University of Sussex Ethnicity Pay Gap Report 2020

Summary
We have published our ethnicity pay gap data for the first time in 2020. Although the overall pay gap is in favour of BAME staff, when the data is broken down there are small pay gaps in favour of white staff for both academic and professional services staff.

Ethnicity Pay Gap 2019	Academic Staff	Professional Services Staff	All Staff
Median	5.7%	2.9%	-3.0%
Mean	5.0%	2.5%	-6.7%

Population	Academic	Professional Services	All Staff