

# University of Sussex Gender Pay Gap Report 2026

## Summary

Our mean gender pay gap for 2025 is 14.1%, a decrease of 1.5 percentage points compared to the previous year. The median gender pay gap has also decreased this year to 11.0%, a reduction of 4.2 percentage points.



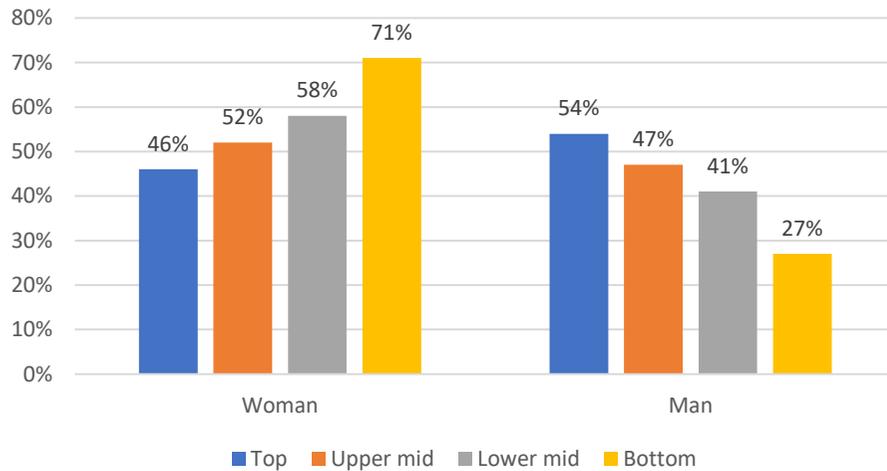
Mean Gender Pay Gap



Median Gender Pay Gap

Population	Academic	Professional Services	Total
Woman	970	1175	2145
Man	1007	594	1601
Other	24	34	58
<b>All Staff</b>	<b>2001</b>	<b>1803</b>	<b>3804</b>

## Hourly Pay Quartile Distribution 2026



## Summary

The mean gender pay gap for 2025 is 14.1%, a decrease of 1.5 percentage points compared to the previous year. The median gender pay gap has also decreased this year by 4.2 percentage points to 11.0%.

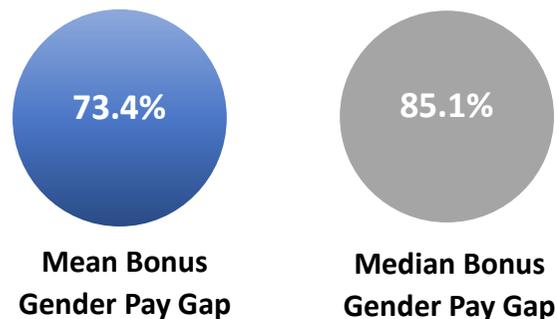
The mean gender pay gap decreased in both staff groups, falling by 1.6 percentage points in the academic staff group and by 1.8 percentage points in the Professional Services (PS) staff group.

For academic staff, the overall proportion of women has remained stable at 48%. The proportion of women in the top pay quartile has increased to 43%. The median gender pay gap for academic staff decreased to 3.0%, compared to 7.9% the previous year.

For Professional Services staff, the median gender pay gap decreased from 10.8% to 7.7%. The proportion of women in the lowest pay quartile decreased from 73% to 70%.

The changes this year reflect internal promotions, regradings and pay enhancements for some staff, alongside shifts in pay distribution across the quartiles.

### University of Sussex Gender Bonus Pay Gap Report 2026



### Proportion of Staff Receiving a Bonus

Population	Academic	Professional Services	Total	% of Staff
Woman	23	24	47	1.24%
Man	20	11	31	0.81%
Other	0	0	0	-
<b>All Staff</b>	43	35	78	2.05%

### Gender Bonus Pay Gap Headline Results

The gender bonus gap fluctuates over time and has increased this year, with the mean bonus gap rising to **73.4%** from **50.8%** the previous year. This reflects a smaller number of staff receiving bonuses following the suspension of discretionary pay awards in the **2024 to 2025 academic year**.

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 **39.0%** instead of **69.0%**. However, the required methodology mandates the inclusion of these awards.

The University does not have discretion over the levels of BSMS bonuses, which can be substantial, though actions may be considered to increase applications from women.

## How Are We Reducing Our Gender Pay Gap?

We remain committed to reducing the gender pay gap through actions that improve representation and distribution of staff across pay grades, particularly at senior levels.

- Continued development of open and transparent academic promotion processes and criteria to support equality.
- Equal Pay action plan in development.
- Ongoing work to ensure fair and accessible recruitment and selection processes.
- Continuation of the Women's Leadership Academy for early career researchers.
- Delivery of a targeted internal leadership programme to address underrepresentation of racially minoritised women and disabled staff in leadership roles.
- Learning from the reciprocal mentoring scheme with the University of Ghana is being used to develop a career development toolkit and workbook.
- Development of a Positive Action toolkit (Section 159 of the Equality Act) to support equitable recruitment practices.
- Continued development of policies to support an equitable workplace.

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 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.