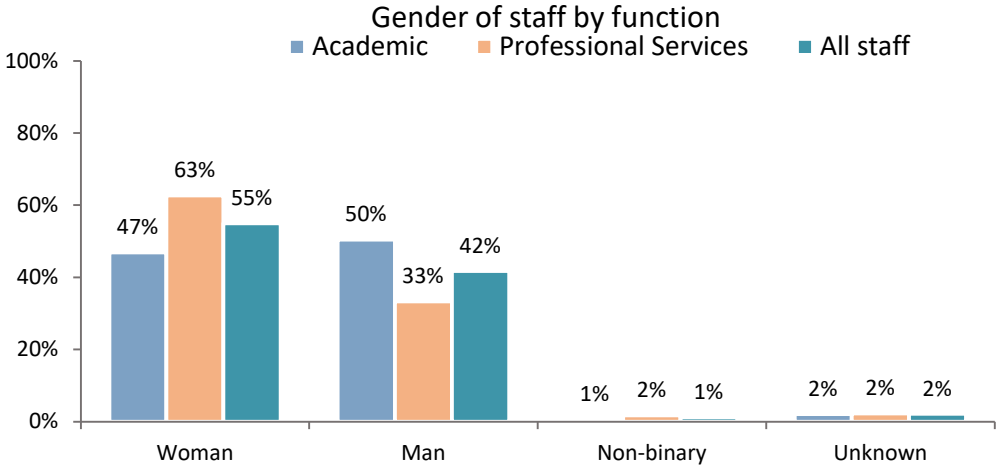
Staff Equality Duty Report 2025/26

Data is the full time equivalent (FTE) 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. Gender and Religion is curently not included in the report due to robustness of the data.

Gender

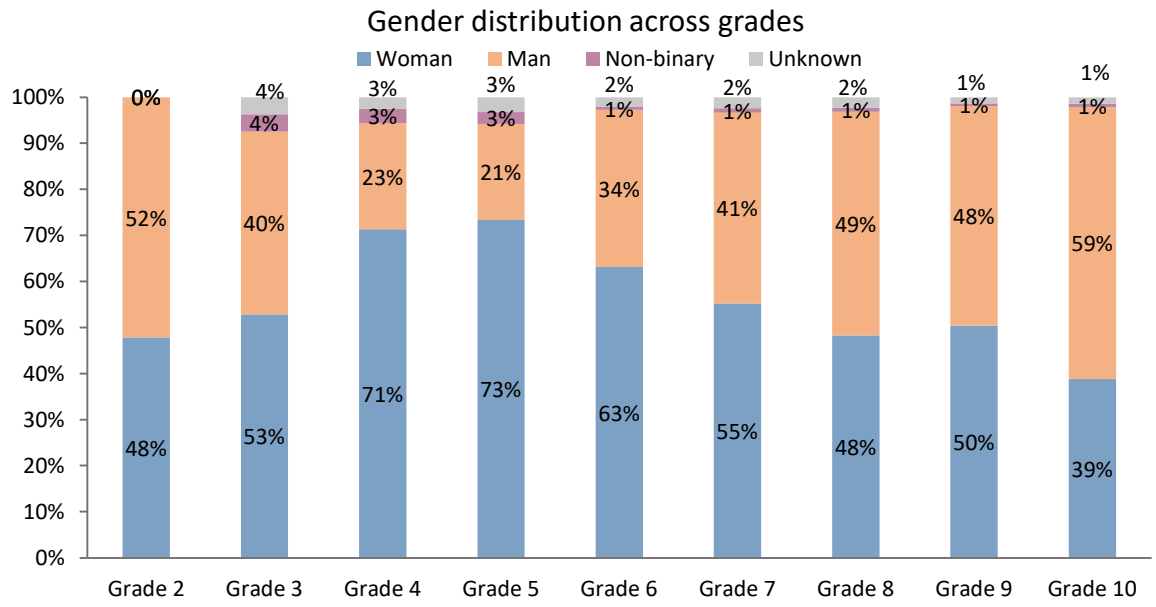
Gender of staff by function

Gender	Academic	Professional Services	Total
Woman	648	891	**1,539**
Man	696	474	**1,170**
Non-binary	9	24	**33**
Unknown	28	32	**60**
Total FPE	**1,381**	**1,421**	**2,802**



Gender of staff by grade

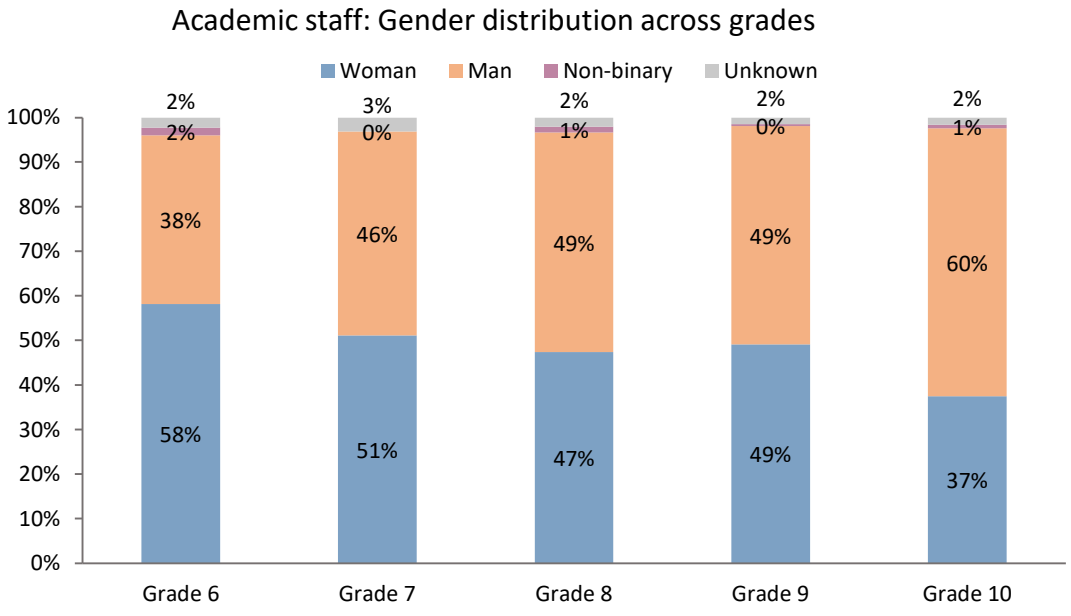
Grade	Man	Woman	Non-binary	Unknown	Total
Grade 2	SUPP	SUPP	0	0	**SUPP**
Grade 3	11	14	SUPP	SUPP	**SUPP**
Grade 4	57	175	8	6	**246**
Grade 5	54	188	7	8	**257**
Grade 6	101	186	SUPP	6	**SUPP**
Grade 7	243	324	6	14	**587**
Grade 8	254	252	SUPP	12	**SUPP**
Grade 9	258	273	SUPP	7	**SUPP**
Grade 10	191	126	SUPP	SUPP	**SUPP**
Total FPE	**SUPP**	**SUPP**	**SUPP**	**SUPP**	**SUPP**



Gender of academic staff by grade

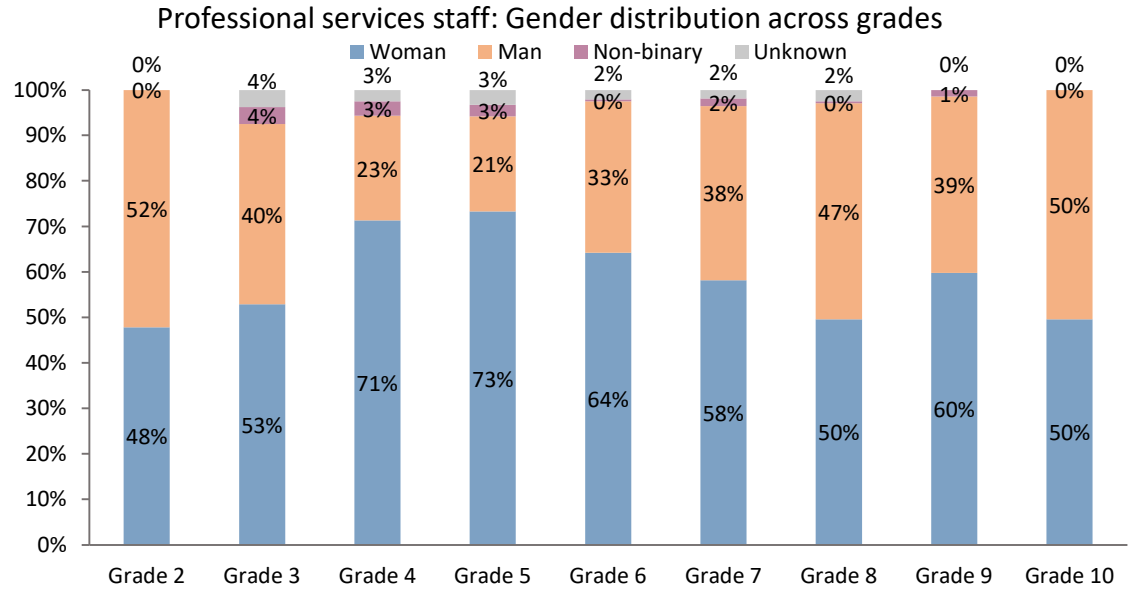
Grade	Man	Woman	Non-binary	Unknown	Total
Grade 6	20	31	SUPP	SUPP	**SUPP**
Grade 7	111	124	0	8	**242**
Grade 8	159	153	SUPP	7	**SUPP**
Grade 9	232	233	SUPP	7	**SUPP**
Grade 10	173	108	SUPP	SUPP	**SUPP**
Total FPE	**695**	**648**	**SUPP**	**SUPP**	**SUPP**

Excludes non-spinal n=1



Gender of professional services staff by grade

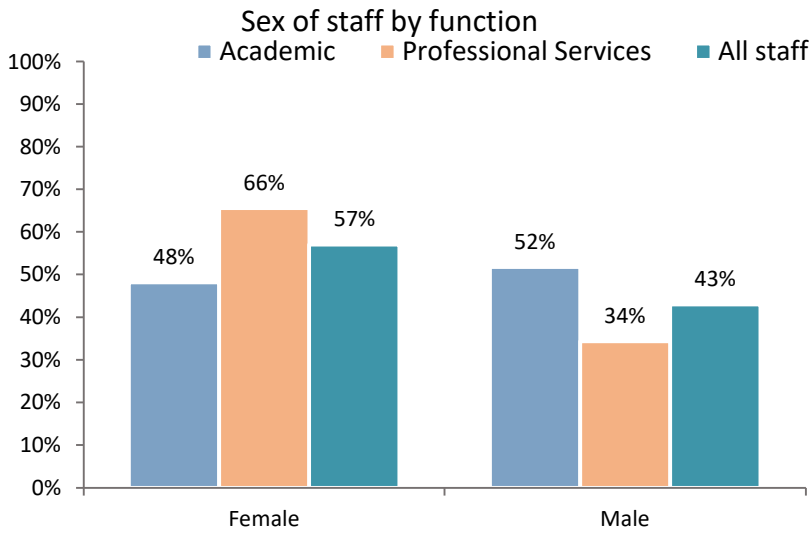
Grade	Man	Woman	Non-binary	Unknown	Total
Grade 2	SUPP	SUPP	0	0	**SUPP**
Grade 3	11	14	SUPP	SUPP	**SUPP**
Grade 4	57	175	8	6	**246**
Grade 5	54	188	7	8	**257**
Grade 6	80	155	SUPP	5	**SUPP**
Grade 7	132	200	6	6	**345**
Grade 8	95	99	SUPP	5	**SUPP**
Grade 9	26	40	SUPP	0	**SUPP**
Grade 10	18	18	0	0	**36**
Total FPE	**SUPP**	**SUPP**	**SUPP**	**SUPP**	**SUPP**



Sex

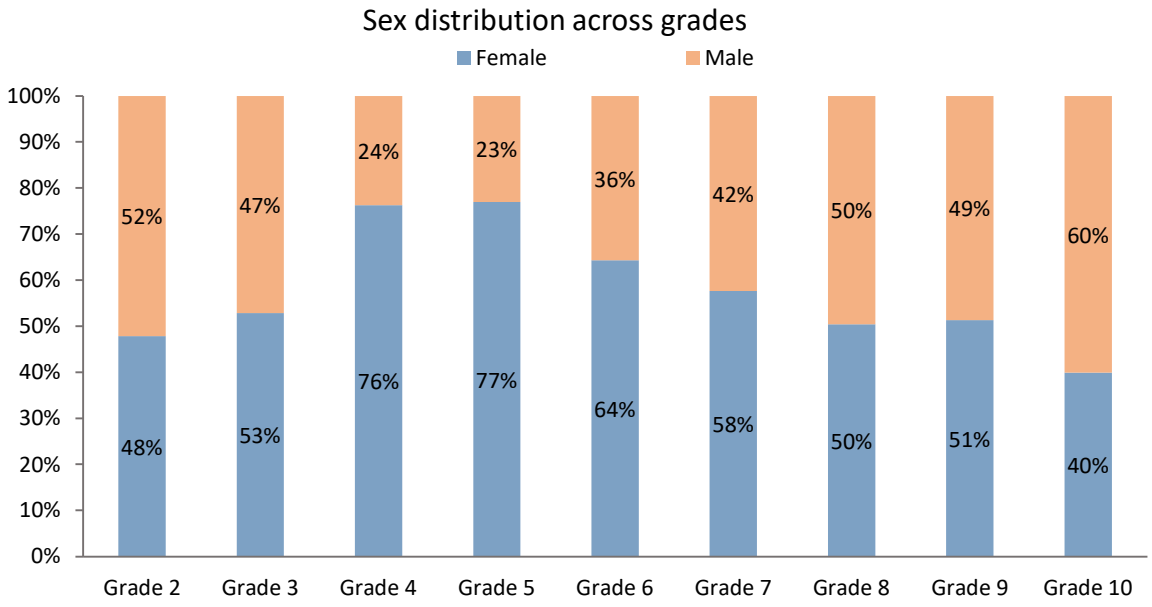
Sex of staff by function

Sex	Academic	Professional Services	Total
Female	666	932	**1,598**
Male	715	489	**1,204**
Total FTE	**1,381**	**1,421**	**2,802**



Sex of staff by grade

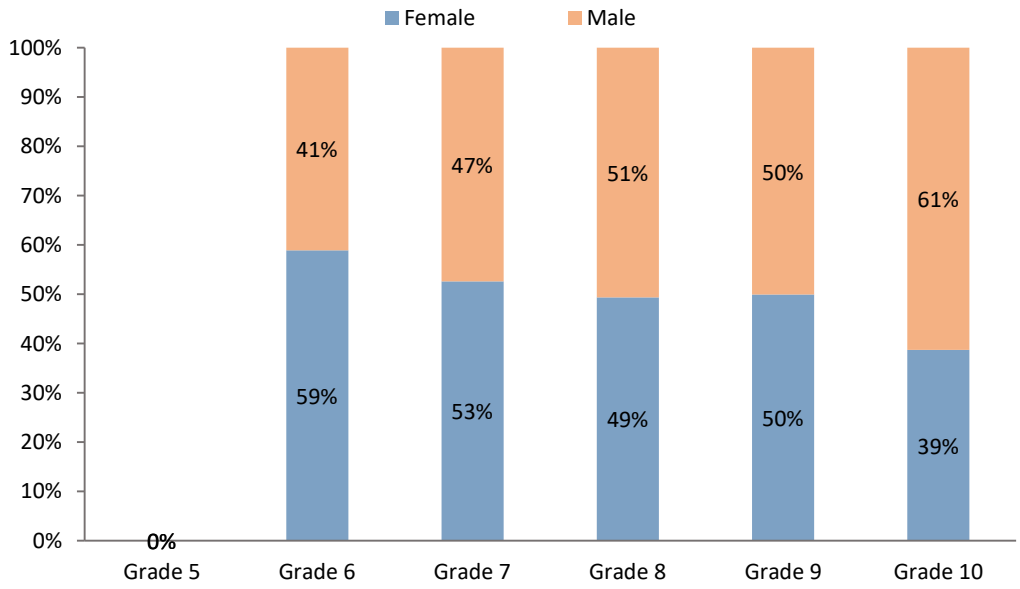
Grade	Female	Male	Total
Grade 2	SUPP	SUPP	**SUPP**
Grade 3	14	13	**27**
Grade 4	188	58	**246**
Grade 5	198	59	**257**
Grade 6	189	105	**294**
Grade 7	338	249	**587**
Grade 8	263	259	**523**
Grade 9	278	263	**541**
Grade 10	129	195	**324**
Total FPE	**SUPP**	**SUPP**	**SUPP**



Sex of academic staff by grade

Grade	Female	Male	Total
Grade 5	0	0	**0**
Grade 6	31	22	**53**
Grade 7	127	115	**242**
Grade 8	159	163	**323**
Grade 9	237	237	**474**
Grade 10	112	177	**289**
Total FTE	**666**	**714**	**1,380**

Academic staff: Sex distribution across grades

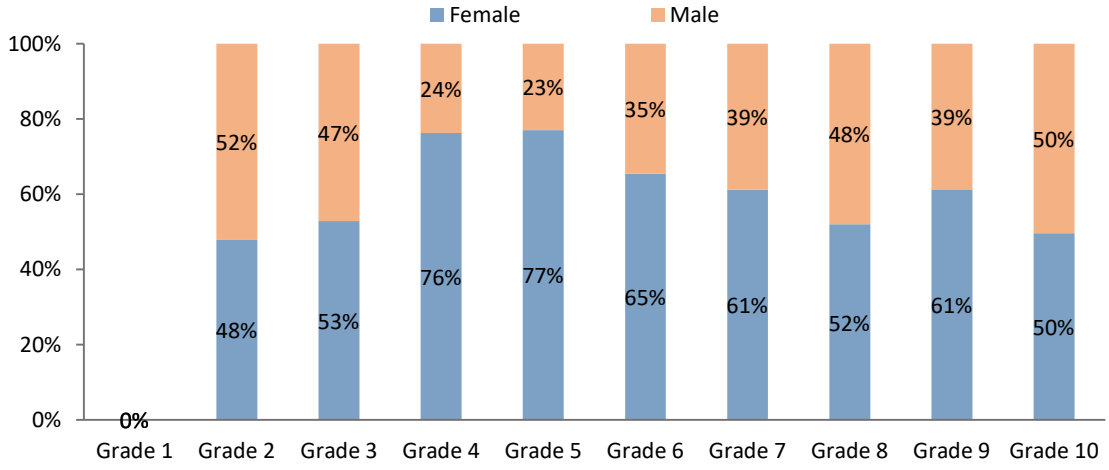


Excludes non-spinal n=1

Sex of professional services staff by grade

Grade	Female	Male	Total
Grade 1	0	0	**0**
Grade 2	SUPP	SUPP	**SUPP**
Grade 3	14	13	**27**
Grade 4	188	58	**246**
Grade 5	198	59	**257**
Grade 6	158	83	**242**
Grade 7	211	134	**345**
Grade 8	104	96	**200**
Grade 9	41	26	**67**
Grade 10	18	18	**36**
Total FTE	**SUPP**	**SUPP**	**SUPP**

Professional services staff: Sex distribution across grades

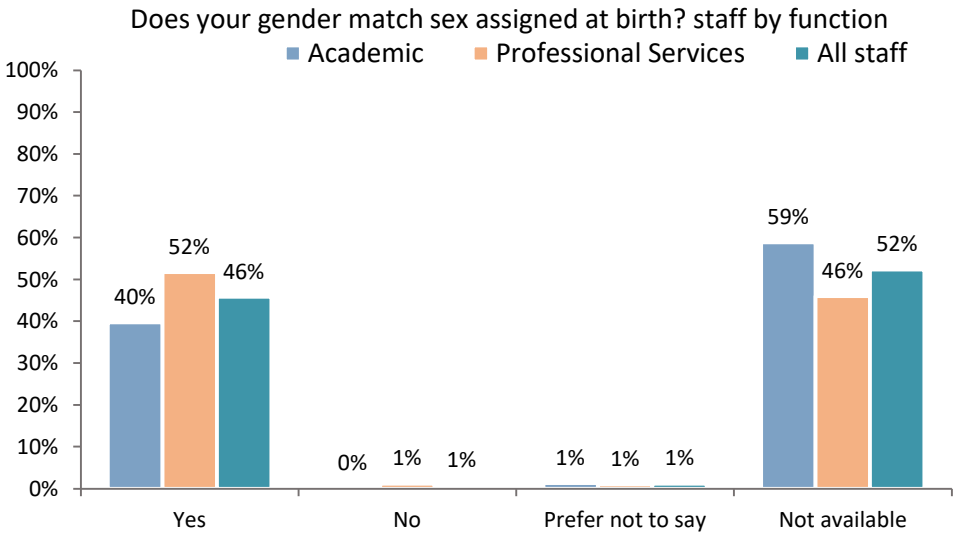


Does your gender match your sex assigned at birth?

Data is only available for 2024/25 onwards.

Disclosure rate: 48%

Gender	Academic	Professional Services	Total
Yes	548	735	**1,284**
No	SUPP	17	**SUPP**
Prefer not to say	18	15	**33**
Not Available	813	654	**1,467**
Total FPE	**SUPP**	**1,421**	**SUPP**

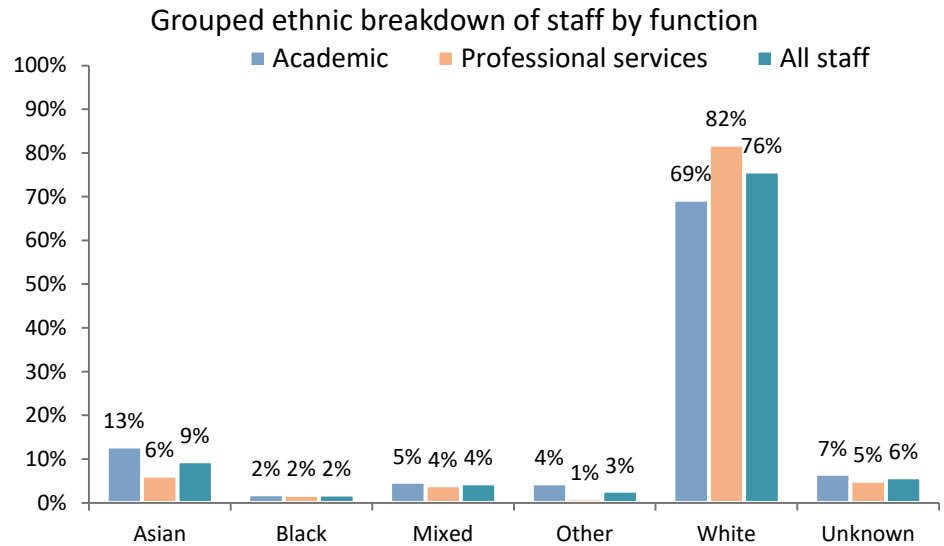


Ethnicity

Disclosure rate: 94%

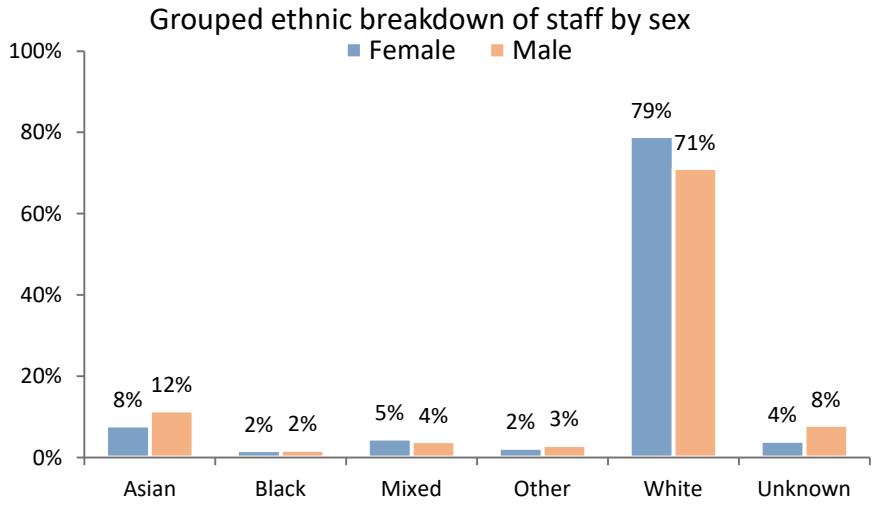
Grouped ethnic breakdown of staff by function

Ethnicity	Academic	Professional services	Total
Asian	178	88	**266**
Black	27	26	**53**
Mixed	66	57	**123**
Other	61	15	**76**
White	958	1,164	**2,122**
Unknown	91	72	**163**
Total FTE	**1,381**	**1,421**	**2,802**



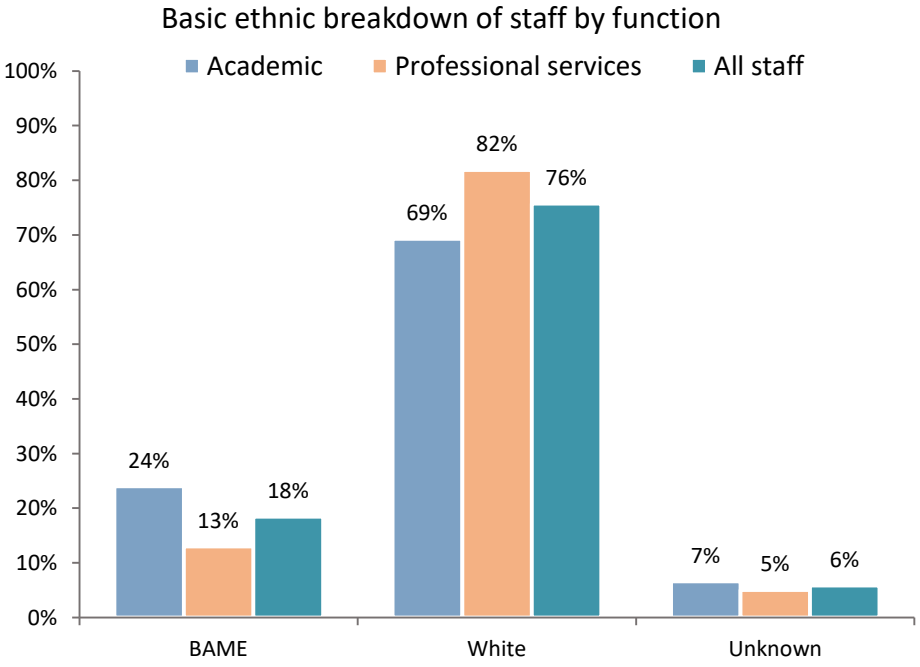
Grouped ethnic breakdown of staff by sex

Ethnicity	Female	Male	Total
Asian	126	140	**266**
Black	29	23	**53**
Mixed	74	49	**123**
Other	39	37	**76**
White	1,264	858	**2,122**
Unknown	66	97	**163**
Total FTE	**1,598**	**1,204**	**2,802**



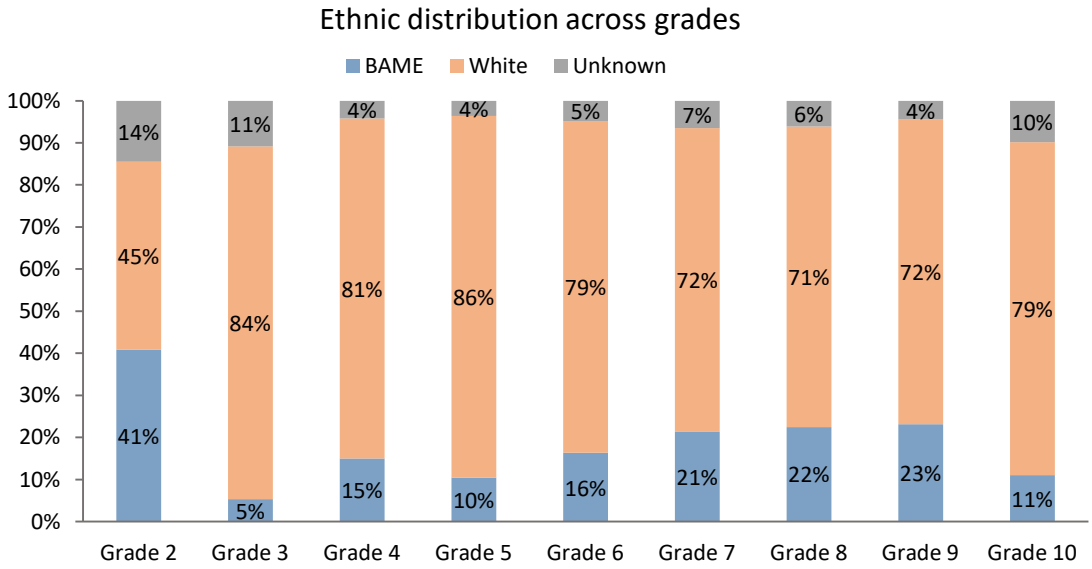
Basic ethnic breakdown of staff by function

Ethnicity	Academic	Professional services	Total
BAME	332	185	**517**
White	958	1,164	**2,122**
Unknown	91	72	**163**
Total FTE	**1,381**	**1,421**	**2,802**



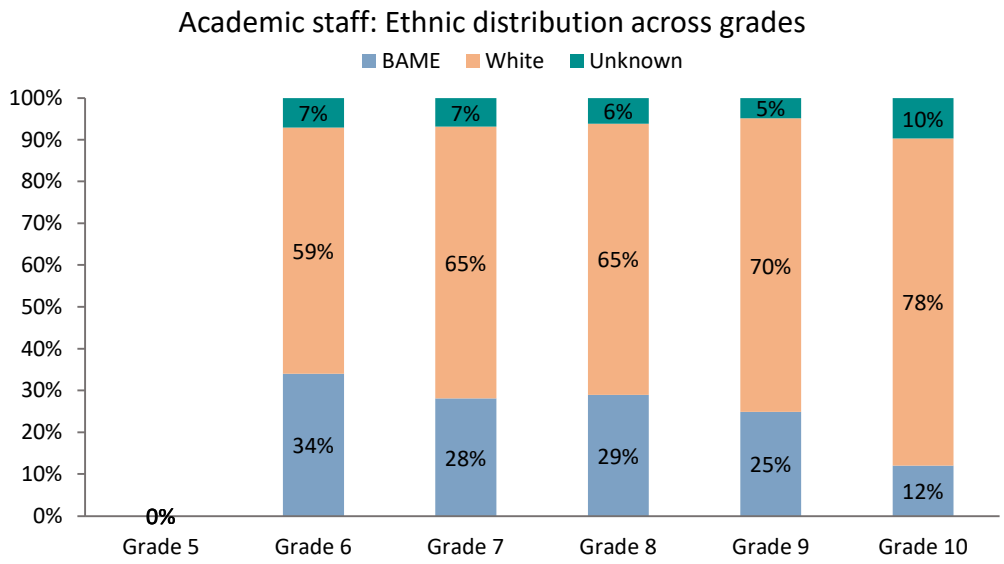
Basic ethnicity of staff by grade

Grade	BAME	White	Unknown	Total
Grade 2	SUPP	SUPP	SUPP	**SUPP**
Grade 3	SUPP	22	SUPP	**SUPP**
Grade 4	37	199	10	**246**
Grade 5	27	221	9	**257**
Grade 6	48	232	14	**294**
Grade 7	125	424	38	**587**
Grade 8	118	373	32	**523**
Grade 9	125	392	24	**541**
Grade 10	36	257	32	**324**
Total FTE	**SUPP**	**SUPP**	**SUPP**	**SUPP**



Basic ethnicity of academic staff by grade

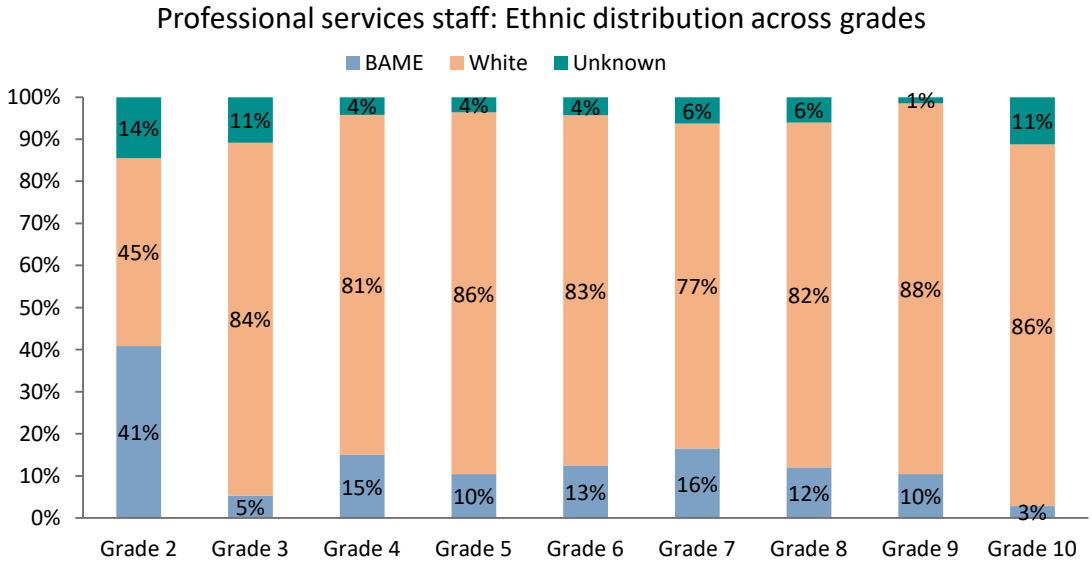
Grade	BAME	White	Unknown	Total
Grade 5	0	0	0	**0**
Grade 6	18	31	SUPP	**SUPP**
Grade 7	68	157	17	**242**
Grade 8	94	209	20	**323**
Grade 9	118	333	23	**474**
Grade 10	35	226	28	**289**
Total FTE	**332**	**957**	**SUPP**	**SUPP**



Excludes non-spinal n=1

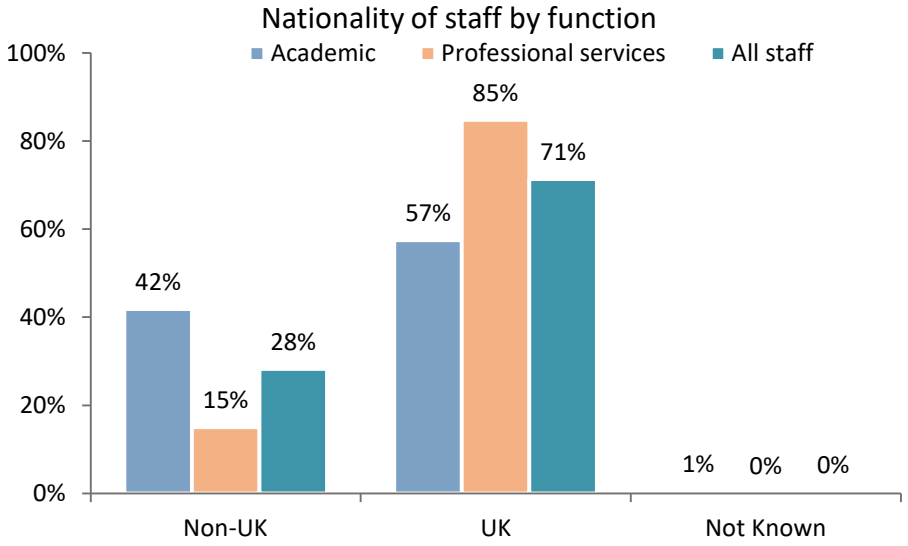
Basic ethnicity of professional services staff by grade

Grade	BAME	White	Unknown	Total
Grade 2	SUPP	SUPP	SUPP	**SUPP**
Grade 3	SUPP	22	SUPP	**SUPP**
Grade 4	37	199	10	**246**
Grade 5	27	221	9	**257**
Grade 6	30	201	10	**242**
Grade 7	57	266	22	**345**
Grade 8	24	164	12	**200**
Grade 9	7	59	SUPP	**SUPP**
Grade 10	SUPP	31	SUPP	**SUPP**
Total FTE	**SUPP**	**SUPP**	**SUPP**	**SUPP**



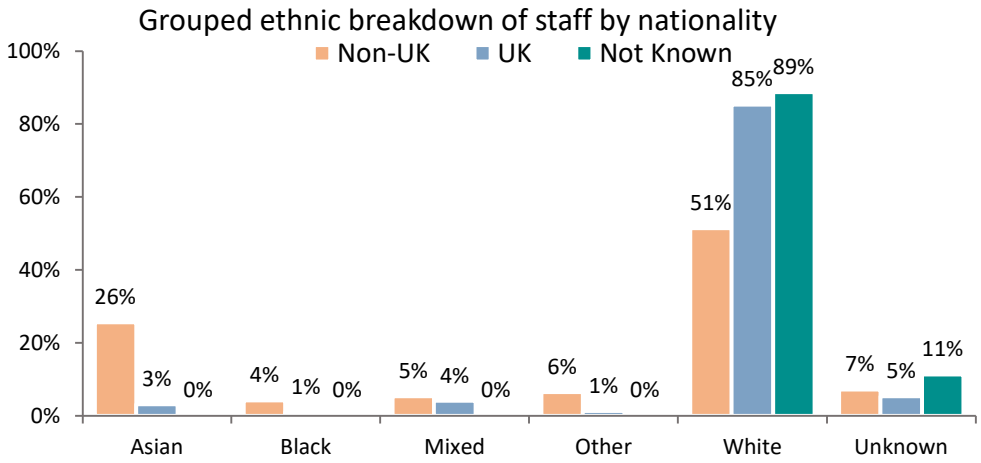
Nationality of staff by function

Nationality	Academic	Professional services	Total
Non-UK	578	213	**792**
UK	794	1,205	**1,999**
Not Known	9	SUPP	**SUPP**
Total FPE	**1,381**	**SUPP**	**SUPP**



Grouped ethnic breakdown of staff by nationality

Ethnicity	Non-UK	UK	Not Known	Total
Asian	203	63	0	**266**
Black	33	20	0	**53**
Mixed	42	81	0	**123**
Other	51	25	0	**76**
White	407	1,704	11	**2,122**
Unknown	56	106	SUPP	**SUPP**
Total FPE	**792**	**1,999**	**SUPP**	**SUPP**

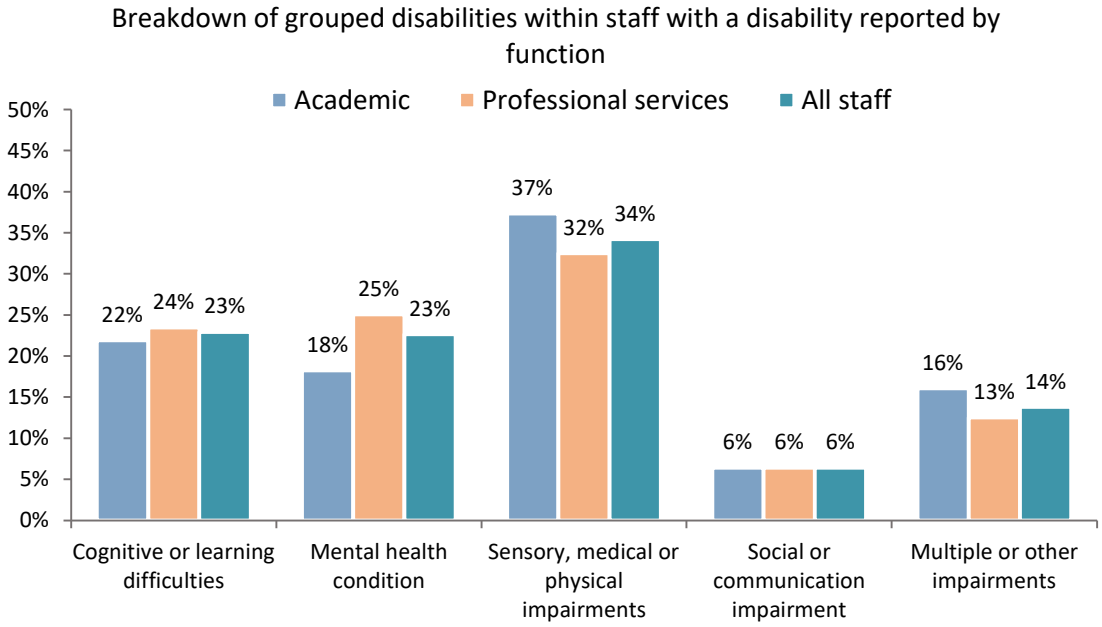


Disability

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.

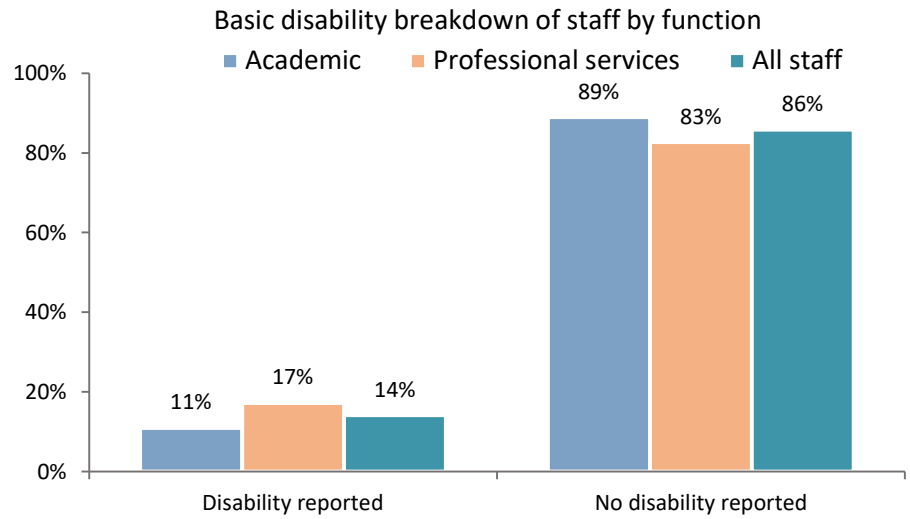
Grouped disability breakdown of staff with a declared disability by function

Disability	Academic	Professional services	Total
Cognitive or learning difficulties	41	79	**120**
Mental health condition	34	84	**118**
Sensory, medical or physical impairments	69	109	**179**
Social or communication impairment	12	22	**33**
Multiple or other impairments	30	42	**72**
No disability reported	1,230	1,176	**2,405**



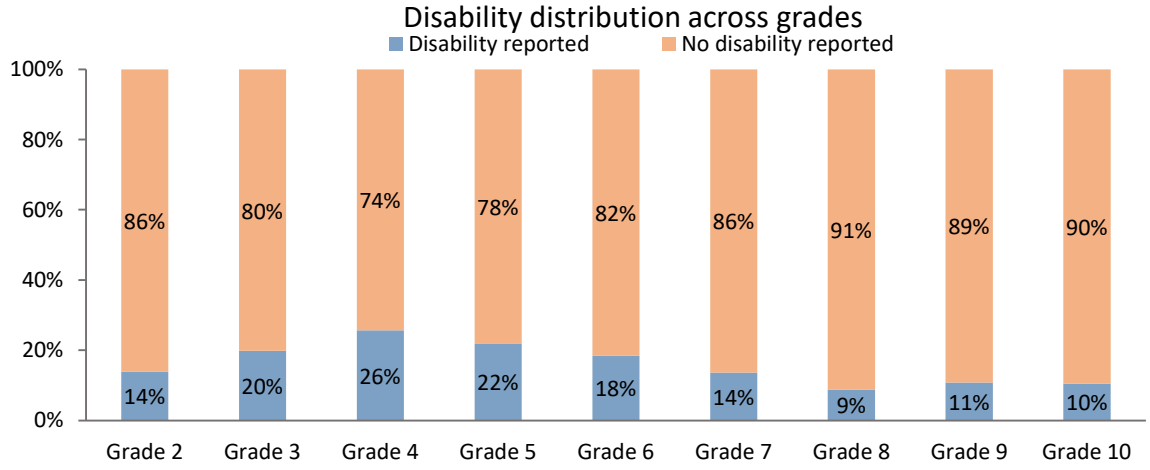
Basic disability breakdown of staff by function

Disability	Academic	Professional services	Total
Disability reported	152	245	**397**
No disability reported	1,230	1,176	**2,405**
Total FTE	**1,381**	**1,421**	**2,802**



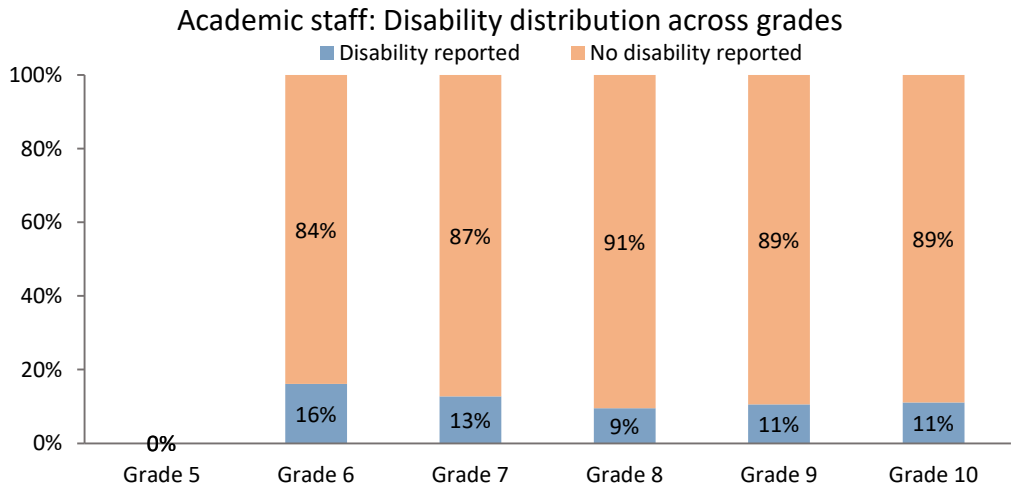
Basic disability breakdown of staff by grade

Grade	Disability reported	No disability reported	Total
Grade 2	SUPP	SUPP	**SUPP**
Grade 3	5	21	**27**
Grade 4	63	183	**246**
Grade 5	56	200	**257**
Grade 6	54	240	**294**
Grade 7	80	507	**587**
Grade 8	46	477	**523**
Grade 9	58	483	**541**
Grade 10	34	290	**324**
Total FTE	**SUPP**	**SUPP**	**SUPP**



Basic disability breakdown of academic staff by grade

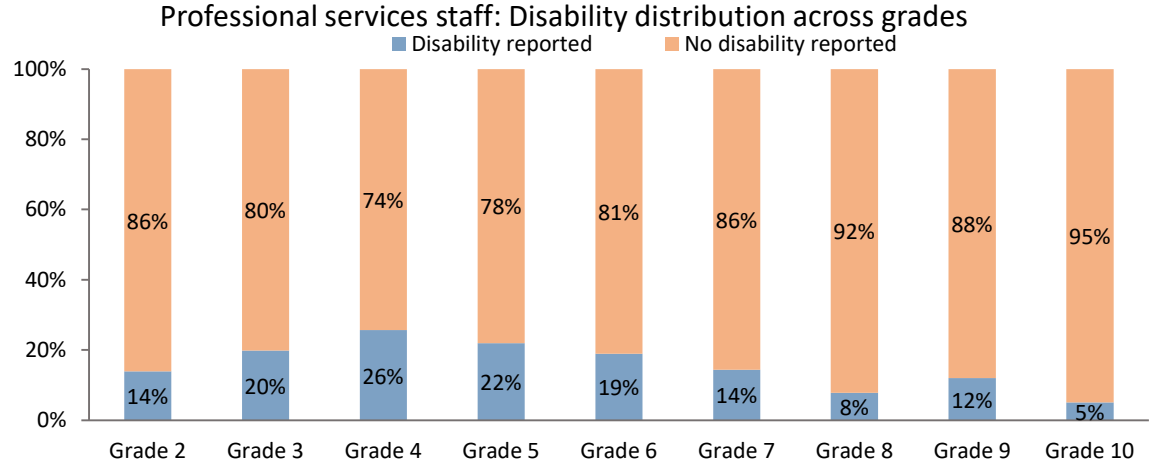
Grade	Disability reported	No disability reported	Total
Grade 5	0	0	**0**
Grade 6	9	44	**53**
Grade 7	31	211	**242**
Grade 8	31	292	**323**
Grade 9	50	424	**474**
Grade 10	32	257	**289**
Total FTE	**152**	**1,229**	**1,380**



Excludes non-spinal n=1

Basic disability breakdown of professional staff by grade

Grade	Disability reported	No disability reported	Total
Grade 2	SUPP	SUPP	**SUPP**
Grade 3	5	21	**27**
Grade 4	63	183	**246**
Grade 5	56	200	**257**
Grade 6	46	196	**242**
Grade 7	49	295	**345**
Grade 8	15	185	**200**
Grade 9	8	59	**67**
Grade 10	SUPP	34	**SUPP**
Total FTE	**SUPP**	**SUPP**	**SUPP**

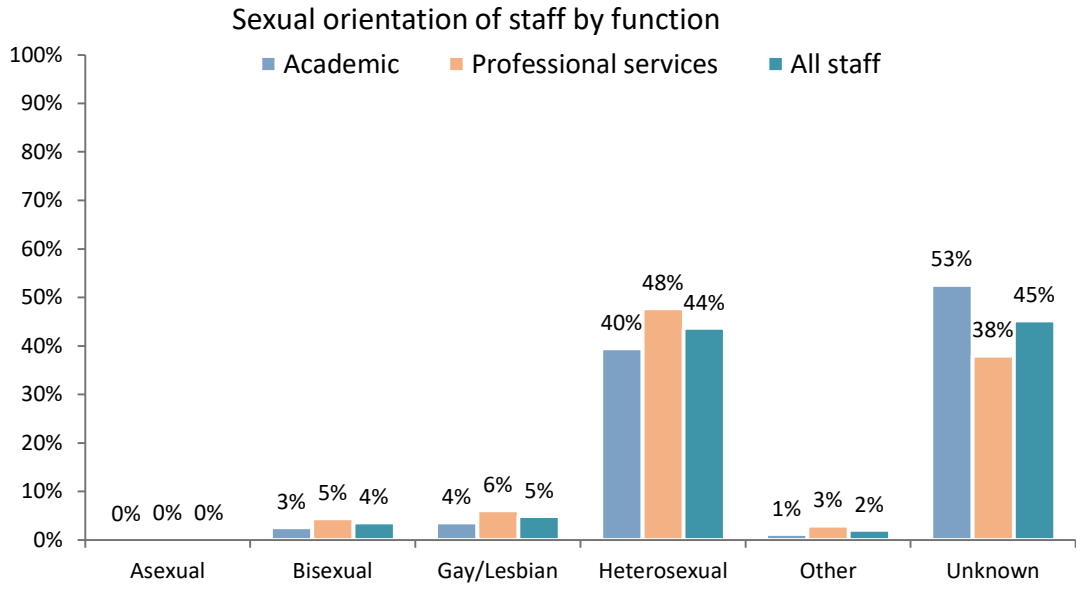


Sexual Orientation

Disclosure rate: 55%

Sexual orientation of staff by function

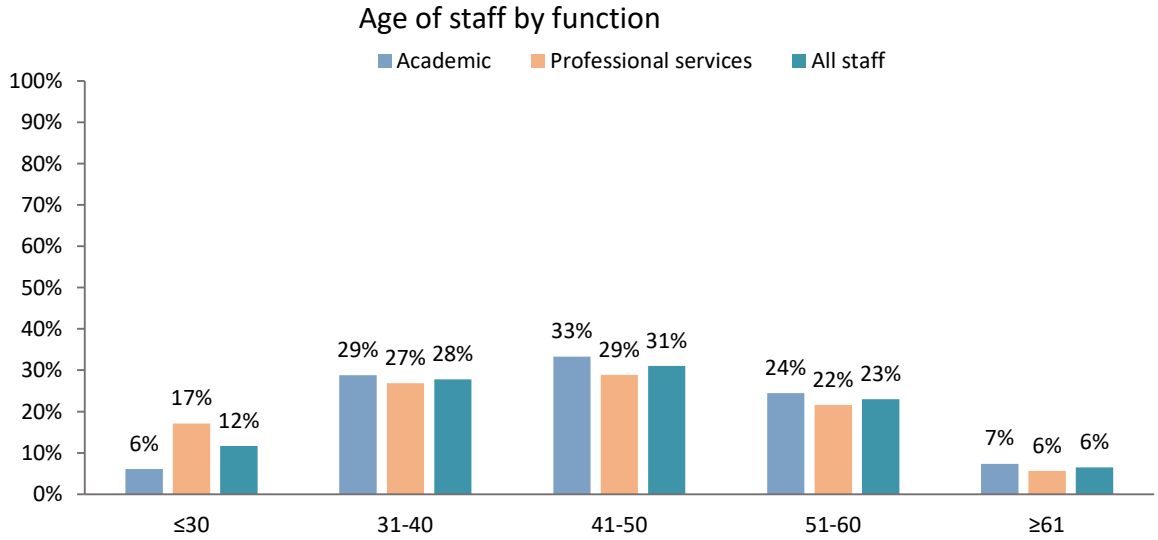
Sexual orientation	Academic	Professional services	Total
Asexual	SUPP	7	**SUPP**
Bisexual	36	65	**101**
Gay/Lesbian	51	87	**138**
Heterosexual	546	679	**1,225**
Other	17	42	**60**
Unknown	727	541	**1,268**
Total FTE	**SUPP**	**1,421**	**SUPP**



Age

Age groups of staff by function

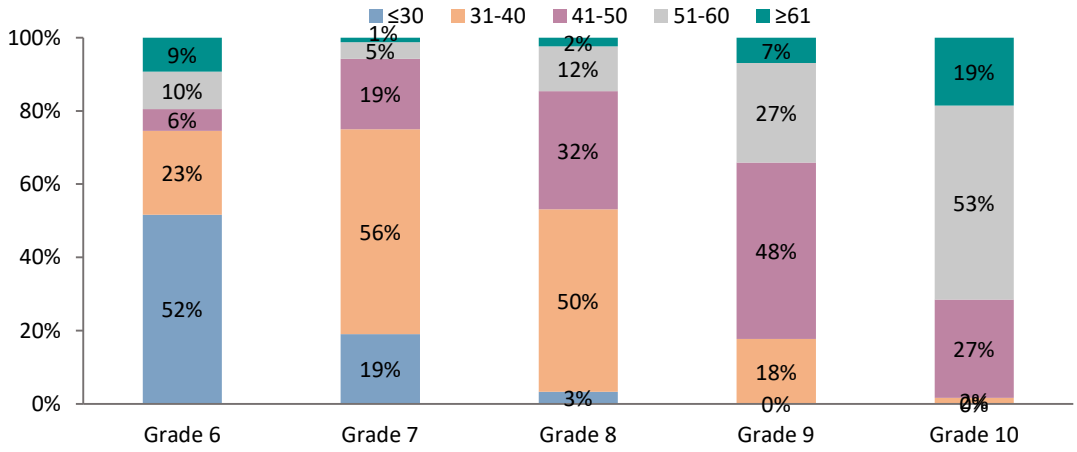
Age group	Academic	Professional services	Total
≤30	84	243	**327**
31-40	398	381	**779**
41-50	460	410	**870**
51-60	338	307	**645**
≥61	102	80	**182**
Unknown	0	0	**0**
Total FTE	**1,381**	**1,421**	**2,802**



Age of academic staff by grade

Grade	≤30	31-40	41-50	51-60	≥61	Unknown
Grade 5	0	0	0	0	0	0
Grade 6	27	12	SUPP	5	SUPP	0
Grade 7	46	135	47	11	SUPP	0
Grade 8	11	161	104	40	8	0
Grade 9	0	84	228	129	33	0
Grade 10	0	SUPP	78	153	54	0
Total FTE	**84**	**SUPP**	**SUPP**	**338**	**SUPP**	**0**

Academic staff: Age distribution across grades

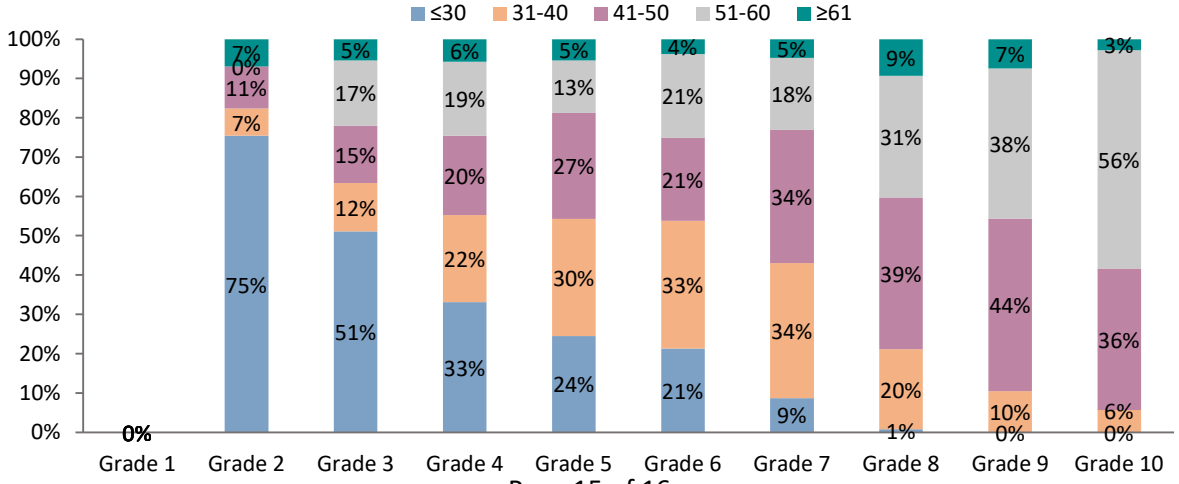


Excludes non-spinal n=1

Age of professional services staff by grade

Grade	≤30	31-40	41-50	51-60	≥61	Unknown
Grade 1	0	0	0	0	0	0
Grade 2	SUPP	SUPP	SUPP	0	SUPP	0
Grade 3	14	SUPP	SUPP	SUPP	SUPP	0
Grade 4	81	54	50	46	14	0
Grade 5	63	76	69	34	14	0
Grade 6	51	79	51	51	9	0
Grade 7	30	118	117	63	16	0
Grade 8	SUPP	41	77	62	19	0
Grade 9	0	7	29	26	5	0
Grade 10	0	SUPP	13	20	SUPP	0
Total FTE	**SUPP**	**SUPP**	**SUPP**	**SUPP**	**SUPP**	**0**

Professional services staff: Age distribution across grades



Religion

Disclosure rate: **44%**

Religion of staff by function

Religion	Academic	Professional services	Total
Buddhist	SUPP	10	**SUPP**
Christian	114	144	**258**
Hindu	8	14	**22**
Jewish	12	SUPP	**SUPP**
Muslim	16	9	**25**
No religion	355	507	**862**
Sikh	SUPP	0	**SUPP**
Any other religion or belief	16	21	**37**
Unknown	855	711	**1,566**
Total FPE	**SUPP**	**SUPP**	**SUPP**

