



ANNUAL RACE EQUALITY REPORT

2004 - 2005

INTRODUCTION

Goldsmiths, University of London is committed to tolerance and equal opportunities. We welcome those from other cultures and nationalities and encourage a culture of respect for all social and ethnic groups. We have a multi-cultural and diverse student body - one of the things which makes Goldsmiths such an interesting and friendly place to study - with staff and students working together to cultivate an inclusive environment free from prejudice and intolerance.

No applicant, student, member of staff or visitor will be discriminated against because of their religion, race, ethnic or national origin. Goldsmiths' community deems behaviour reflecting prejudice on such grounds unacceptable.

This report provides an overview of our achievements with regards to promoting diversity and the implementation of the Race Relations (Amendment) Act 2000. It also outlines some of our plans for the next academic year 2005-06.

The Race Relations (Amendment) Act 2000 provides that institutions are required to meet the following requirements:

- To eliminate unlawful discrimination
- To promote equal opportunities
- To promote good relations between people from different racial groups

Within this, we have a specific duty to:

- Prepare a Race Equality Policy
- To assess the impact of the Policy
- To monitor the recruitment of staff and students
- To publish monitoring data.

This report reviews the work which has been undertaken over the last 12 months to meet these requirements. It covers activities designed specifically to support the promotion of race equality and those relate to the general principals of developing equality, of which race is a part.

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EQUAL OPPORTUNITY & DIVERSITY NETWORKS

The Equal Opportunities Facilitator network was re-established in 2003, essentially to play a central role in disseminating good practice and encouraging the promotion of equalities within Goldsmiths College.

The role of the Equal Opportunities Facilitators is to:

- Inform their colleagues on all equal opportunity issues around Goldsmiths
- To assist with the facilitation of good Equal Opportunities Practice across Goldsmiths
- To attend regular Equal Opportunity and Facilitator meetings, to keep updated with current legal updates and disability issues.

The role of the Facilitators provides a resource to Goldsmiths College as a whole, where knowledge and best practice is communicated effectively through the College committee system. In 2004-05 the Facilitators' contribution to equality and diversity included:

- Good Talking Guide – the guide produced by HEFCE and the ECU and to which Facilitator, Vicky Annand contributed, was circulated and ways of disseminating the good practice were discussed.
- Review of progress in race equality – this was carried out throughout the year with Facilitators feeding their comments to the Equal Opportunities Committee.
- Role & Recruitment of Harassment Advisors – advising on the remit and supporting the recruitment of the Harassment Advisors.
- Black History Month – identifying and disseminating activities being organised for Black History Month including a well-attended public lecture.
- Legislation – Keeping up to date in terms of relevant legislation. The Age Discrimination Act, Disability Act and Race Relations Act have been discussed in meetings and participants agreed that a pro-active approach is required.
- Strap line for job advertisements – Suggesting changes to the equality statement in the strap line, which were subsequently agreed by the College.
- Lewisham Strategic Partnership Equality Statement 2004 – considering the objectives of the statement and providing feedback.

Goldsmiths also has a network of Harassment Advisors, who provide a confidential source of advice and referral for staff and students who seek a solution to problems of harassment or bullying, or who wish to discuss the issue. This network was established in 2004-05 with 7 Advisers recruited and trained.

The main elements of the role are:

- To clarify the potential options for resolution are open to individuals and to support them throughout the resolution of their difficulties.
- To maintain confidentiality at all times, except where there is an unacceptable risk to the complaint, another person, or to Goldsmiths College.

TRAINING AND AWARENESS

Goldsmiths has a policy to include equality and diversity elements in all training courses and activities. In addition, we provide specialist training to raise awareness and to address issues.

In 2004-05, a specialist diversity and equality training course designed to raise awareness of equality and diversity issues, was offered to all departments. Courses were run in particular, for the Students' Union and Library staff. Following positive feedback from the Students' Union, the Equal Opportunity Advisor and Training Manager repeated the course for those who had missed it the first time.

Half hour surgeries were offered to new Heads of Departments to discuss issues and good practice.

COMMUNICATION

A special supplement entitled 'Equal Opportunities at Goldsmiths' written by the Equal Opportunities Advisor, and edited by the Head of Internal Communications, was included in the March-April 2005 issue of 'Staff Hallmark'.

This included articles on the following:

- News about the new multi-faith prayer/room
- Information on the Harassment Advisors at the College
- Information about Goldsmiths' Equal Opportunities Facilitators
- Staff monitoring results
- Equality and diversity training
- Surgeries for new Heads of Departments
- Parent friendly policies at the College
- College code to combat harassment and bullying
- Black History Month 2005
- Equal opportunities guidance and good practice advice.

The Facilitators network has provided a forum through which equality and diversity issues are identified, discussed and disseminated. In addition Equal Opportunity Facilitators disseminate information within their departments. The Equal Opportunities Committee, which met three times in 2004-05 also discussed and considered a range of equality and diversity issues.

The College's Factfile containing statistics about staff and students was published on the website as a downloadable PDF document.

COMMUNITY LINKS

Training and Awareness

Equality and diversity are key topics in student ambassador training as an understanding of different cultures is essential for successful outreach work with local schools and colleges.

Community links

Various departments at Goldsmiths have links with the local community.

The Widening Participation section works with local schools and colleges to raise expectation and to encourage students without a cultural tradition of higher education to go on to university. We run a range of outreach events including taster days, workshops and campus tours. Our target groups include ethnic minorities as they often lack knowledge of the UK higher education system and this acts as a barrier to progression.

We have a thriving student ambassador scheme, which provides positive role models for local young people; we make every effort to ensure a good ethnic mix amongst ambassadors. We have been particularly successful recruiting ambassadors through the Afro-Caribbean Society (ACS) in the Students' Union.

PROCUREMENT

Goldsmiths is a member of the University of London's Purchasing Consortium (ULPC) and uses as many of their centrally regulated contracts as possible. The Consortium addresses the requirements of the Race Relations Amendment Act in their terms and conditions of service.

Goldsmiths uses other suppliers; when assessing these it has regard to the requirements of the Act for major contracts or on an ad hoc basis. This is being formalised as part of a purchasing strategy and policy, which will now be considered by the Goldsmiths in early 2006.

STAFF MONITORING RESULTS FOR 2005

Goldsmiths set targets for the composition of the workforce as part of its Human Resources Strategy. The Race Relations Amendment Act 2000 requires the College to monitor the composition of its workforce and to publish the results.

The Equal Opportunities Committee meeting on 31 January 2005 received a report on staff data, which compared the composition of our workforce to the data available in 2003 and against the College targets.

Targets	50% of men/women at all levels in Goldsmiths	A minimum of 6.6% black or ethnic minority academic staff	A minimum of 25% black or ethnic minority support staff	10% of workforce having declared a disability
January 2005	45% men 55% women	10.9%	16.7%	1.2%
January 2003	47% men 53% women	11%	14%	2%

These statistics are for Goldsmiths as a whole and therefore percentages will vary from department to department. In addition, monitoring data is incomplete for 13% of our staff, who have not provided the information about themselves for the survey.

The data shows that women make up more than half of the workforce and 11% of our academic staff are Black or from an ethnic minority. In terms of support staff, Goldsmiths has not met its target of 25% Black or ethnic minority staff (B&EM).

Only a small proportion of staff have declared a disability. There are often good reasons why individuals may not wish to reveal this information.

Although Goldsmiths does not at present collect monitoring data on faith/religion and or on sexuality/sexual orientation, the Equal Opportunities Committee considers this annually

Recruitment and selection

Applications for posts

	2004-05	2003-04	2002-3	2001-02	2000-01	1999-00	1998-99
Total posts advertised	138	148	163	140	151	170	150
Total applicants (% white)	2358 (55.5)	3165 (40.6)	3973 (44.3)	3745 (43.9)	2485 (53.4)	3788 (53.8)	3395 (53.4)
Total shortlisted (% white)	322 (66.5)	430 (51.4)	522 (50.9)	233 (53.7)	461 (58.6)	573 (61.4)	433 (67.7)
Total appointed (% white)	89 (64.5)	123 (58.4)	131 (65.6)	73 (67.6)	117 (69.3)	147 (66.2)	117 (65.8)
Academic							
Academic applicants B&EM including other (%)	222 (18.3)	815 (11.2)	429 (31.8)	171 (15.9)	123 (15.5)	205 (15.0)	153 (12.9)
Academic shortlisted B&EM including other (%)	16 (11.8)	8 (6.7)	44 (28.9)	36 (23.8)	25 (20.0)	29 (17.0)	16 (12.3)
Academic appointed B&EM including other (%)	9 (18.37)	2 (5.4)	6 (18.2)	3 (7.8)	6 (25.0)	7 (15.0)	3 (9.37)
Academic related	2004-05	2003-04	2002-3	2001-02	2000-01	1999-00	1998-99
Academic related applicants B&EM including other (%)	300 (42.7)	119 (24.3)	271 (39.1)	390 (52.5)	58 (20.3)	138 (27.0)	137 (23.9)
Academic related shortlisted B&EM including other (%)	15 (20.3)	10 (14.7)	26 (22.8)	17 (18.00)	11 (18.6)	13 (16.0)	2 (11.84)
Academic	5 (23.8)	1 (4.76)	3 (9.6)	2 (10.5)	1 (7.14)	1 (6.25)	0 (0)

related appointed B&EM including other (%)							
Clerical							
Clerical applicants B&EM including other (%)	823 (46.4)	1361 (445.1)	863 (47.9)	617(57.12)	438 (35.34)	627 (51.0)	539 (41.75)
Clerical s/listed B&EM including other (%)	74 (32.3)	60 (46.4)	67 (39.8)	48 (38.00)	75 (33.84)	73 (35.0)	43 (26.3)
Clerical appointed B&EM including other (%)	9 (19.5)	13 (23.6)	16 (32.6)	6 (20)	15 (25.00)	12 (21.0)	14 (26.0)

Analysis

There were a relatively low numbers of B&EM candidates obtaining clerical jobs ie, 9 out of 46 - below 20% for the first time.

There were a relatively high number of B&EM candidates obtaining academic jobs ie, 9 out of 57. "Academic" in this context is taken to include Professorial and research jobs. If only the figures for Lecturers are examined, then 8 out of the 36 appointed were B&EM candidates i.e. 22%.

Discipline and grievance/harassment and bullying

The number of cases involving harassment and bullying reported in 2004-05 is so low that cannot be reported fully due to the risk of identifying individuals.

STUDENT MONITORING

Description	Ethnicity	Region	Academic session 2003-04	Academic session 2004-05	Total
All students	Black, Asian or other Ethnic minority group	Home (inc EEC)	12.6%	13.0%	25.6%
		Overseas	3.6%	3.6%	7.2%
Total			16.2%	16.6%	32.9%
	Not known	Home (inc EEC)	2.1%	2.1%	4.2%
		Overseas	0.3%	0.3%	0.6%
Total			2.4%	2.4%	4.7%
	White British, White Irish or White other	Home (inc EEC)	29.6%	30.0%	59.6%
		Overseas	1.4%	1.3%	2.8%
Total			31.0%	31.4%	62.4%

RESEARCH ACTIVITIES

Database of Departmental Research in Race and Ethnicity Issues

As part of Goldsmiths commitment to implementing the Race Relations Amendment Act, the Research Office has collated information on race and ethnicity-related research activity throughout the College.

The Research Office in collaboration with the Equal Opportunities Adviser devised a table that departments could easily complete identifying subjects and issues being researched, staff members involved, publications resulting from the research and any funding attached to it.

The table template was sent out to all departments in the summer term of 2004 with a memo explaining the purpose and significance of the census. Responses and completed tables were particularly full from those departments working in the Social Sciences and this allowed a fairly comprehensive database to be compiled.

The next stage of development for the database is to enable easy access to it across Goldsmiths via a link from the new Research Office web pages due to be launched in Autumn 2005. It is expected that once the database has higher visibility across the institution, further entries will be forthcoming.

The overall intention is that the database will become an externally available resource providing details of Race and Ethnicity Issues research, which may be of value to the wider community.

NEXT STEPS

Goldsmiths will continue to monitor and update the Race Policy and associated action plan keeping up to date using good practice in the sector and advice from the CRE and the ECU.

Furthering the work on impact assessments will be a priority for the 2005-06 session as well as monitoring the effectiveness of the Harassment Advisor network and reviewing practice in the light of new equality legislation.

SUMMARY

Goldsmiths recognises the contributions made by staff and students in promoting greater race equality. Therefore suggestions on initiatives and activities are always welcome and should be sent to Hilary Lowe, Equal Opportunity Advisor (e-mail h.lowe@gold.ac.uk).