

Gender and Ethnicity Pay Gap Report 2024

Introduction

The gender pay gap is a measure of the difference between the average hourly earnings of male and female staff. Goldsmiths, University of London has a statutory duty to report this data to the Government Equalities Office.

All employers in Great Britain (excluding Northern Ireland) with more than 250 members of staff must report this information under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which require us to report on several metrics as of 31st March each year.

These metrics are:

- Mean gender pay gap.
- Median gender pay gap.
- Mean bonus gender pay gap.
- Median bonus gender pay gap.
- Proportion of males and females receiving a bonus payment.
- Proportion of males and females in each quartile band.

The gender pay gap differs from equal pay, which requires that men and women in the same employment performing equal work must receive the same pay. Both the gender pay gap and equal pay are measurements which address the disparity of pay women receive in the workplace.

While it is a requirement by law that gender pay gap data must be supplied in female and male categories, Goldsmiths recognises that gender is not a binary concept.

Gender Pay Gap; Median and Mean

Goldsmiths Gender Pay Gap

The gender pay report shows that the median gender pay gap at Goldsmiths has increased by 1.1% to 3.7%, while the mean gender pay gap has risen by 0.2% to 5%. However, when benchmarked against the higher education sector, Goldsmiths continues to perform well. The latest sector-wide figures report a median gender pay gap of 10.4% and a mean gender pay gap of 12%, meaning Goldsmiths remains significantly below sector averages.

The Office of National Statistics' preferred measure for reporting the gender pay gap is the median. This is because the median is not skewed by outlying higher or lower earnings and is, therefore, more representative of average earnings.

Goldsmiths does not have a formal bonus scheme.

Chart 1: Goldsmiths' average hourly Mean and Median pay for all staff in 2024 by Gender

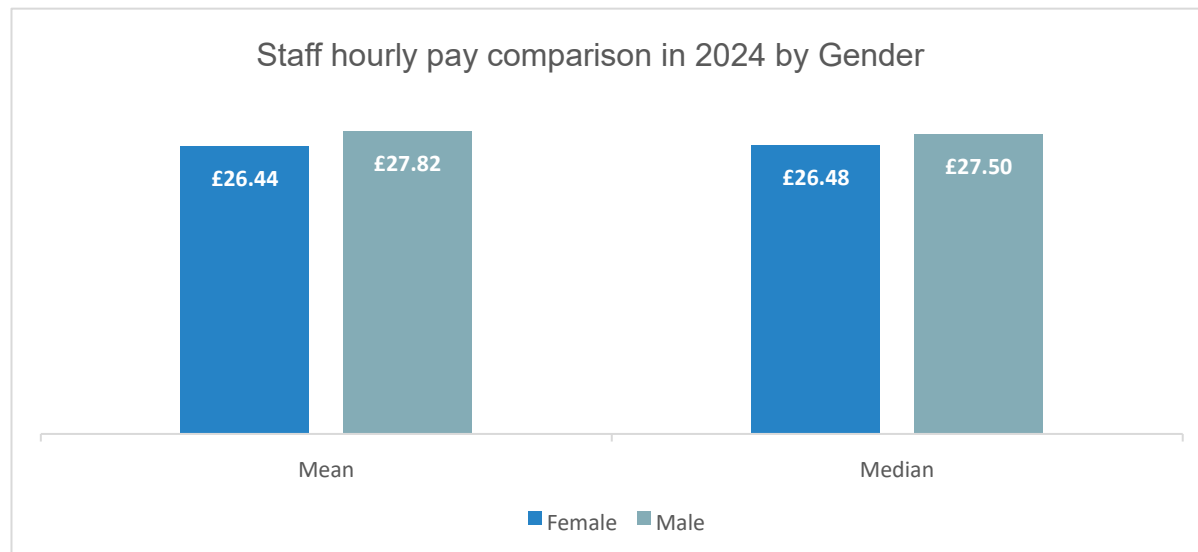


Chart 2: Goldsmiths' Median hourly pay for all staff in 2022, 2023 & 2024 by Gender

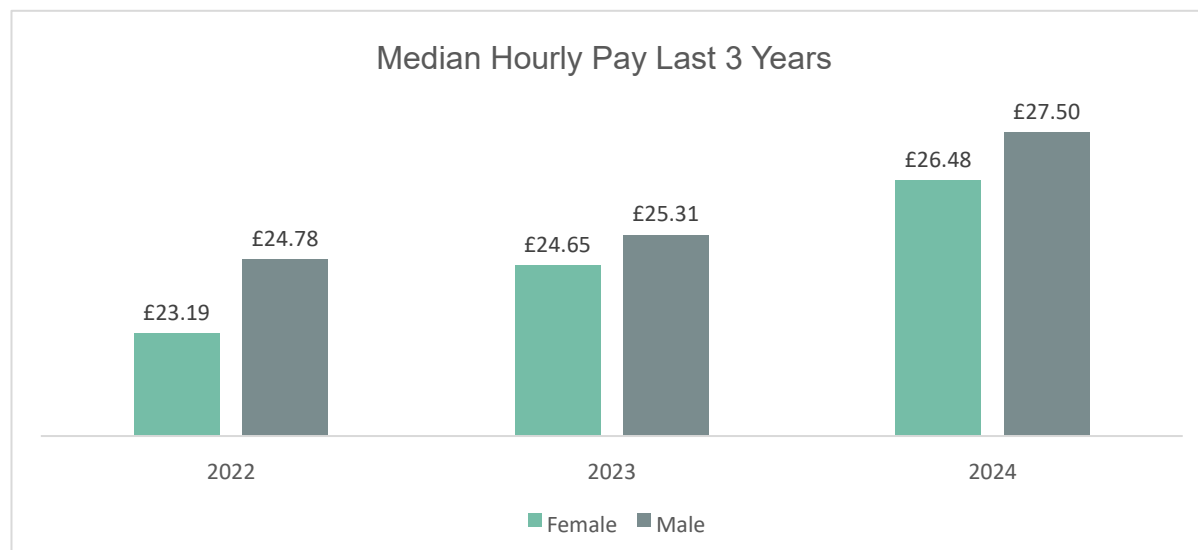
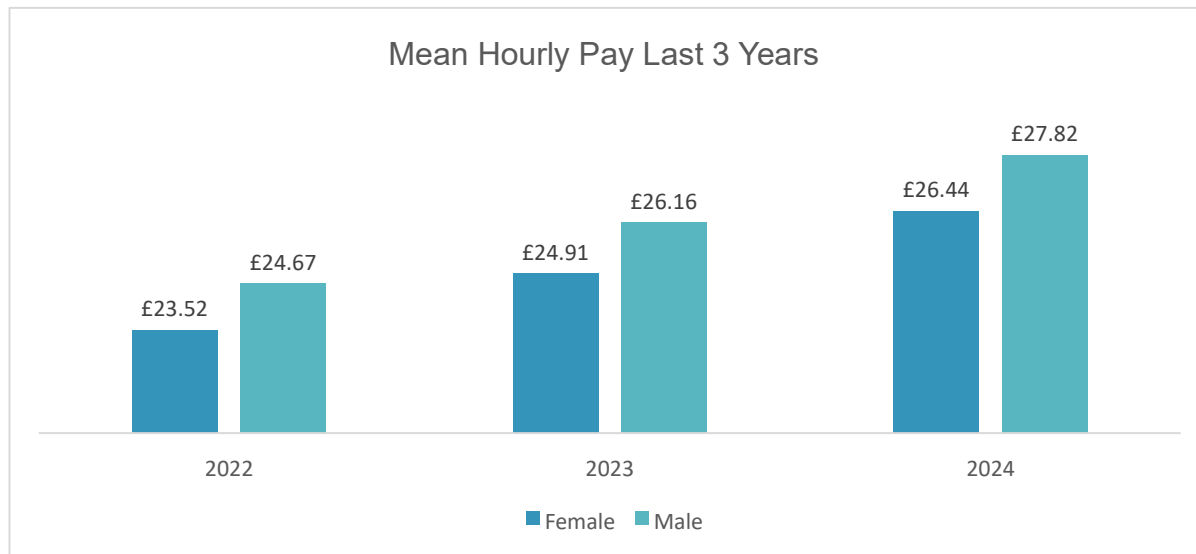


Chart 3: Goldsmiths' Mean hourly pay for all staff in 2022, 2023 & 2024 by Gender



Goldsmiths' gender pay gap for 2024 in comparison with the previous two years as per the chart below:

Chart 4: Goldsmiths' Median and Mean gender pay gap as a percentage 2022, 2023 and 2024

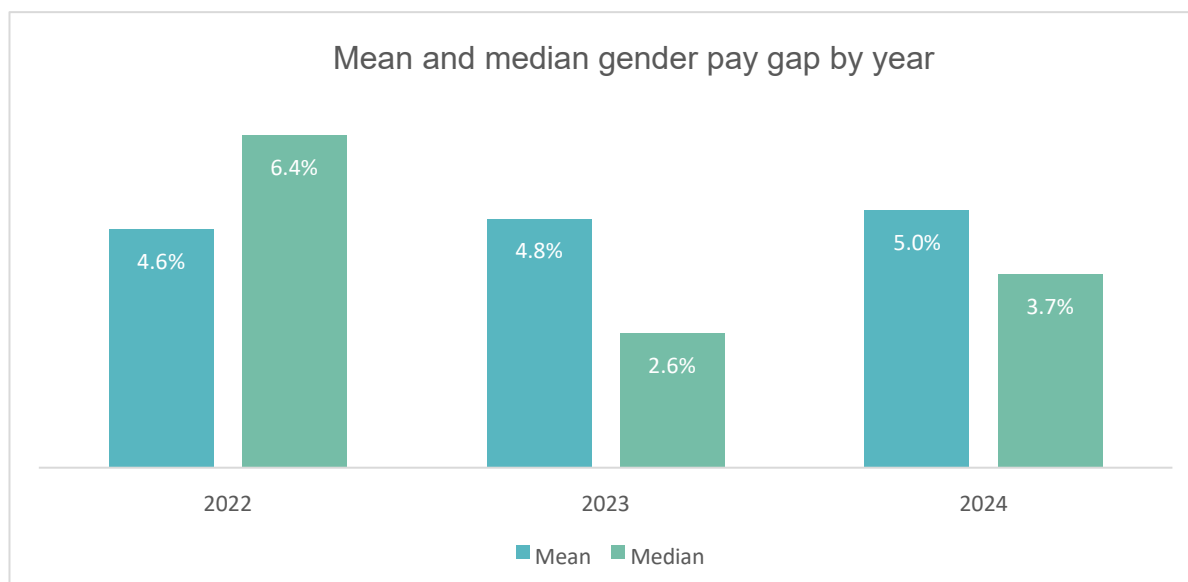
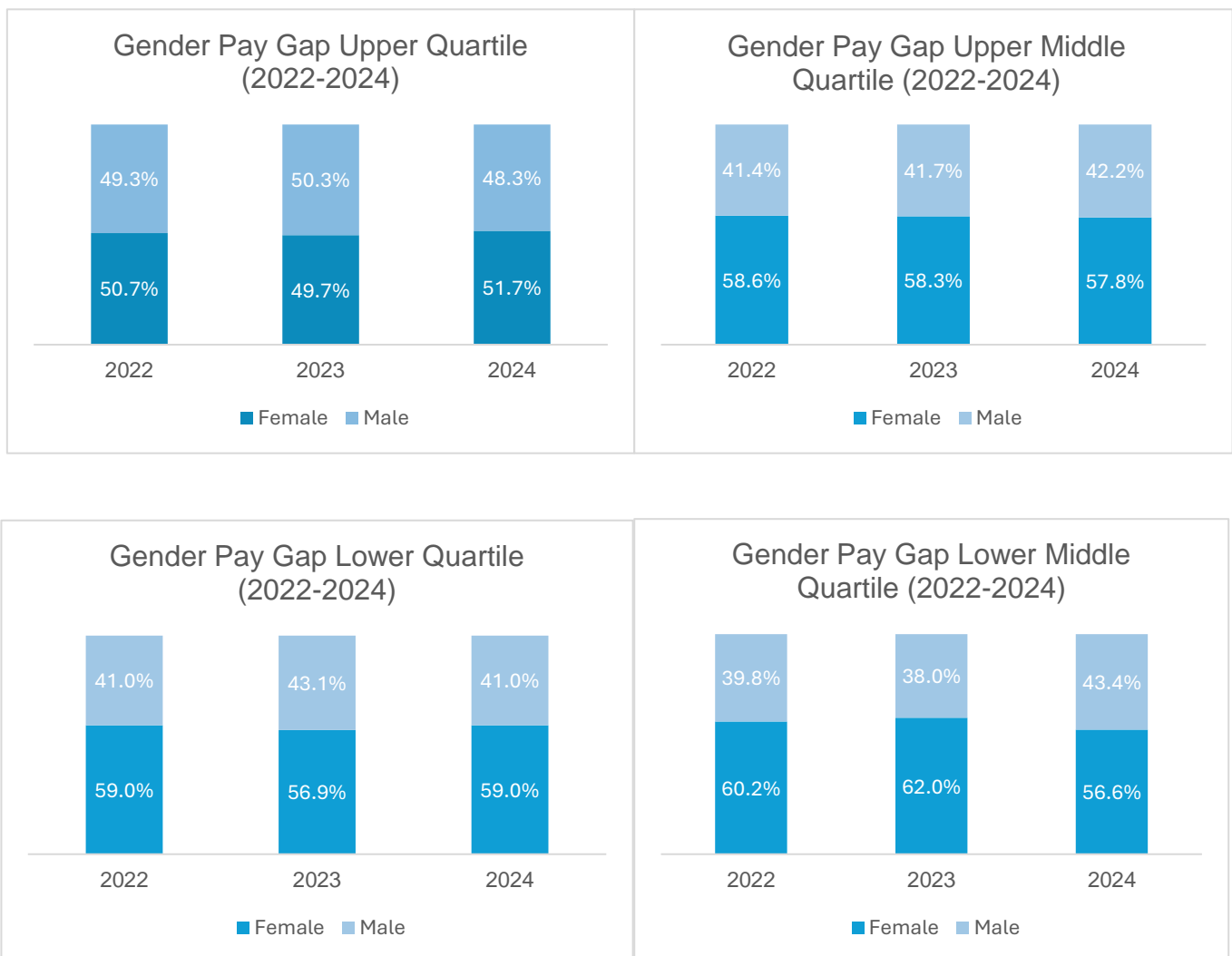


Table 1: Goldsmiths' workforce by gender and pay quartile as of March 2024

Quartile	Male	Female
Upper quartile	48.3%	51.7%
Upper middle quartile	42.2%	57.8%
Lower middle quartile	43.4%	56.6%
Lower quartile	41.0%	59.0%

Charts 5 to 8: Goldsmiths' workforce by gender and pay quartile 2022, 2023 and 2024



Changes to average on the ‘snapshot’ data – Key Points

- The mean has continued to slightly increase by a further 0.2 percentage points in comparison to the figure last year (5.0% vs. 4.8%)
- The median has increased by 1.1 percentage points in comparison to the figure last year (3.7% vs. 2.6%). This follows a period of decrease to the median in 2023.
- Between 2023 and 2024 the mean hourly pay rate for women increased by 6.1% (from £24.91 to £26.44) During the same period the mean hourly pay rate for men increased by 6.3% (from £26.16 to £27.82).
- Between 2023 and 2024 the median hourly pay rate for women increased by 7.4% (from £24.65 to £26.48) During the same period the median hourly pay rate for men increased by 8.7% (from £25.31 to £27.50).
- As a way of explanation, the gender pay gap is a consequence of the composition of our workforce, as women are represented more in the lowest quartile and the lower middle quartile of the workforce as opposed to men.

Goldsmiths Ethnicity Pay Gap

The Ethnicity pay gap is a measure of the difference between the average hourly earnings of Black, Asian and minority ethnic staff and white staff.

We calculate our ethnicity pay gap using the same methodology set out in the Government regulations for calculating our gender pay gap.

Goldsmiths recognises and is committed to challenging the structural barriers experienced by people of colour. To enable us to create equity within the College we are voluntarily reporting our ethnicity pay gap and will take steps to address it.

Data as of 31 March 2024

- Mean ethnicity pay gap was 12.7%. This means the average hourly salary of Black, Asian and minority ethnic members of staff was 12.7% lower than the average for white members of staff. This is an improvement from 2023 where the ethnicity pay gap was 13.8%.
- Median ethnicity pay gap was 15.4%. This means the average hourly salary in the middle of our Black, Asian and minority ethnic staff population was 15.4% lower than the equivalent white staff salary. This is an improvement from 2023 where the ethnicity pay gap was 17.1%.

Chart 9: The average Ethnicity Pay Gap by Year 2022, 2023 and 2024

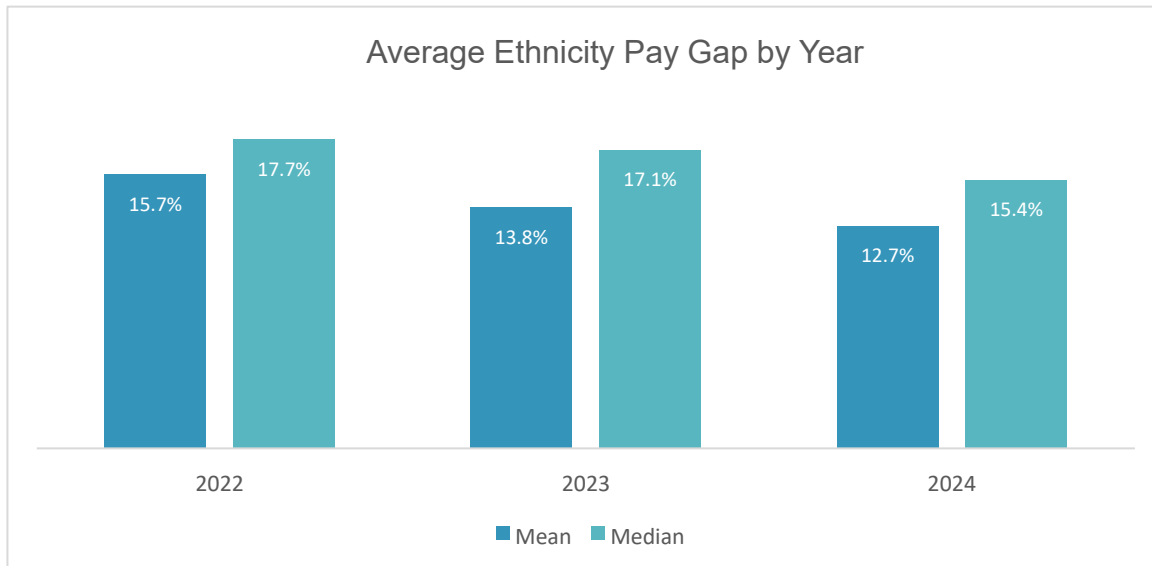


Chart 10: Goldsmiths' median ethnicity hourly pay difference for 2022, 2023 & 2024

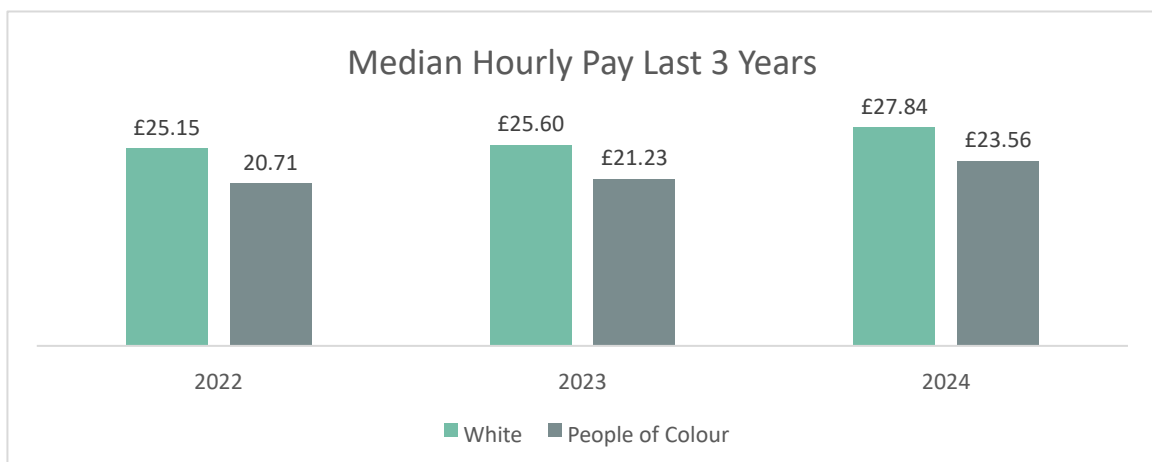


Chart 11: Goldsmiths' Mean ethnicity hourly pay difference for 2022, 2023 & 2024

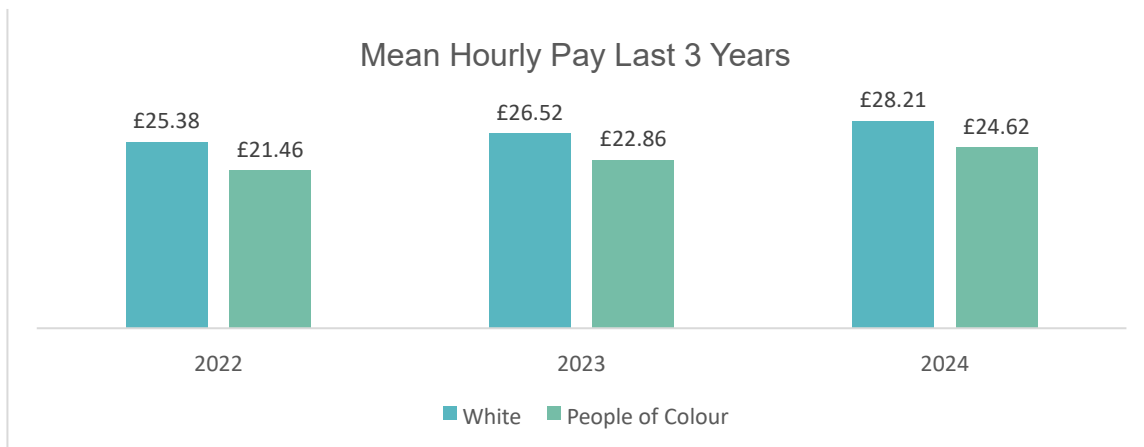


Table 2: The ethnicity pay gap for each group in comparison to white staff as of March 2023 and 2024

		2023		2024	
Ethnicity		Mean	Median	Mean	Median
Asian		7.6%	10.2%	6.0%	6.4%
Black		22.7%	28.8%	24.3%	31.0%
Mixed background	ethnic	6.9%	3.7%	4.9%	2.5%
Other background	ethnic	14.6%	12.7%	9.5%	7.1%

Table 3: A more detailed breakdown of the ethnicity pay gap for each group in comparison to white staff as of March 2023 and 2024

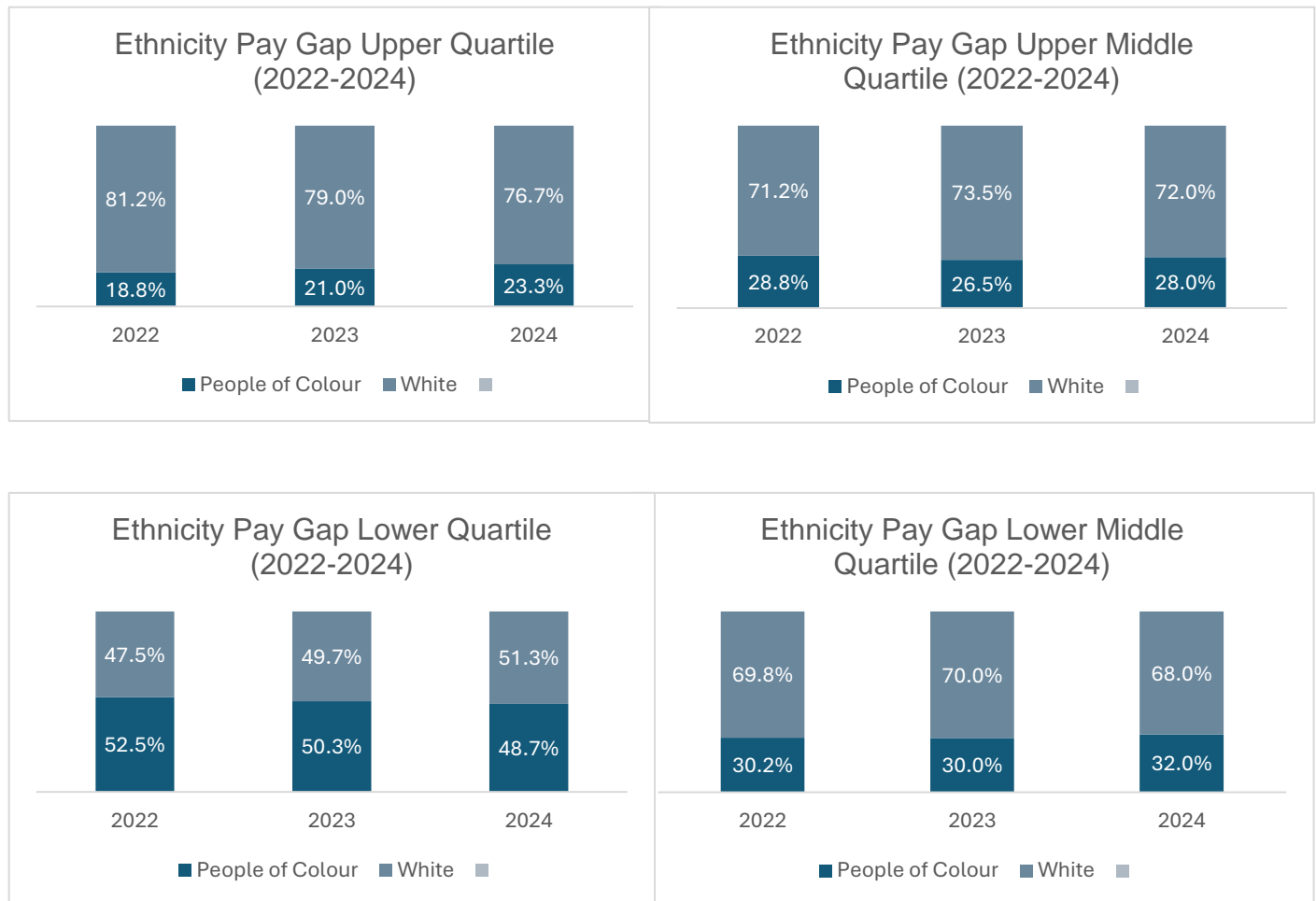
	2023		2024	
Ethnicity	Mean	Median	Mean	Median
Asian (Male)	3.7%	10.2%	1.2%	9.8%
Asian (Female)	9.7%	10.7%	8.9%	6.4%
Black (Male)	23.7%	30.6%	24.5%	33.7%
Black (Female)	22.00%	27.9%	24.19%	31.0%
Mixed ethnic background (Male)	-0.2%	-7.0%	-1.0%	-4.0%
Mixed ethnic background (Female)	10.4%	7.3%	8.4%	3.3%
Other ethnic background (Male)	14.9%	19.1%	11.3%	7.1%
Other ethnic background (Female)	14.4%	12.5%	8.4%	5.4%

The proportion of Black, Asian and minority ethnic staff is lowest in the upper and upper middle quartile and highest in the bottom lower quartile. This is the cause of our ethnicity pay gap. The upper quartile represents the top 25% of earners which People of Colour are least represented.

Table 4: Goldsmiths' workforce by People of Colour and pay quartile as of March 2024

Quartile	People of Colour	White
Upper quartile	23.28%	76.72%
Upper middle quartile	28.04%	71.96%
Lower middle quartile	32.03%	67.97%
Lower quartile	48.68%	51.32%

Charts 12 to 15: Goldsmiths' workforce by ethnicity and pay quartile 2022, 2023 and 2024



What are we doing to create sustainable equitable change?

The information below sets the steps that are currently being taken to address the Gender and Ethnicity Pay Gap at Goldsmiths.

Closing the Ethnicity Gap

Reporting on the Ethnicity Pay Gap is not a mandatory legislative requirement currently which limits the ability to benchmark within the sector or at national level. However, Goldsmiths is determined to reduce this gap through substantive actions such as seen in our Race Justice Strategy.

The Race Justice Strategic Framework and Race Justice Strategy have been created to enable the identification and uprooting of systemic drivers of race discrimination, bullying and harassment at Goldsmiths University. The Strategy is underpinned by six workstreams for which senior leaders are the drivers for activity. The Strategy is overseen by the Race Justice Strategy Board.

The Race Justice Strategy Board intend to directly address every driver of race discrimination, bullying and harassment identified within the Strategic Framework to overturn the historical legacies of race inequity at the College.

The vision is to create a multicultural world-class educational experience that engages and prepares all students to positively contribute to an anti-racist global society.

Recruitment and Selection Review

A new recruitment and selection procedure was introduced in Autumn 2021 along with additional guidance on equitable interviewing and positive action. All Chairs of recruitment panels are required to undertake training in recruitment and selection, this has a strong emphasis on anti-racist practice and positive action.

As part of the Race Justice Strategic Framework and the Race Equality Charter, specific measures and targets for recruiting and promoting staff to senior roles within Goldsmiths will be set, to address the under-representation of staff of colour in these roles. All managers involved in recruitment are also required to undertake Implicit Bias training, to prevent discrimination and promote equality throughout this process.

Additionally, as of academic year 2023/24 we have now incorporated modules on positive action into recruitment and selection training.

Career Progression for Goldsmiths staff

In Autumn 2021 the Academic Promotions procedures were amended to include greater acknowledgement of the work undertaken by staff in relation to Equality, Diversity and Inclusion (EDI), with the aim of ensuring the work undertaken (often by staff of colour and other minoritised groups) in relation to EDI is better recognised as part of career progression.

Guidance for line managers on conducting Performance and Development Reviews (PDR) in an inclusive way has been published on Goldmine and integrated into staff training. The guidance aims to encourage line managers to pro-actively support the career progression of staff of colour and other staff who face barriers to career progression. The PDR process will also be reviewed to ensure it is delivered in a way that pro-actively supports the career progression of staff of colour at Goldsmiths.

Additionally, the Organisational Development & Wellbeing team are reworking the PDR process which should facilitate more equitable progression.

Closing the Gender Gap

The Athena Swan Charter is a framework which is used across the globe to support and transform gender equality within Higher Education (HE) and research. Goldsmiths participates in the Athena SWAN Charter. Our Bronze Athena SWAN application involved analysis of gender equality issues affecting academic staff.

Our Athena SWAN action plan sets out the steps we will take to achieve greater representation of women in these senior academic roles, and to promote gender equality more broadly. All our initiatives aim to challenge structural and intersectional inequalities.

Key initiatives include:

1. Reviewing Academic Promotions guidance, training and feedback to promote greater confidence in the process. In addition, a workshop was offered to People of Colour to demystify the Academic Promotions process in 2024.
2. Ensuring leadership programmes are relevant and effective in supporting the career progression of women and non-binary staff, addressing the institutional barriers faced by women and non-binary staff at Goldsmiths.
3. Providing mentoring and coaching opportunities to support the career progression of women and under-represented groups.
4. Improving the PDR process so that it is used as an effective mechanism for removing barriers to career progression.
5. Creating inclusive Athena SWAN events and Women's Leadership network activities that engage senior female and non-binary colleagues from diverse backgrounds.
6. Promoting an inclusive working culture across the organisation by enhancing our training, guidance and resources in relation to flexible working, family-friendly policies and bullying and harassment, with additional focus on embedding inclusive leadership principles into all leadership and management training.
7. Introducing an exit survey which sees an annual increment in completion rate.