

University of Sussex Intersectional (Gender/ Ethnicity) Pay Gap Report 2026

Summary

Pay gaps endure for women regardless of ethnicity, with the largest pay gap for Black women. This has **decreased from 23.5% to 17.7%**, though the population size remains small. The next largest mean pay gaps are for **white women and Asian women**, at **14.0% and 13.9% respectively**, both slightly below the overall gender pay gap this year.

Mean Pay Gap for Black Women



Mean Pay Gap for White Women



Mean Hourly Pay Gap



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

below the overall gender pay gap this year. 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.

What Causes Our Intersectional Pay Gap?

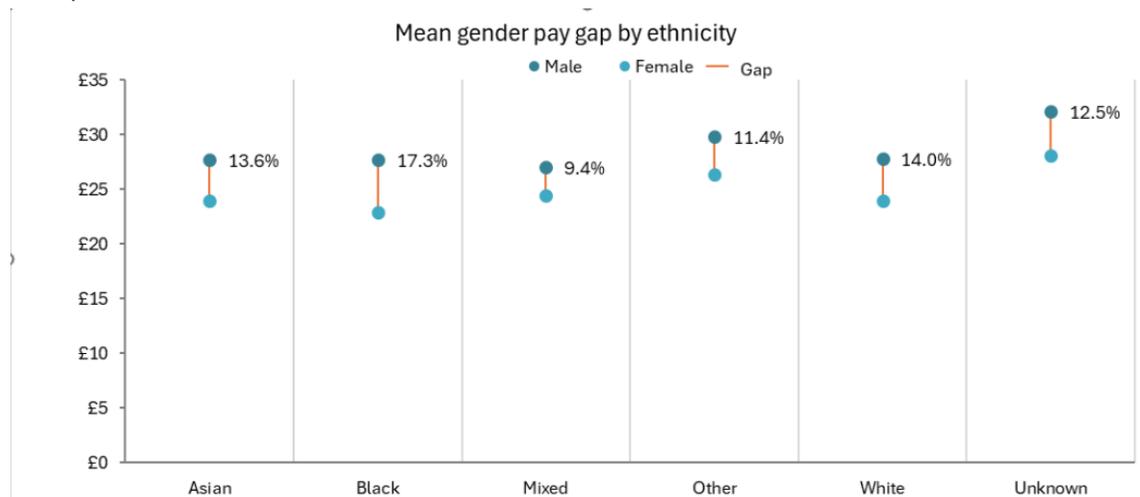
The key driver for our intersectional pay gap is the demographic composition of our workforce.

- Gender continues to be the prevailing factor in pay gaps at the University.
- Pay gaps persist for women across all ethnicities, with substantial gaps observed for white women, Asian women and Black women.
- The largest gap is observed for Black women; however, the population size for this group is much smaller than other groups, meaning the figures are more sensitive to changes in staff distribution across grades.

How Are We Reducing Our Intersectional Pay Gap?

Actions focus on improving the representation and distribution of staff across pay grades, particularly at senior levels, in line with the Inclusive Sussex Strategy and the University's equality action plans.

- Continued development of open and transparent academic promotion processes and criteria to support equality.
- Equal Pay Action Plan in development
- Continuation of the Women's Leadership Academy for early career researchers.



- Delivery of a targeted internal leadership programme to address underrepresentation of 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.
- Ongoing work to ensure fair and accessible recruitment and selection processes.
- Continued work to increase completion of MyView equality data.
- Equality monitoring of Council, Senate and other leadership committees to inform actions to address underrepresentation.
- Actions are embedded across the Athena Swan, Race Equality Charter and Disability Equality and Inclusion action plans, alongside the People Strategy and Inclusive Sussex Strategy.

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 2025.

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.