

University of Sussex Ethnicity Pay Gap Report 2026

Summary

Our mean ethnicity pay gap is **-2.3%**, compared to **-3.8%** the previous year. Our median ethnicity pay gap is **0.2%**, a decrease of **2.7 percentage points** compared to the previous year.



Mean Ethnicity Pay Gap



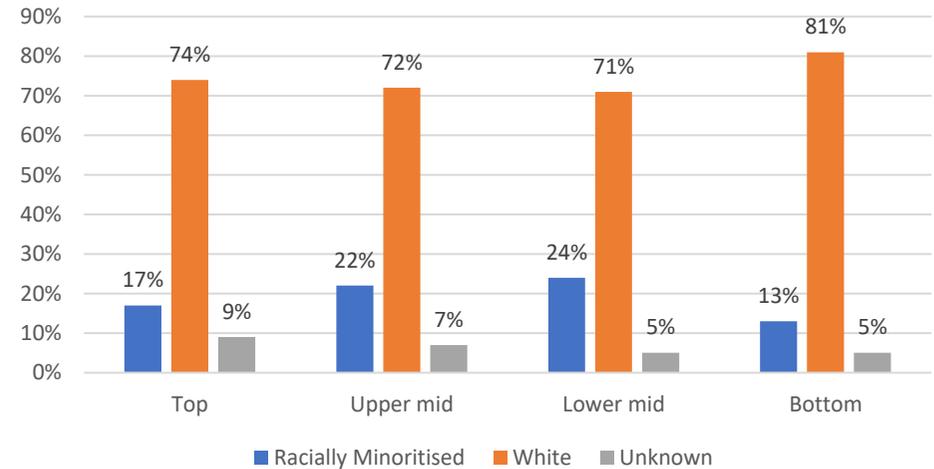
Median Ethnicity Pay Gap

Population	Academic	Professional Services	Total	% of Staff
Racially minoritised	480	236	716	19%
White	1375	1463	2838	75%
Unknown	146	104	250	7%
All Staff	1001	1803	3804	

Summary: The overall ethnicity pay gap is in favour of racially minoritised staff. However, when the data is disaggregated, a pay gap remains in the academic staff group.

- Academic Staff: The mean ethnicity pay gap is **7.6%**, indicating a pay gap in favour of white staff within the academic group.
- Professional Services Staff: The mean ethnicity pay gap is **-1.2%**, indicating a small pay gap in favour of racially minoritised staff. This indicates that the ethnicity pay gap has effectively closed and that pay parity has been maintained for the second consecutive year.
- Representation: Racially minoritised staff represent **19% of the University's workforce**. Representation differs between academic and Professional Services

Hourly Pay Gap Quartile Distribution 2025



staff groups, which affects the overall institutional pay gap as academic salary scales begin higher than those in Professional Services.

University of Sussex Ethnicity Bonus Pay Gap Report 2026



**Mean Bonus Ethnicity Pay
Gap**



**Median Bonus Ethnicity Pay
Gap**

Headline Results

- The mean ethnicity bonus gap is **-115.5%**, indicating a gap in favour of racially minoritised staff.
- When disaggregated by staff group, the mean bonus gap for **academic staff is -37.0%**. These figures should be interpreted with caution due to the **very small number of bonus payments made in this reporting period**.
- The number of staff receiving bonus payments in this reporting period is small, and therefore several values have been suppressed to protect confidentiality. As a result, detailed population breakdowns by ethnicity and staff group are not presented.

How Are We Reducing Our Ethnicity Pay Gap:

We remain committed to reducing our ethnicity pay gap through the following actions:

- Development of open and transparent academic promotion processes and criteria to support equality.
- Completion of an Equal Pay Audit, with an action plan in development.
- Ongoing work to ensure fair and accessible recruitment and selection processes.
- Implementation of a reciprocal mentoring scheme with the University of Ghana, with learning informing the development of a career development toolkit and workbook.
- Development of a Positive Action toolkit (Section 159 of the Equality Act) to support equitable recruitment practices.
- Ongoing work to improve equality monitoring completion rates through MyView.
- Delivery of leadership and development initiatives to support staff progression.
- Continued development of policies and procedures to support an equitable workplace.

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 2025.

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.