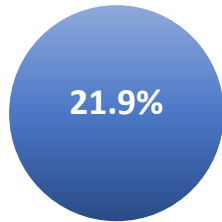
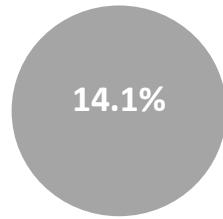


# University of Sussex Intersectional (gender/ ethnicity) Pay Gap Report 2024

**Summary**  
 Pay gaps endure for women regardless of ethnicity, with the largest pay gap for Black women (at 21.9%) and the second largest gap for white women (14.1%).



**Mean Pay Gap for Black Women**

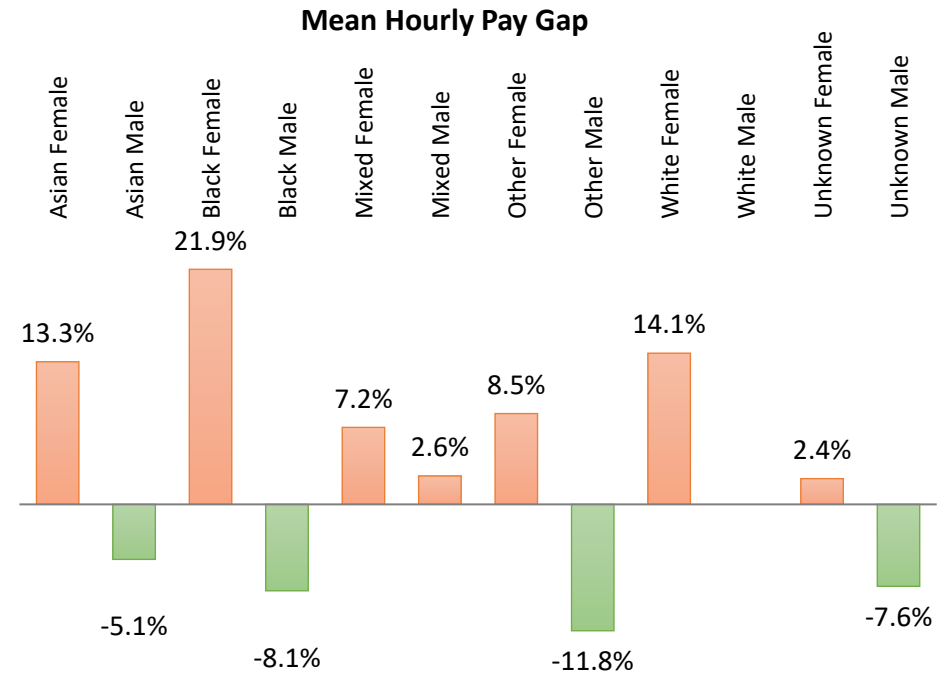


**Mean Pay Gap for White Women**

## What causes our intersectional pay gap?

The key driver for our intersectional gender/ethnicity pay gap is the demographic of our workforce.

- The data shows that gender is the prevailing factor in pay gaps.
- Pay gaps endure for women regardless of ethnicity, with the largest pay gap for Black women (at 21.9%) and the second largest gap for white women (14.1%).
- Of our workforce, 43% are White female, and 1% are Black female.
- Other than males of mixed heritage, racially minoritized males do not experience a pay gap in comparison to white males.



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

## University of Sussex Intersectional (gender/ ethnicity) Pay Gap Report 2024

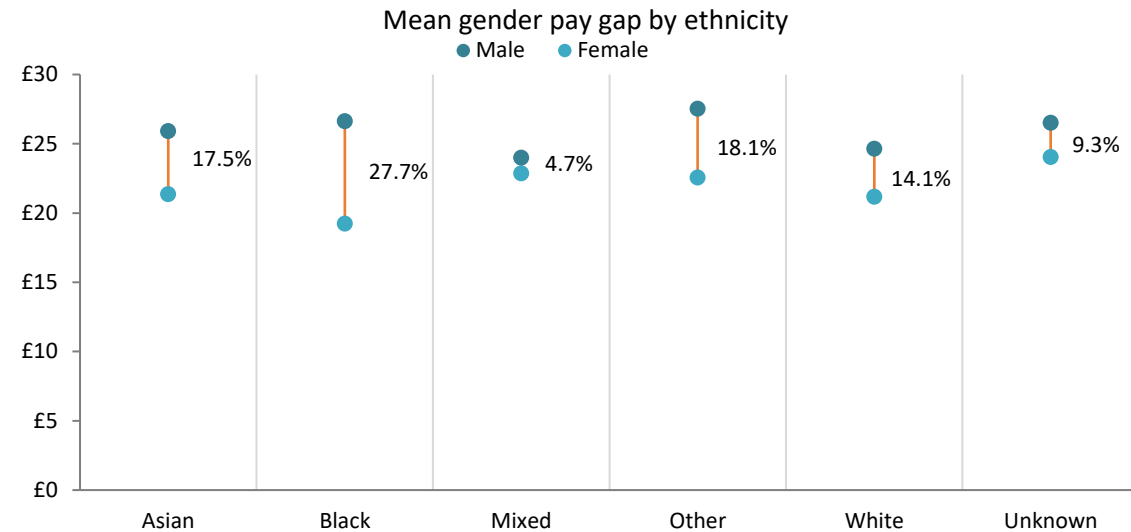
### How are we addressing the results

#### of our intersectional pay gap?

We remain committed to reducing all of our pay gaps.

This is the first time the University has published the intersectional (gender/ethnicity) pay gap.

Analysis of the results has led to a specific commitment to develop a positive action initiative focussed on Black women.



**Note:** This graph above is expressed relative to male staff of the same ethnicity.

**Note One:** Pay gap only reports on full pay relevant employees and is a snapshot taken on 31 March 2023.

**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.