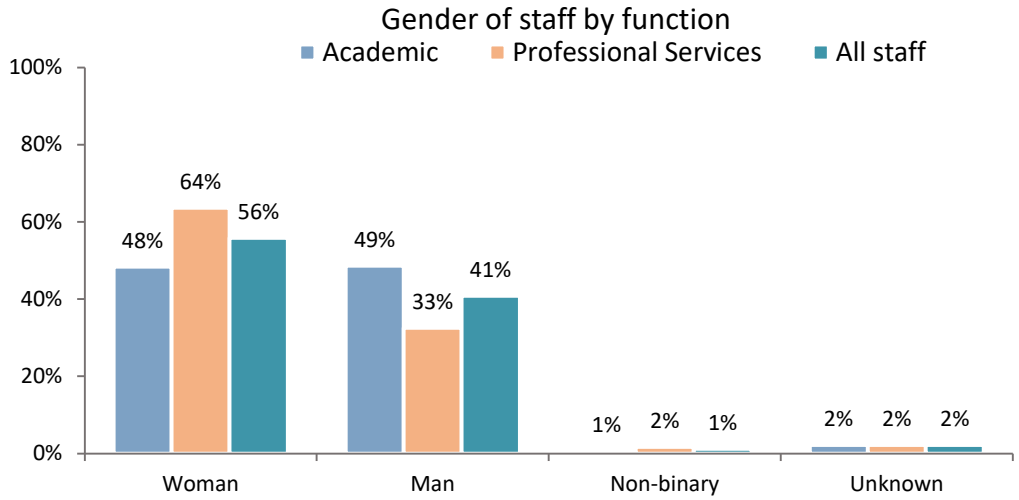
Staff Equality Duty Report 2025/26

Data is the full person equivalent (FPE) of University of Sussex employees as at 1 December each year.
Data includes Doctoral Tutors, School Tutors and Language Tutors. Data excludes any staff with 0 FTE.
In some instances FPE has been rounded to the nearest whole where staff have multiple grades.

Gender

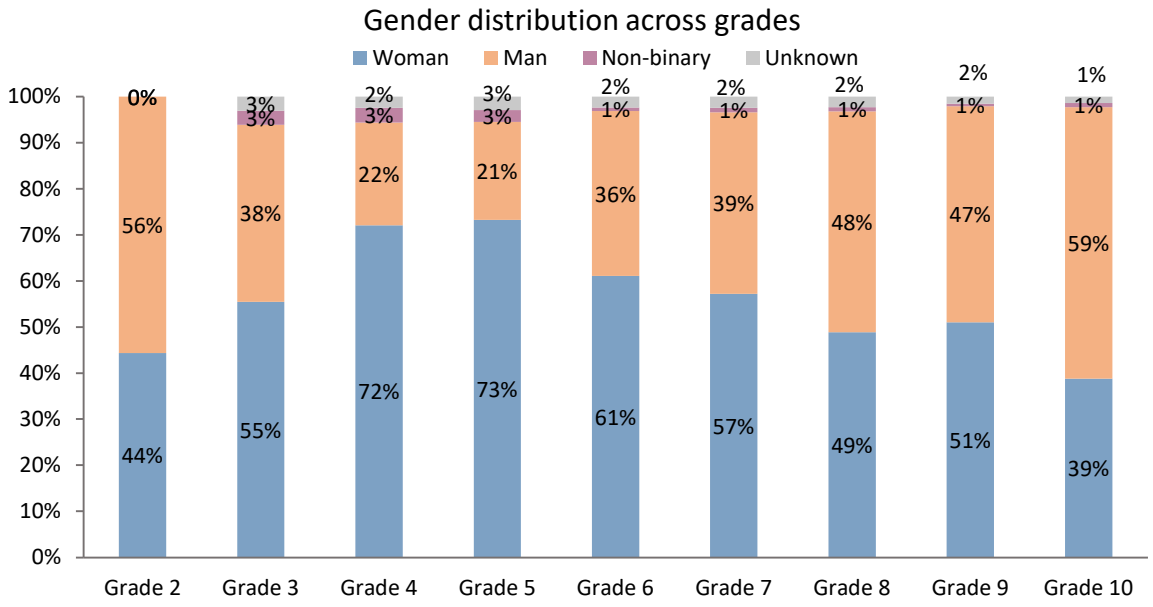
Gender of staff by function

Gender	Academic	Professional Services	Total
Woman	809	1,005	**1,814**
Man	813	514	**1,327**
Non-binary	12	26	**38**
Unknown	37	34	**71**
Total FPE	**1,672**	**1,578**	**3,250**



Gender of staff by grade

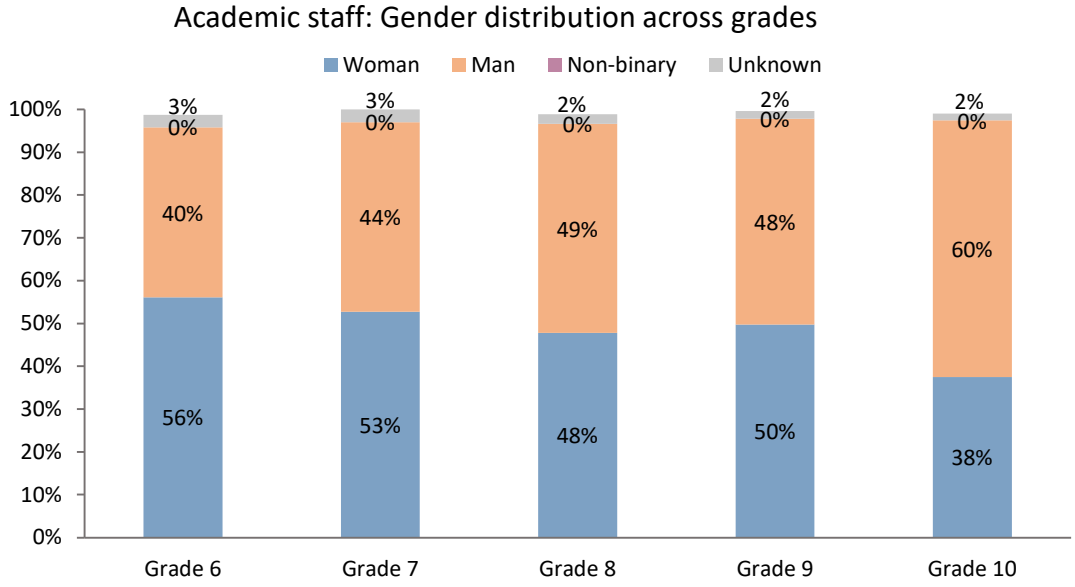
Grade	Man	Woman	Non-binary	Unknown	Total
Grade 2	13	10	0	0	**23**
Grade 3	12	18	SUPP	SUPP	**SUPP**
Grade 4	63	204	9	7	**284**
Grade 5	58	199	7	8	**272**
Grade 6	181	309	SUPP	12	**SUPP**
Grade 7	256	371	6	16	**649**
Grade 8	271	276	5	13	**565**
Grade 9	267	291	SUPP	9	**SUPP**
Grade 10	205	135	SUPP	5	**SUPP**
Total FPE	**1,326**	**1,814**	**SUPP**	**SUPP**	**SUPP**



Gender of academic staff by grade

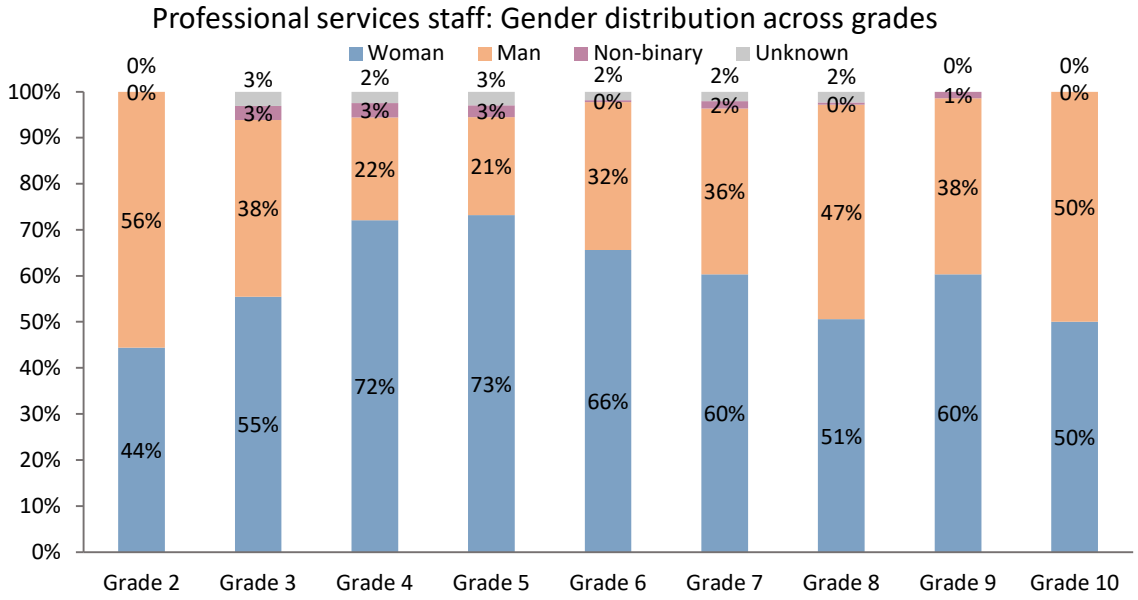
Grade	Man	Woman	Non-binary	Unknown	Total
Grade 6	95	134	SUPP	7	**SUPP**
Grade 7	118	140	0	8	**266**
Grade 8	172	169	SUPP	8	**SUPP**
Grade 9	241	250	SUPP	9	**SUPP**
Grade 10	187	117	SUPP	5	**SUPP**
Total FPE	**812**	**809**	**SUPP**	**37**	**SUPP**

Excludes non-spinal n=1



Gender of professional services staff by grade

Grade	Man	Woman	Non-binary	Unknown	Total
Grade 2	13	10	0	0	**23**
Grade 3	12	18	SUPP	SUPP	**SUPP**
Grade 4	63	204	9	7	**284**
Grade 5	58	199	7	8	**272**
Grade 6	86	175	SUPP	5	**SUPP**
Grade 7	138	231	6	8	**383**
Grade 8	99	108	SUPP	5	**SUPP**
Grade 9	26	41	SUPP	0	**SUPP**
Grade 10	18	18	0	0	**36**
Total FPE	**514**	**1,005**	**SUPP**	**SUPP**	**SUPP**

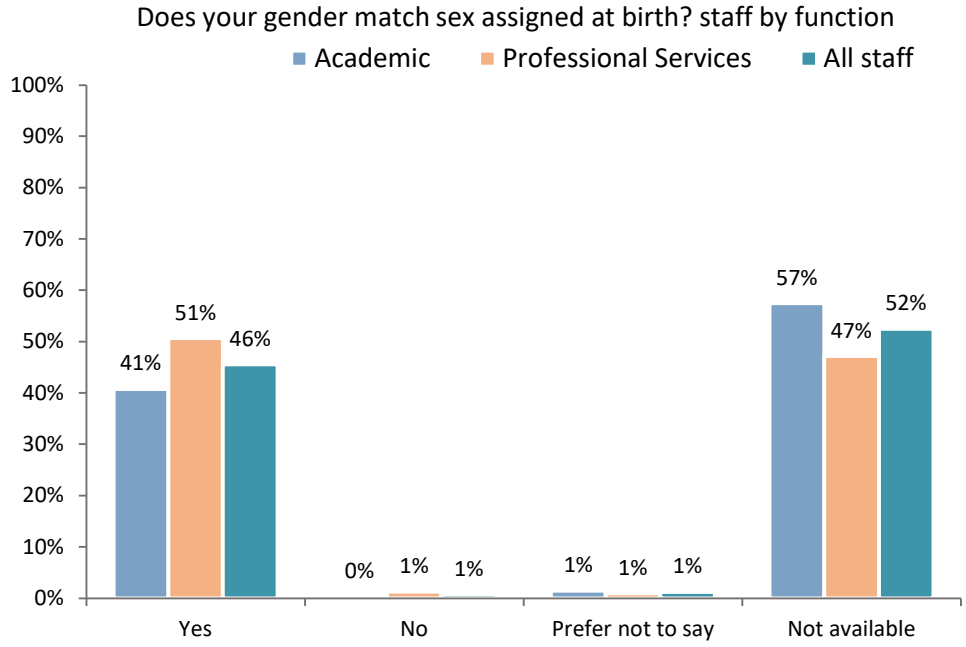


Does your gender match your sex assigned at birth?

Data is only available for 2024/25 onwards.

Disclosure rate: 48%

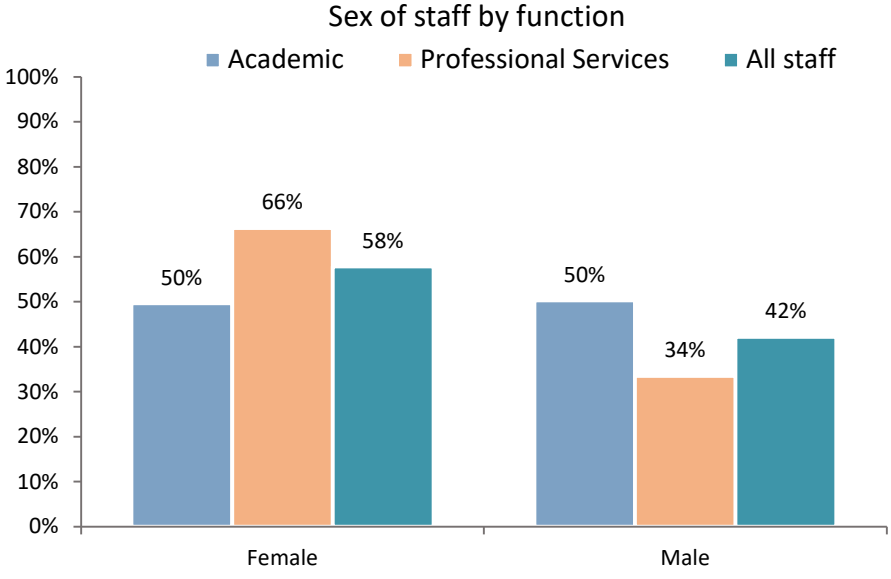
Gender	Academic	Professional Services	Total
Yes	682	799	**1,481**
No	5	20	**25**
Prefer not to say	24	15	**39**
Not Available	961	744	**1,705**
Total FPE	**1,672**	**1,578**	**3,250**



Sex

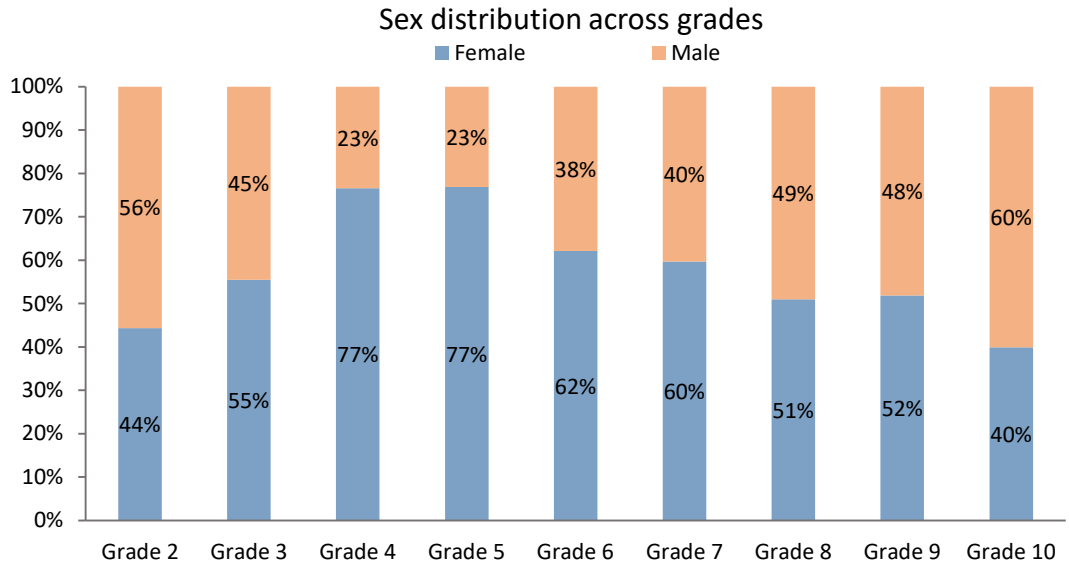
Sex of staff by function

Sex	Academic	Professional Services	Total
Female	830	1,049	**1,879**
Male	841	530	**1,371**
Total FPE	**1,672**	**1,578**	**3,250**



Sex of staff by grade

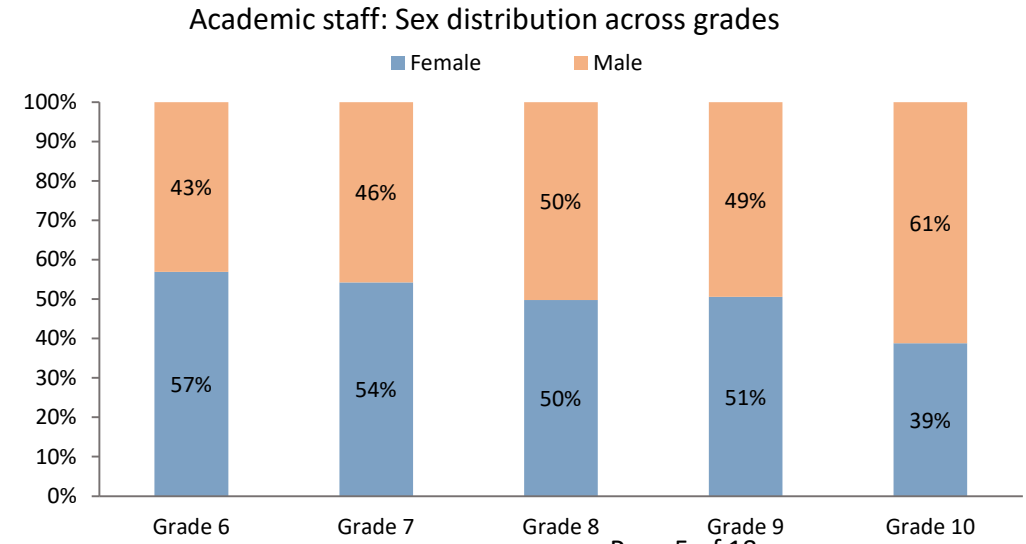
Grade	Female	Male	Total
Grade 2	10	13	**23**
Grade 3	18	14	**32**
Grade 4	217	66	**284**
Grade 5	209	63	**272**
Grade 6	314	192	**506**
Grade 7	387	262	**649**
Grade 8	288	277	**565**
Grade 9	296	274	**570**
Grade 10	139	209	**348**
Total FPE	**1,879**	**1,370**	**3,249**



Sex of academic staff by grade

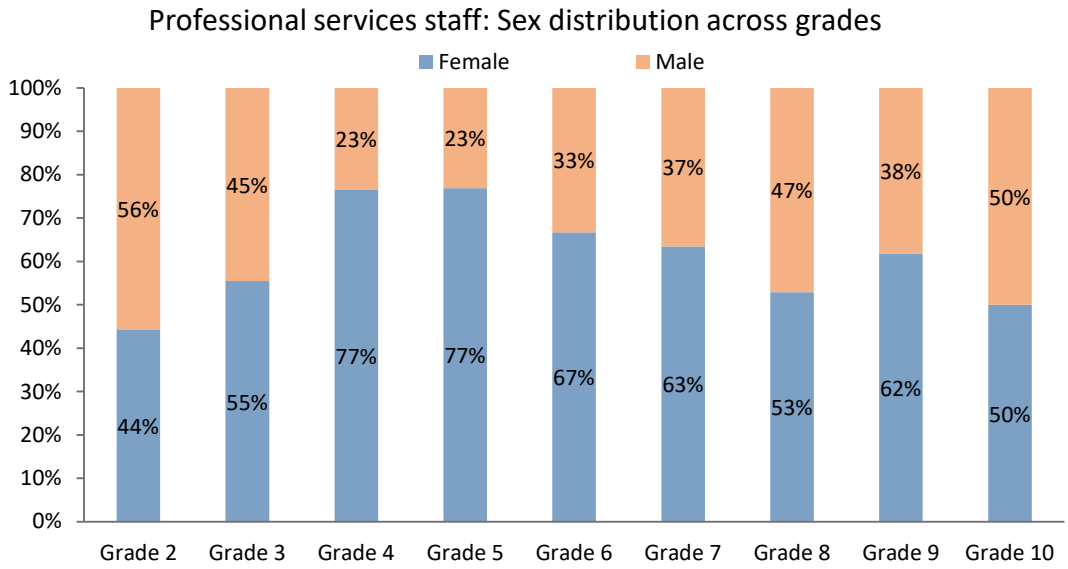
Grade	Female	Male	Total
Grade 6	136	103	**239**
Grade 7	144	122	**266**
Grade 8	176	177	**353**
Grade 9	254	248	**502**
Grade 10	121	191	**312**
Total FPE	**830**	**840**	**1,671**

Excludes non-spinal n=1



Sex of professional services staff by grade

Grade	Female	Male	Total
Grade 2	10	13	**23**
Grade 3	18	14	**32**
Grade 4	217	66	**284**
Grade 5	209	63	**272**
Grade 6	178	89	**267**
Grade 7	243	140	**383**
Grade 8	113	100	**213**
Grade 9	42	26	**68**
Grade 10	18	18	**36**
Total FPE	**1,049**	**530**	**1,578**

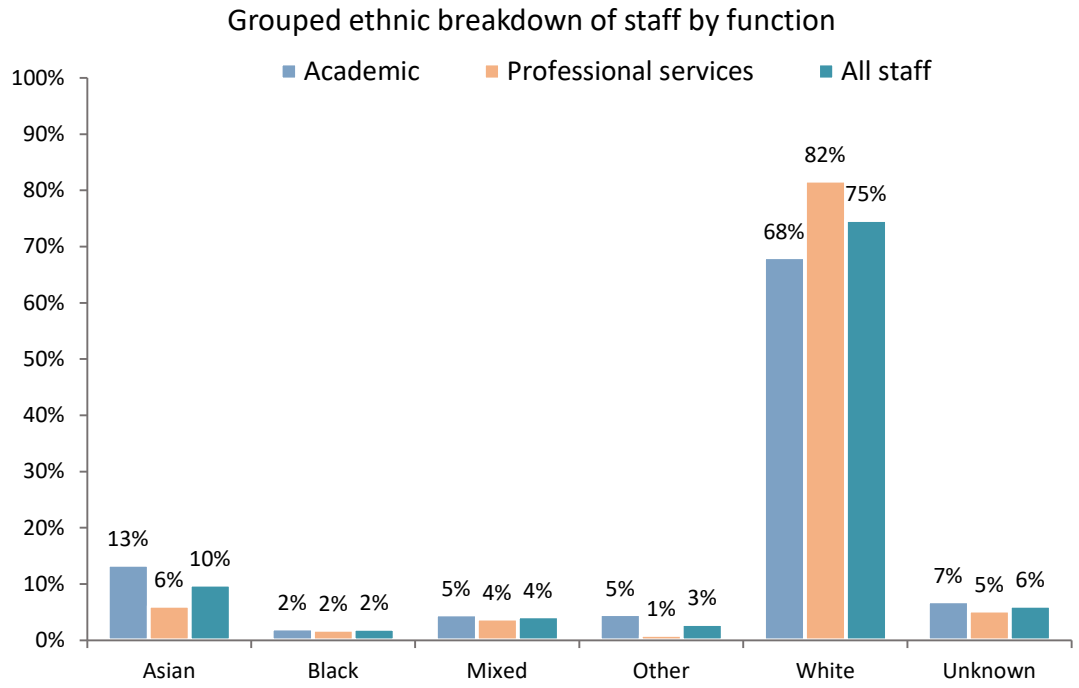


Ethnicity

Disclosure rate: **94%**

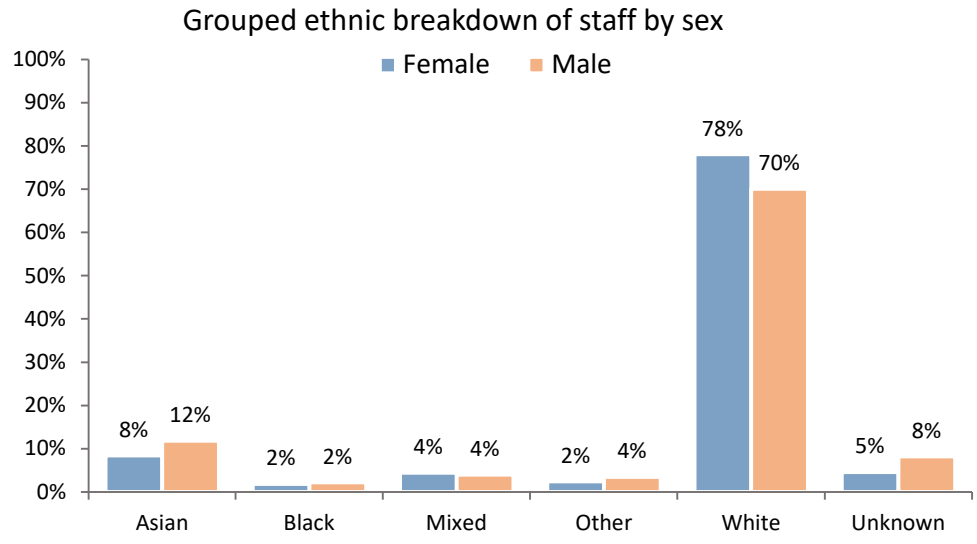
Grouped ethnic breakdown of staff by function

Ethnicity	Academic	Professional services	Total
Asian	225	97	**322**
Black	36	30	**66**
Mixed	77	62	**139**
Other	78	16	**94**
White	1,139	1,290	**2,429**
Unknown	116	84	**200**
Total FPE	**1,672**	**1,578**	**3,250**



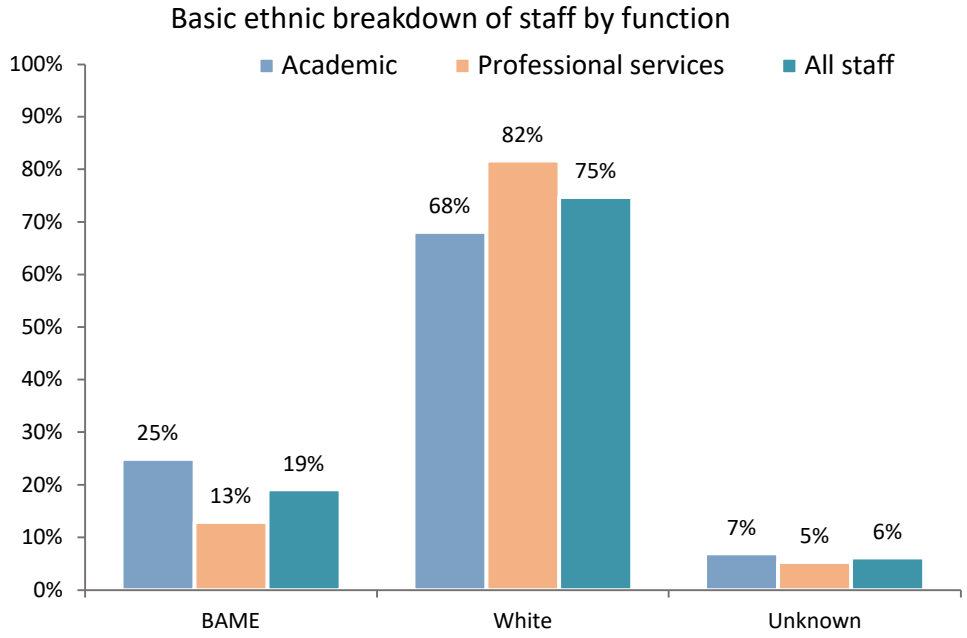
Grouped ethnic breakdown of staff by sex

Ethnicity	Female	Male	Total
Asian	159	163	**322**
Black	35	31	**66**
Mixed	84	55	**139**
Other	46	48	**94**
White	1,468	961	**2,429**
Unknown	87	113	**200**
Total FPE	**1,879**	**1,371**	**3,250**



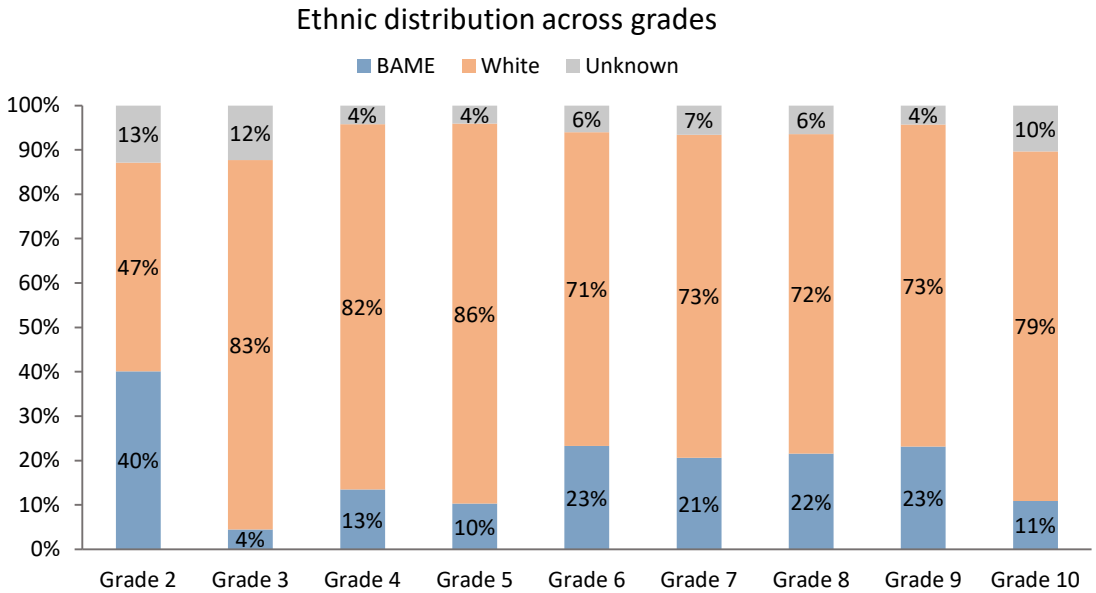
Basic ethnic breakdown of staff by function

Ethnicity	Academic	Professional services	Total
BAME	416	205	**621**
White	1,139	1,290	**2,429**
Unknown	116	84	**200**
Total FPE	**1,672**	**1,578**	**3,250**



Basic ethnicity of staff by grade

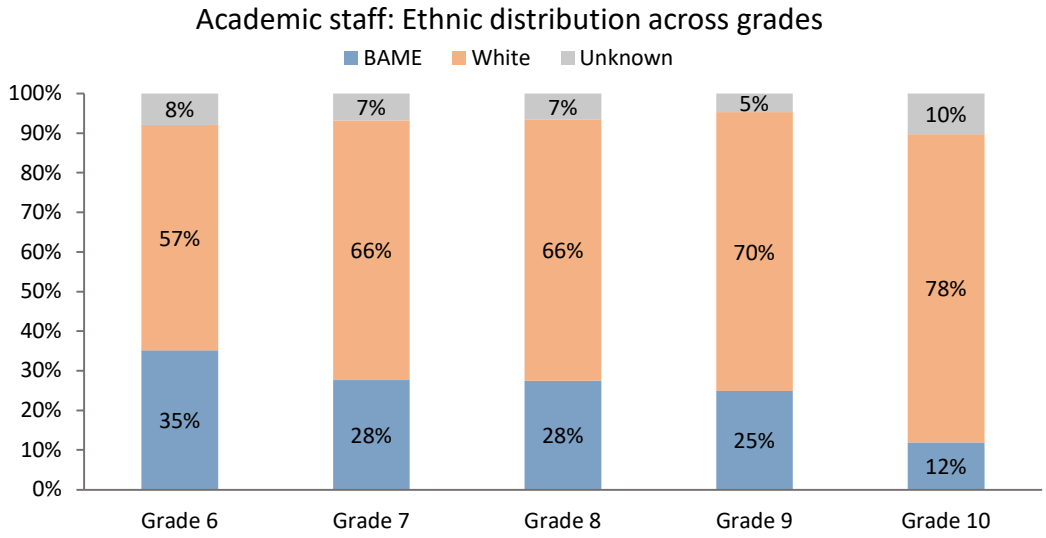
Grade	BAME	White	Unknown	Total
Grade 2	9	11	SUPP	**SUPP**
Grade 3	SUPP	27	SUPP	**SUPP**
Grade 4	38	234	12	**284**
Grade 5	28	233	11	**272**
Grade 6	34	222	11	**267**
Grade 7	60	298	25	**383**
Grade 8	25	175	13	**213**
Grade 9	7	60	SUPP	**SUPP**
Grade 10	SUPP	31	SUPP	**SUPP**
Total FPE	**SUPP**	**1,290**	**SUPP**	**SUPP**



Basic ethnicity of academic staff by grade

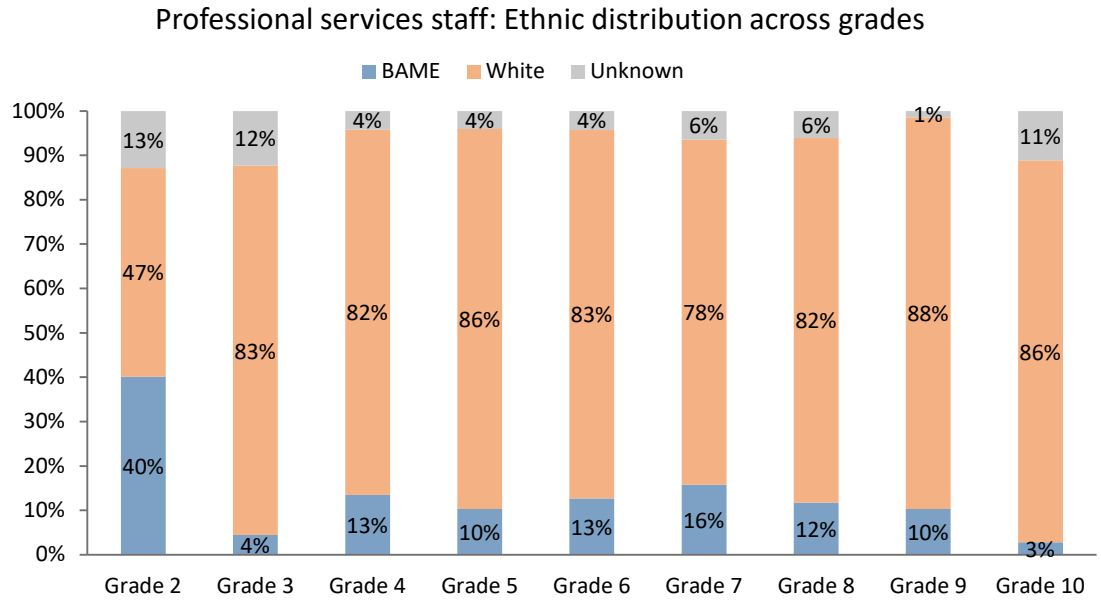
Grade	BAME	White	Unknown	Total
Grade 6	84	136	19	**239**
Grade 7	73	174	18	**266**
Grade 8	97	232	24	**353**
Grade 9	125	353	24	**502**
Grade 10	37	243	32	**312**
Total FPE	**416**	**1,138**	**116**	**1,671**

Excludes non-spinal n=1



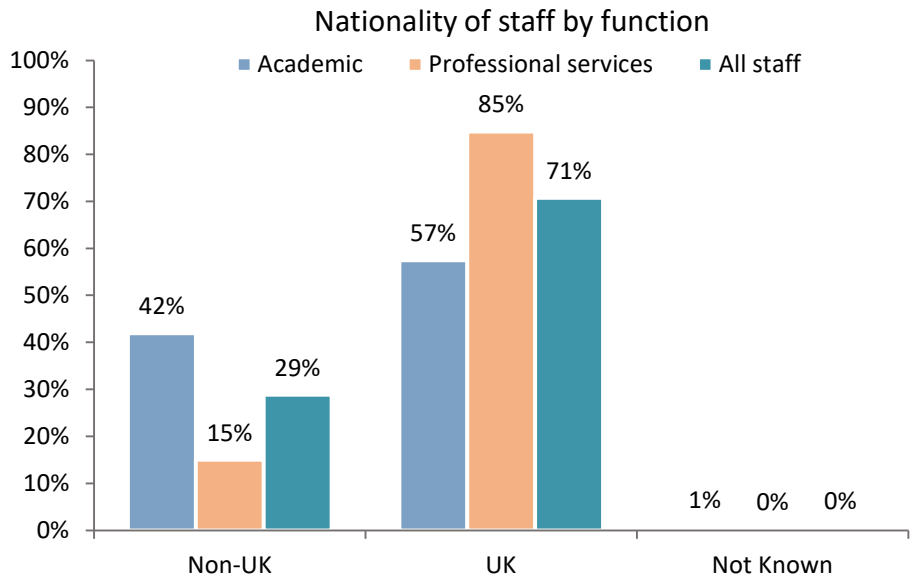
Basic ethnicity of professional services staff by grade

Grade	BAME	White	Unknown	Total
Grade 2	9	11	SUPP	**SUPP**
Grade 3	SUPP	27	SUPP	**SUPP**
Grade 4	38	234	12	**284**
Grade 5	28	233	11	**272**
Grade 6	34	222	11	**267**
Grade 7	60	298	25	**383**
Grade 8	25	175	13	**213**
Grade 9	7	60	SUPP	**SUPP**
Grade 10	SUPP	31	SUPP	**SUPP**
Total FPE	**SUPP**	**1,290**	**SUPP**	**SUPP**



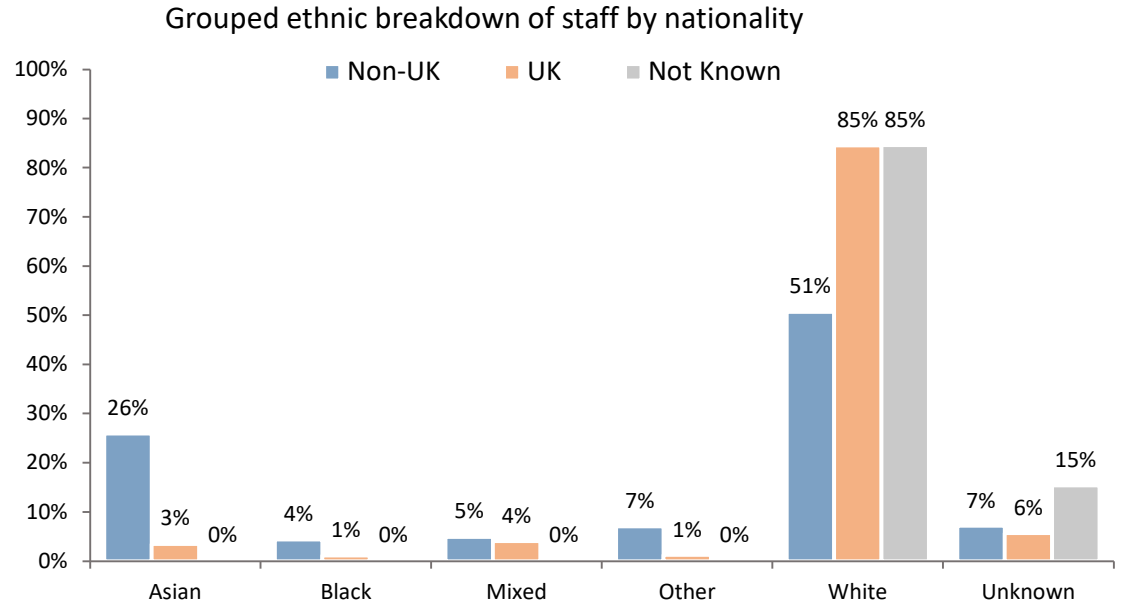
Nationality of staff by function

Nationality	Academic	Professional services	Total
Non-UK	701	237	**938**
UK	961	1,338	**2,299**
Not Known	10	SUPP	**SUPP**
Total FPE	**1,672**	**SUPP**	**SUPP**



Grouped ethnic breakdown of staff by nationality

Ethnicity	Non-UK	UK	Not Known	Total
Asian	243	79	0	**322**
Black	41	25	0	**66**
Mixed	46	93	0	**139**
Other	66	28	0	**94**
White	475	1,943	11	**2,418**
Unknown	67	131	SUPP	**198**
Total FPE	**938**	**2,299**	**SUPP**	**3,237**



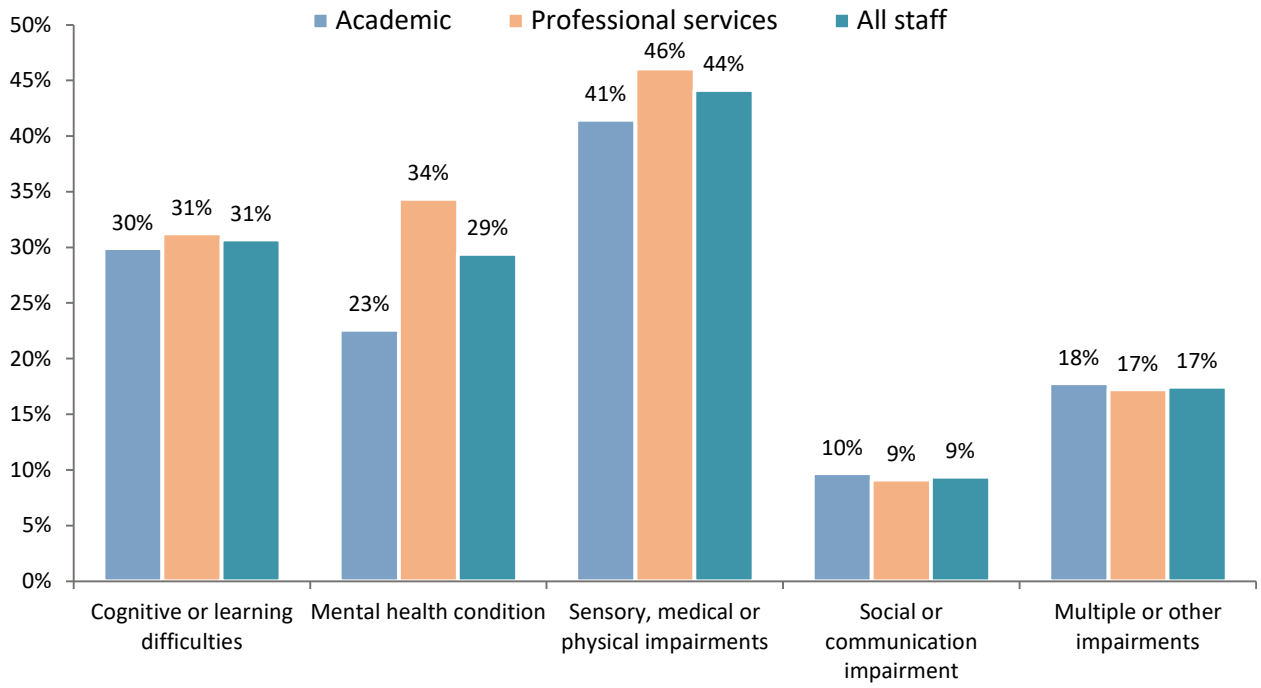
Disability

As of 2023/24 staff can now choose multiple disabilites and therefore detailed and grouped disability tables will count staff multiple times. Basic disability will count staff once.
Multiple or other impairments from 2023/24 only include other impairments.

Grouped disability breakdown of staff with a declared disability by function

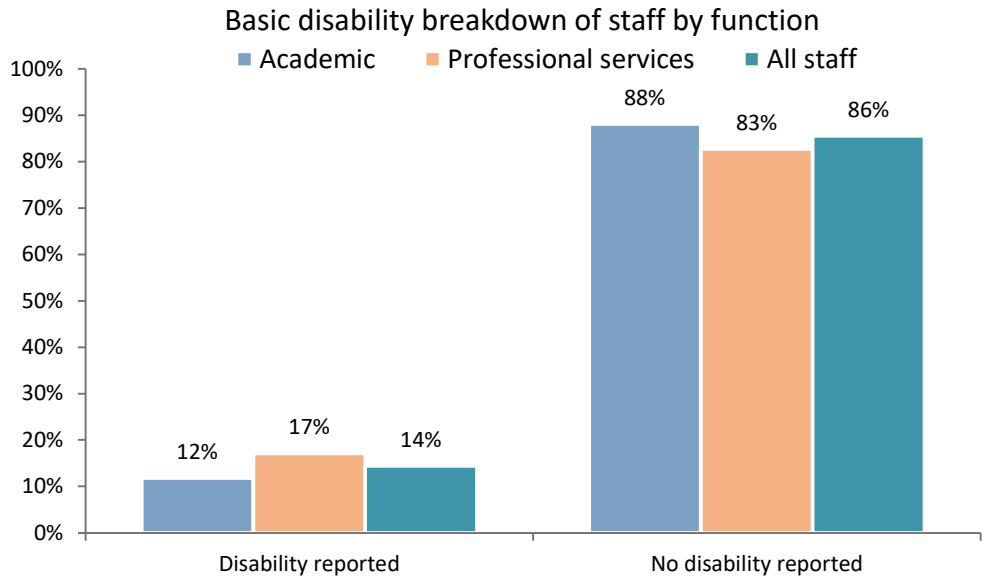
Disability	Academic	Professional services	Total
Cognitive or learning difficulties	59	85	**144**
Mental health condition	45	93	**138**
Sensory, medical or physical impairments	82	125	**207**
Social or communication impairment	19	25	**44**
Multiple or other impairments	35	47	**82**

Breakdown of grouped disabilities within staff with a disability reported by function



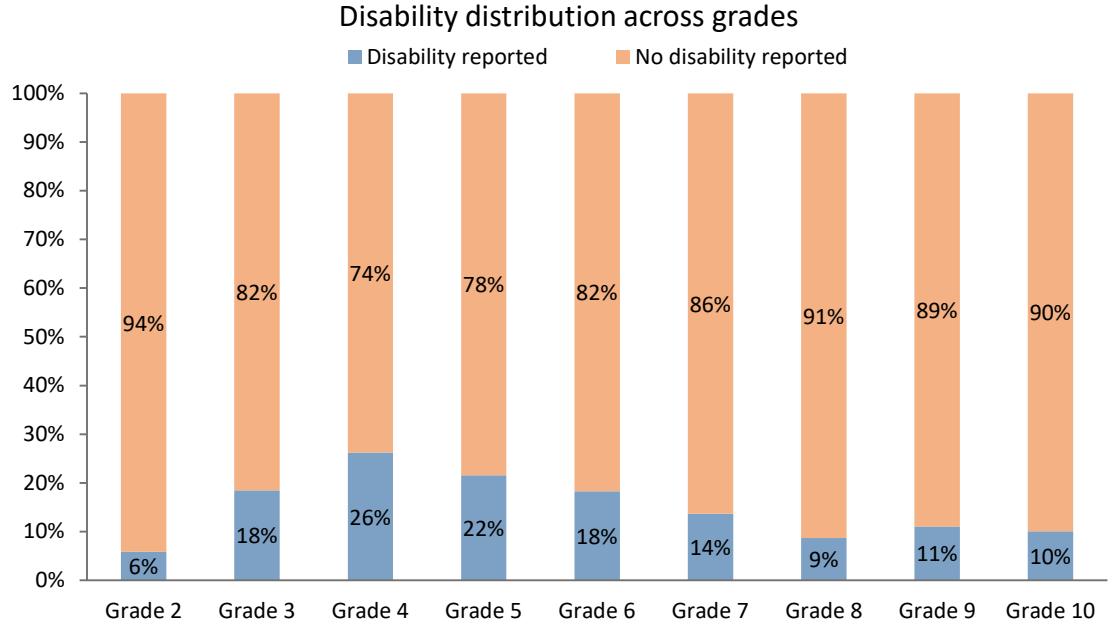
Basic disability breakdown of staff by function

Disability	Academic	Professional services	Total
Disability reported	198	271	**469**
No disability reported	1,474	1,307	**2,781**
Total FPE	**1,672**	**1,578**	**3,250**



Basic disability breakdown of staff by grade

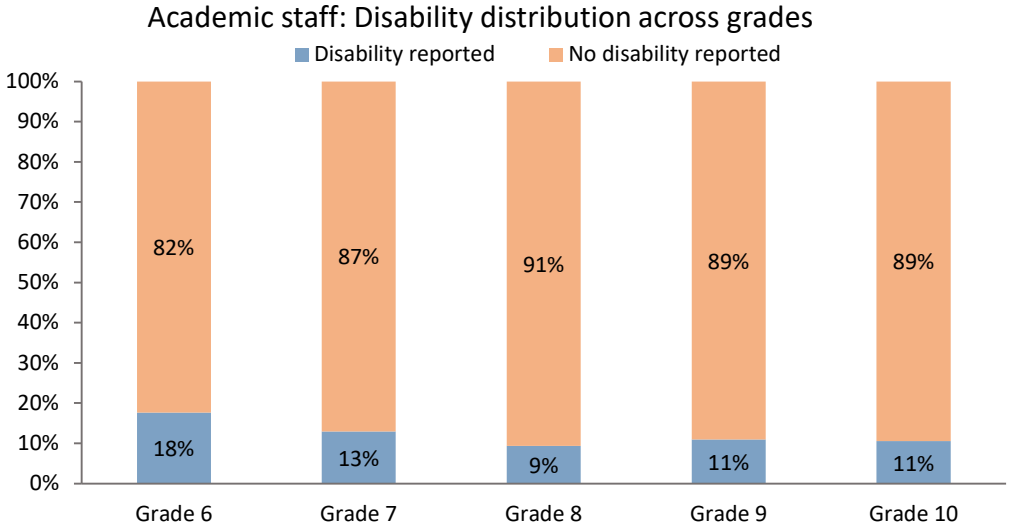
Grade	Disability reported	No disability reported	Total
Grade 2	SUPP	22	**SUPP**
Grade 3	6	26	**32**
Grade 4	74	209	**284**
Grade 5	59	213	**272**
Grade 6	93	413	**506**
Grade 7	89	560	**649**
Grade 8	49	516	**565**
Grade 9	63	507	**570**
Grade 10	35	313	**348**
Total FPE	**SUPP**	**2,780**	**SUPP**



Basic disability breakdown of academic staff by grade

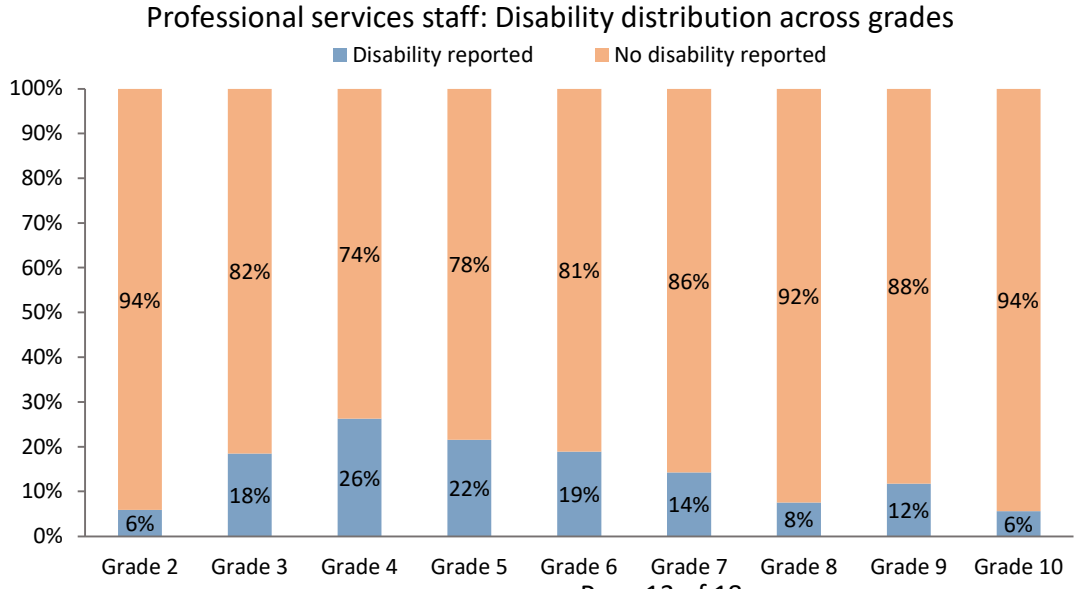
Grade	Disability reported	No disability reported	Total
Grade 6	42	197	**239**
Grade 7	34	231	**266**
Grade 8	33	320	**353**
Grade 9	55	447	**502**
Grade 10	33	279	**312**
Total FPE	**198**	**1,473**	**1,671**

Excludes non-spinal n=1



Basic disability breakdown of professional staff by grade

Grade	Disability reported	No disability reported	Total
Grade 2	SUPP	22	**SUPP**
Grade 3	6	26	**32**
Grade 4	74	209	**284**
Grade 5	59	213	**272**
Grade 6	50	217	**267**
Grade 7	54	328	**383**
Grade 8	16	197	**213**
Grade 9	8	60	**68**
Grade 10	SUPP	34	**SUPP**
Total FPE	**SUPP**	**1,307**	**SUPP**

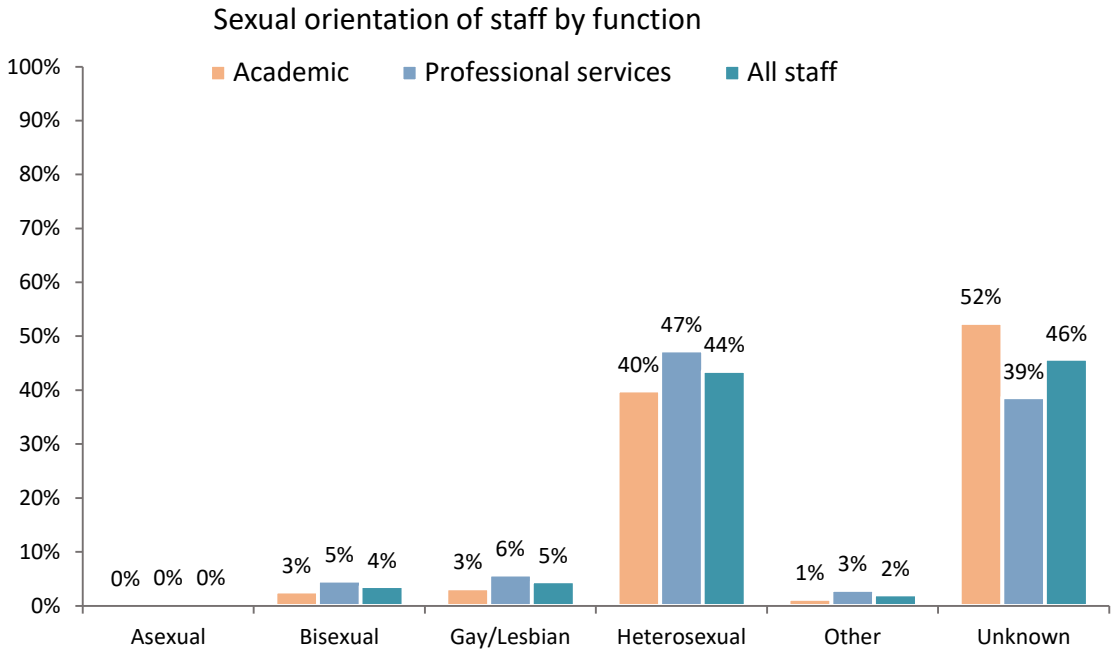


Sexual Orientation

Disclosure rate: **54%**

Sexual orientation of staff by function

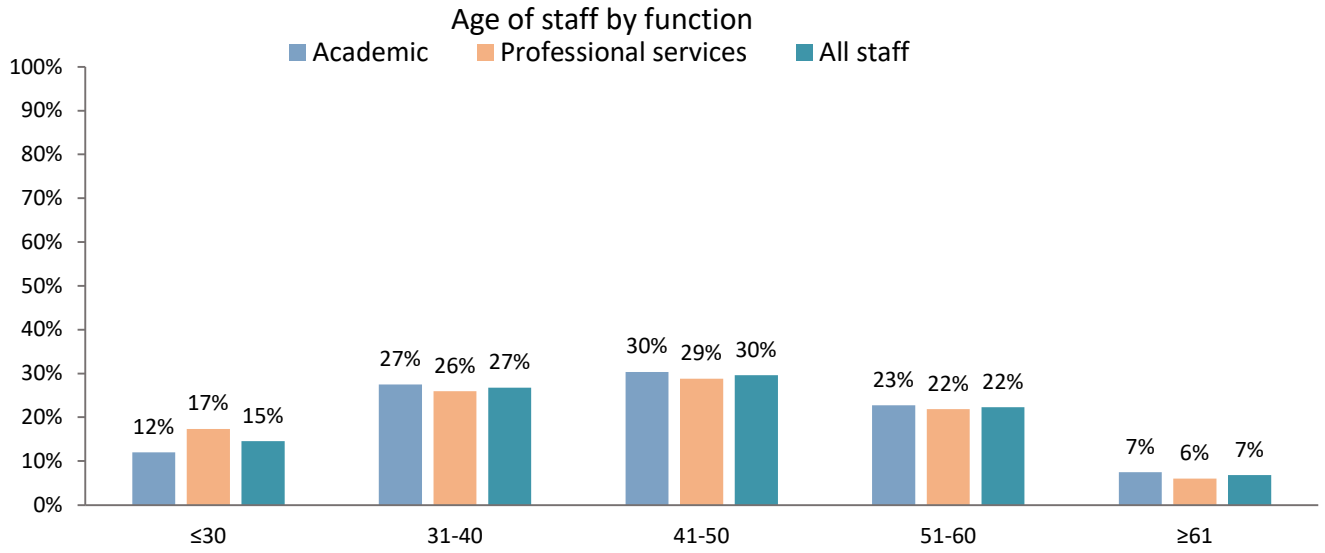
Sexual orientation	Academic	Professional services	Total
Asexual	5	7	**12**
Bisexual	44	74	**118**
Gay/Lesbian	55	92	**147**
Heterosexual	668	748	**1,416**
Other	22	47	**69**
Unknown	877	611	**1,488**
Total FPE	**1,672**	**1,578**	**3,250**



Age

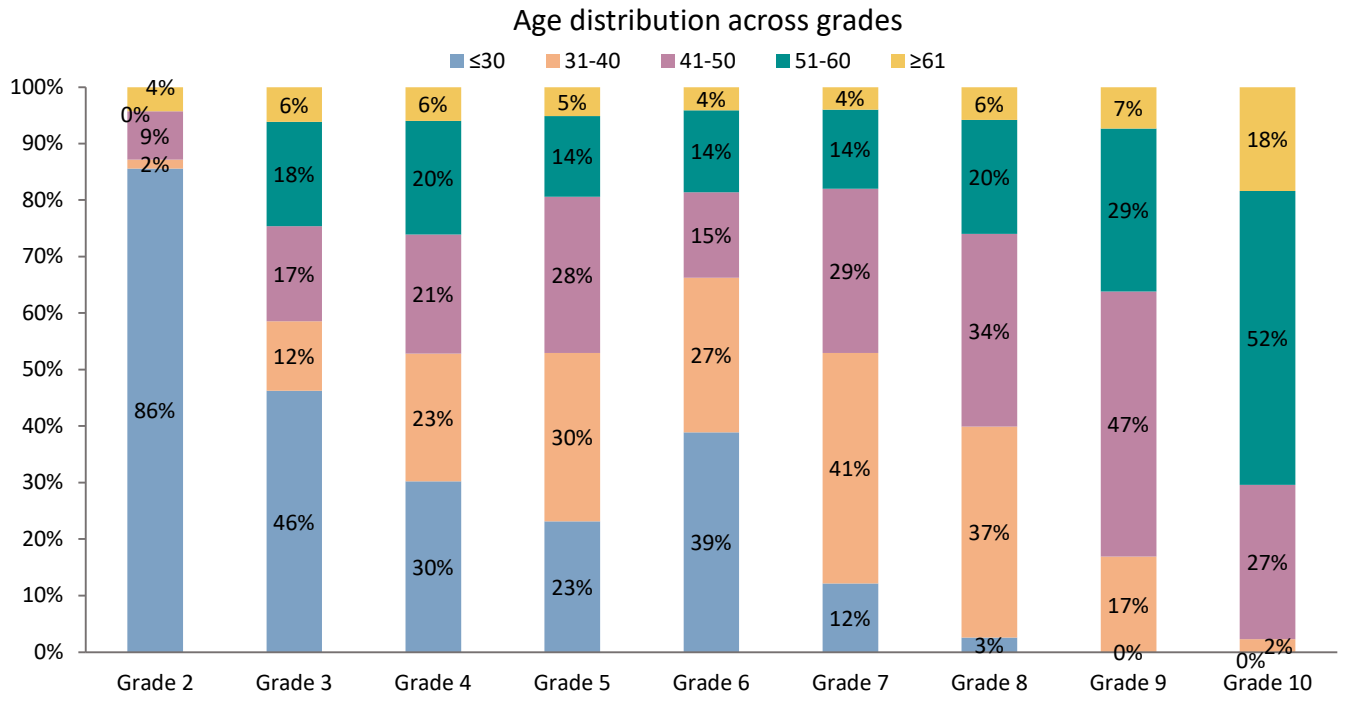
Age groups of staff by function

Age group	Academic	Professional services	Total
≤30	200	274	**474**
31-40	459	410	**869**
41-50	507	455	**962**
51-60	380	345	**725**
≥61	125	95	**220**
Unknown	0	0	**0**
Total FPE	**1,672**	**1,578**	**3,250**



Age of staff by grade

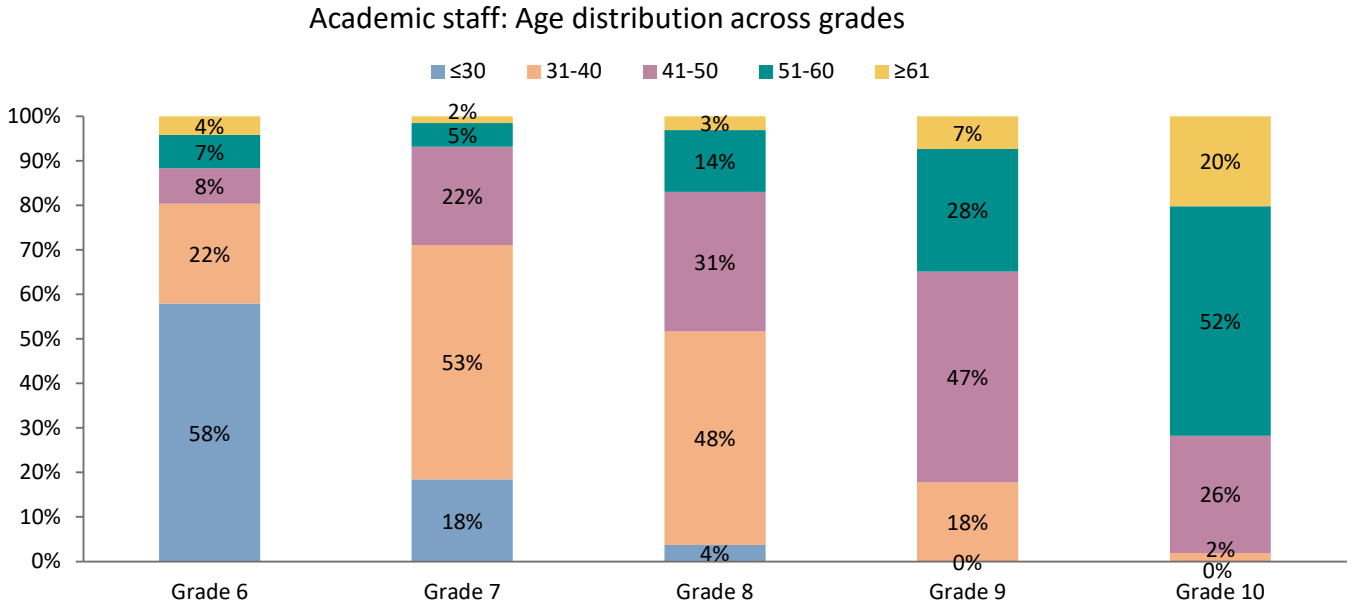
Grade	≤30	31-40	41-50	51-60	≥61	Unknown	Total
Grade 2	20	SUPP	SUPP	0	SUPP	0	**SUPP**
Grade 3	15	SUPP	5	6	SUPP	0	**SUPP**
Grade 4	86	64	60	57	17	0	**284**
Grade 5	63	81	75	39	14	0	**272**
Grade 6	197	85	57	55	11	0	**406**
Grade 7	79	124	130	77	22	0	**432**
Grade 8	15	42	82	65	22	0	**226**
Grade 9	0	7	30	26	5	0	**68**
Grade 10	0	SUPP	13	20	SUPP	0	**SUPP**
Total FPE	**474**	**SUPP**	**SUPP**	**345**	**SUPP**	**0**	**SUPP**



Age of academic staff by grade

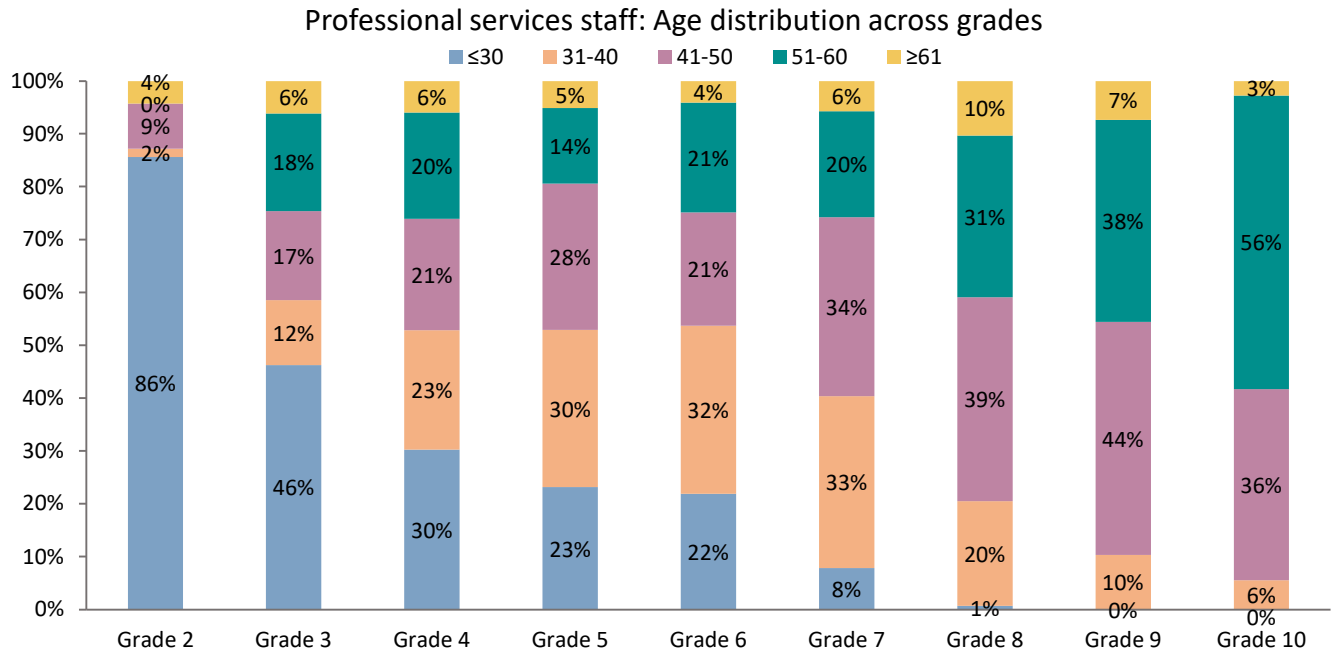
Grade	≤30	31-40	41-50	51-60	≥61	Unknown	Total
Grade 6	138	54	19	18	10	0	**239**
Grade 7	49	140	59	14	SUPP	0	**SUPP**
Grade 8	13	169	111	49	11	0	**353**
Grade 9	0	89	237	138	37	0	**502**
Grade 10	0	6	82	161	63	0	**312**
Total FPE	**200**	**458**	**507**	**380**	**SUPP**	**0**	**SUPP**

Excludes non-spinal n=1



Age of professional services staff by grade

Grade	≤30	31-40	41-50	51-60	≥61	Unknown	Total
Grade 2	20	SUPP	SUPP	0	SUPP	0	**SUPP**
Grade 3	15	SUPP	5	6	SUPP	0	**SUPP**
Grade 4	86	64	60	57	17	0	**284**
Grade 5	63	81	75	39	14	0	**272**
Grade 6	59	85	57	55	11	0	**267**
Grade 7	30	124	130	77	22	0	**383**
Grade 8	SUPP	42	82	65	22	0	**SUPP**
Grade 9	0	7	30	26	5	0	**68**
Grade 10	0	SUPP	13	20	SUPP	0	**SUPP**
Total FPE	**SUPP**	**SUPP**	**SUPP**	**345**	**SUPP**	**0**	**SUPP**



Religion

Disclosure rate: **41%**

Religion of staff by function

Religion	Academic	Professional services	Total
Buddhist	5	9	**14**
Christian	119	156	**275**
Hindu	8	14	**22**
Jewish	14	5	**19**
Muslim	19	10	**29**
No religion	385	544	**929**
Sikh	SUPP	0	**SUPP**
Any other religion or belief	16	24	**40**
Unknown	1,103	817	**1,920**
Total FPE	**SUPP**	**1,578**	**SUPP**

