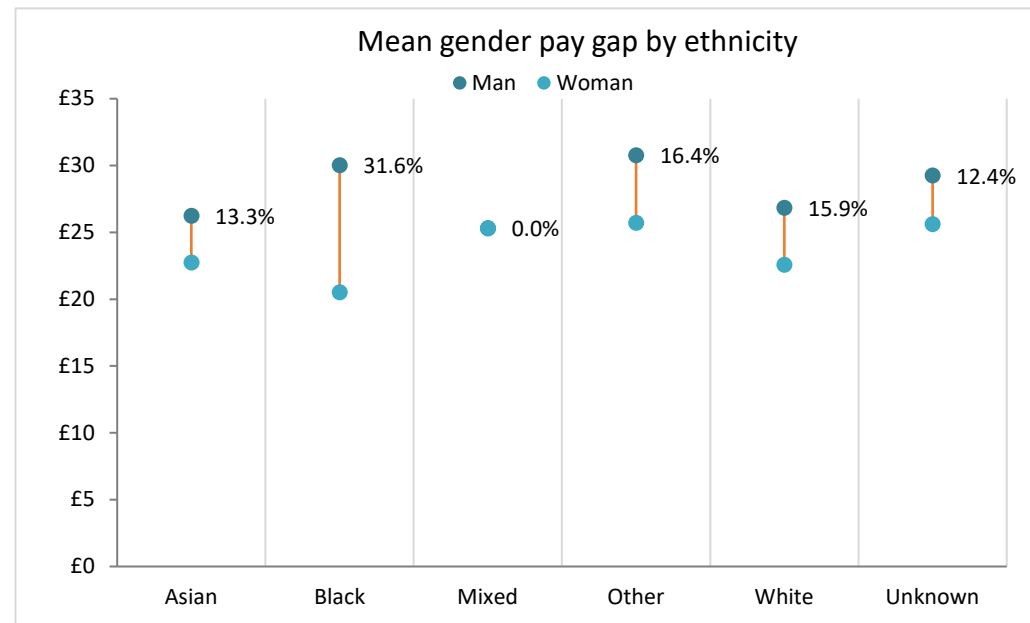


Note: The results of the above graph are expressed relative to white males.

What Causes Our Intersectional Pay Gap?

The key driver for our intersectional pay gap is the demographic composition of our workforce.

- Gender continues to be the prevailing factor in pay gaps at the University.
- Pay gaps endure for women across all ethnicities, with Black women experiencing the highest disparity.
- Other than males of mixed heritage, and Asian men, racially minoritized males do not experience a significant pay gap compared to white males.



How Are We Reducing Our Intersectional Pay Gap?

Actions are primarily focused on improving the representation and distribution of staff throughout the pay quartiles to meet one of the measures in the Inclusive Sussex Strategy: *'Higher representation of staff with protected characteristics that are currently underrepresented, including in senior leadership positions.'*

Actions are embedded across key strategic initiatives, including the Athena Swan, Race Equality Charter, Disability Equality and Inclusion Action Plans, as well as the People Strategy and Inclusive Sussex Strategy.

Pay Framework & Benefits Review:

- Ensuring openness, transparency, and equity in pay and promotional criteria.
- Develop clearer career progression pathways for underrepresented groups.
- Ensure pay equity audits inform institutional policy changes.

MyView Equalities Data:

- Continued efforts to increase staff completion rates.

Fair and Accessible Recruitment:

- Enhanced processes for appointing interim or acting-up roles.
- Clear expectations for search agencies.
- Implementation of a new digital HR system to enable better data quality.

Positive Action Programmes:

- Specific initiatives for Black women.
- Leadership development for women and disabled

Leadership & Representation:

- Equality monitoring of Council, Senate membership, and other leadership committees.
- Measures to address underrepresentation.
- Outreach plan to increase racially minoritized PS staff numbers.

Mentoring & Retention:

- Reviewing the effectiveness of identity-based mentoring schemes.
- Revisions to leaver surveys to better understand factors contributing to staff departures.

Sector Benchmarking

- Review insights from the Higher Education Policy Institute (HEPI) Report to inform future strategies.
- Begin the self-assessment process for the Silver Athena Swan Award in summer 2025, using benchmarking and intersectional data analysis to identify disparities and inform targeted actions.

Actions are included in the [Gender Equality Action Plan](#) and [Race Equity Action Plan](#).

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

Note Two: 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.

Note Three: Due to small numbers, a grade and bonus pay analysis is not possible.