

Gender and Ethnicity Pay Gap Report 2025

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 between 2024 and 2025, the median gender pay gap at Goldsmiths has increased by 0.8 percentage points to 4.5%, while the mean gender pay gap has risen by 1.4 percentage points to 6.4% ([see Chart 1](#)). However, when benchmarked against the higher education sector, Goldsmiths continues to perform well. The latest sector-wide figures show a median gender pay gap of 11.5% and a mean gap of 13.6%, meaning Goldsmiths remains significantly below the sector average.

The Office for National Statistics' preferred measure for reporting the gender pay gap is the median. This is because it shows the middle point of all earnings and is not distorted by a small number of very high or very low salaries. It therefore provides a more accurate reflection of typical pay across the organisation.

Goldsmiths does not have a formal bonus scheme.

Goldsmiths' gender pay gap for 2025 in comparison with the previous two years as per the chart below:

Chart 1: Goldsmiths' Mean and Median gender pay gap as a percentage in 2023, 2024 and 2025

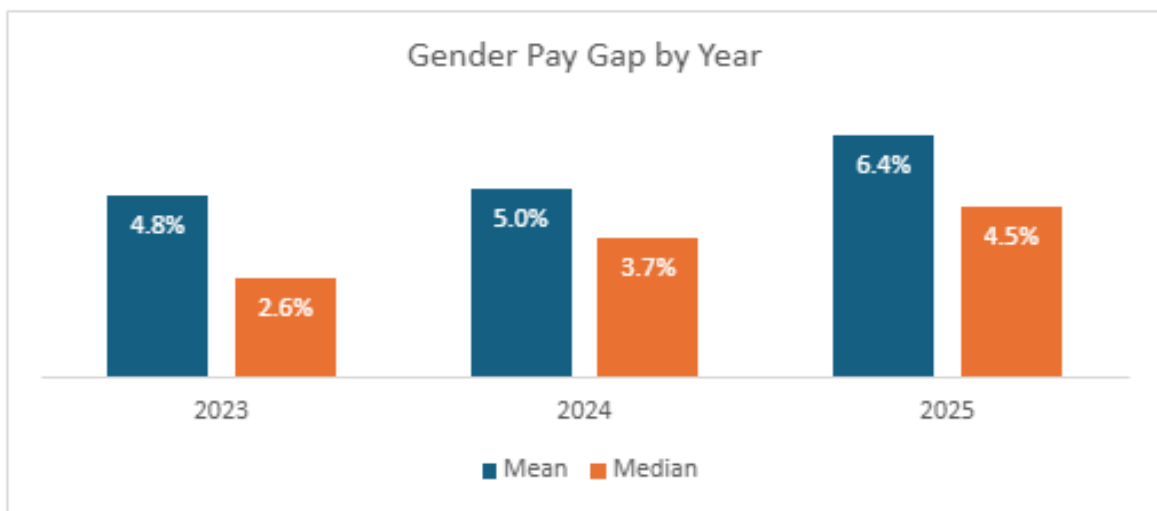
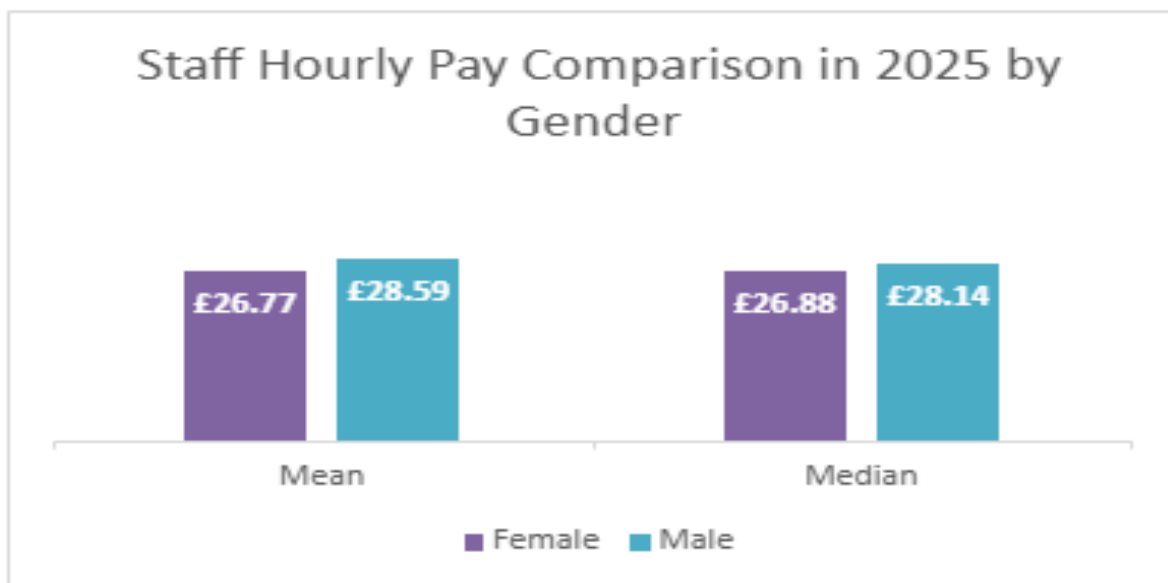


Chart 2: Goldsmiths' average hourly Mean and Median pay for all staff in 2025 by Gender



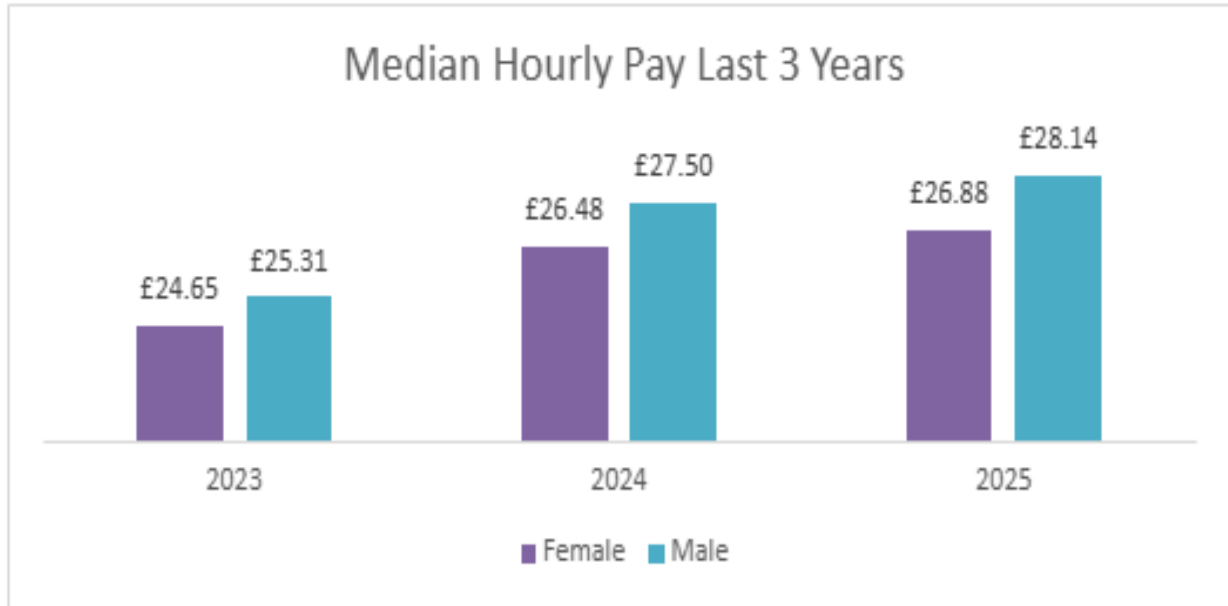


Chart 3: Goldsmiths' Median hourly pay for all staff in 2023, 2024 and 2025 by Gender

Chart 4: Goldsmiths' Mean hourly pay for all staff in 2023, 2024 and 2025 by Gender

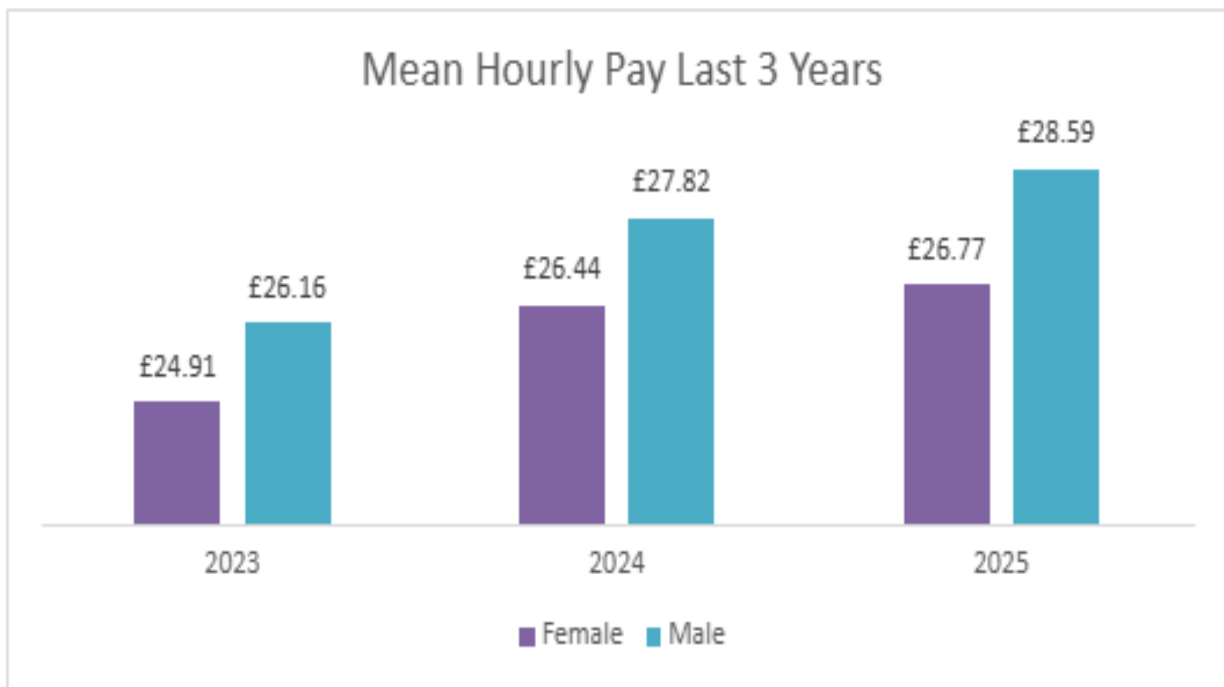
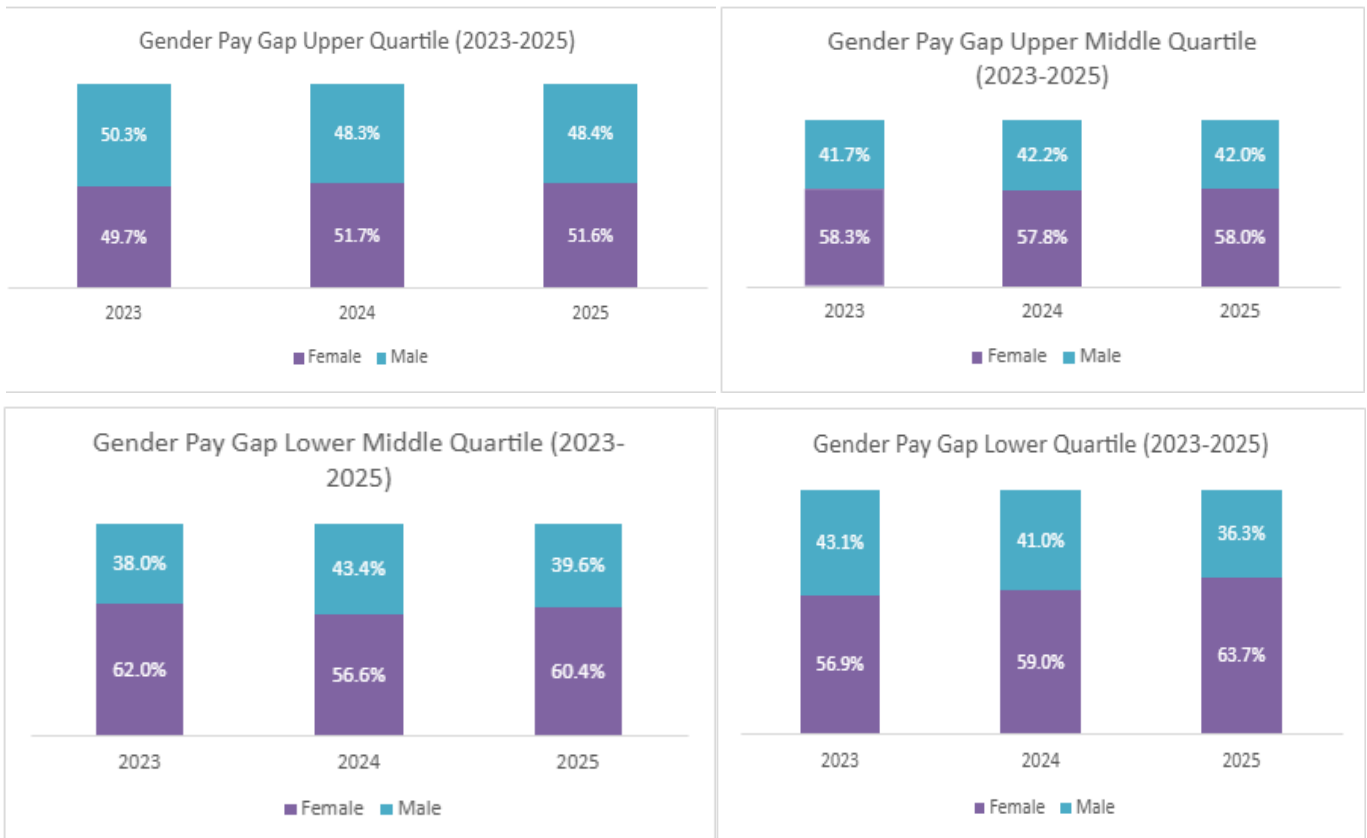


Table 1: Goldsmiths’ workforce by gender and pay quartile as of March 2025

Quartile	Male	Female
Upper quartile	48.4%	51.6%
Upper middle quartile	42.0%	58.0%
Lower middle quartile	39.6%	60.4%
Lower quartile	36.3%	63.7%
TOTAL DISTRIBUTION	41.6%	58.4%

Charts 5 to 8: Goldsmiths’ workforce by gender and pay quartile 2023, 2024 and 2025



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

- The mean has continued to slightly increase by a further 1.4 percentage points in comparison to the figure last year (6.4% vs. 5%).

- The median has increased by 0.8 percentage points in comparison to the figure last year (4.5% vs. 3.7%).
- Overall pay has increased for both men and women compared to 2024. However, pay gap continues to widen slightly, as male pay has grown faster than female pay ([see Chart 3 and 4](#)).

In the same period between 2024 and 2025:

- **Mean pay** shows that women's pay increased by £0.33 (1.2%) from £26.44 to £26.77 whilst men's pay increased by £0.77 (2.8%) from £27.82 to £28.59.
- **Median pay** shows that women's pay increased by £0.40 (1.5%) from £26.48 to £26.88 whilst men's pay increased by £0.64 (2.3%) from £27.50 to £28.14.
- Looking at gender distribution across pay quartiles, the overall workforce is 58.4% female and 41.6% male, but the distribution across quartiles shows that women are disproportionately represented in lower-paid roles and under-represented in the highest-paid roles. Although the upper quartile is close to gender balance, the pattern across the remaining quartiles indicates a structural skew where women are more likely to be in lower-paid positions. This distribution is a key factor that can contribute to the gender pay gap, as a higher concentration of women in lower-paid roles naturally pulls down average female earnings relative to men ([see Table 1](#)).
- These patterns are consistent with the previous year's trends and indicate that continued focus on progression pathways and representation at senior levels will be key to addressing the overall gender pay gap.
- The data indicates that the gender pay gap at Goldsmiths is driven primarily by pay distribution rather than unequal pay for equal work, with differences in seniority and role profile influencing overall averages.

Goldsmiths Ethnicity Pay Gap

The ethnicity pay gap measures the difference between the average hourly earnings of people of colour and those of white staff. We calculate our ethnicity pay gap using the same methodology required by Government regulations for reporting the gender pay gap. Reporting on the ethnicity pay gap is not currently a mandatory legislative requirement, which limits opportunities for benchmarking across the sector or at a national level in this report.

However, Goldsmiths recognises the structural barriers faced by people of colour and is committed to addressing them. As part of this commitment to creating equity within the College, we are voluntarily publishing our ethnicity pay gap and will take action to address it.

Data as of 31 March 2025

- The mean ethnicity pay gap shows that the average hourly pay for people of colour (Black, Asian, Mixed ethnic background, Other ethnic background) was 15.6% lower than that of white staff. This gap has widened compared with the previous year, when it was 12.7% (2.9 percentage points smaller).
- The median ethnicity pay gap indicates that the midpoint hourly pay for people of colour was 16.1% lower than that of white staff. This has also widened since 2024, when the median gap stood at 15.4% (0.7 percentage points smaller).
- After improving from 17.1% in 2023 to 15.4% in 2024, the median gap has risen again in 2025, highlighting a reversal of the previous year’s progress ([see Chart 9](#)).

Chart 9: The average Ethnicity Pay Gap by Year 2023, 2024 and 2025

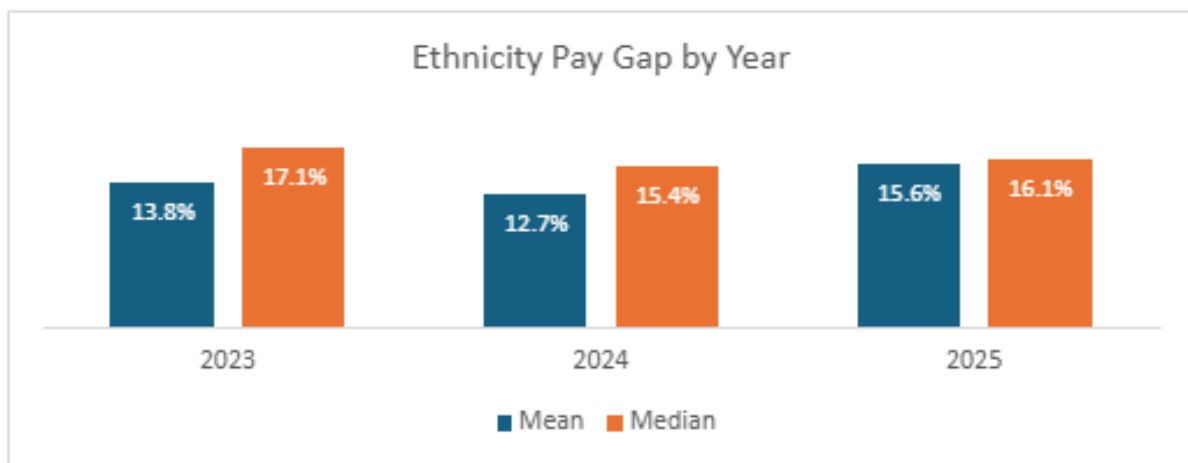
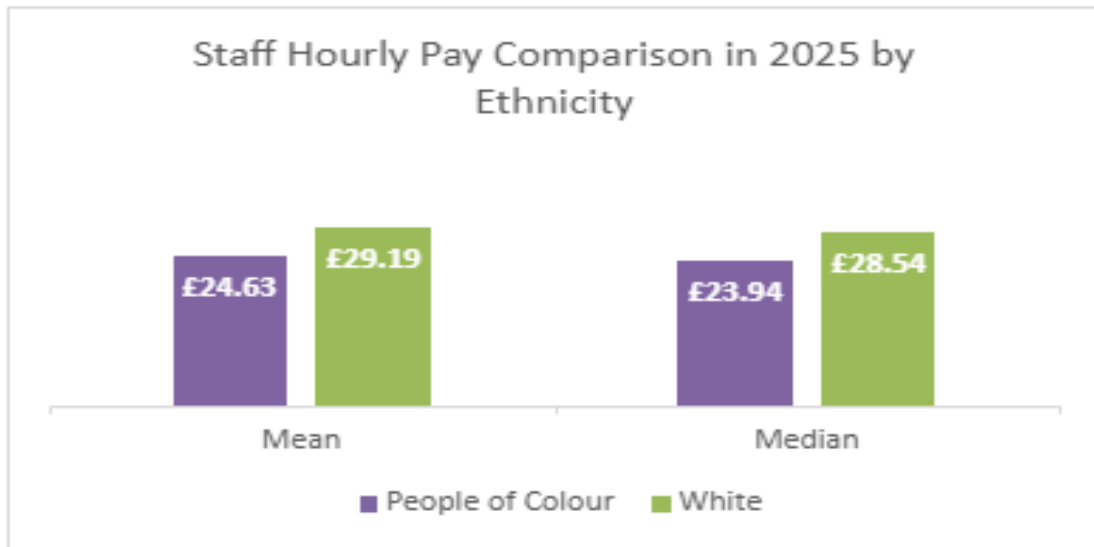


Chart 10: Goldsmiths’ average hourly Mean and Median pay for all staff in 2025 by Ethnicity Group



Key Takeaway: People of colour earn less than white staff, with mean and median pay gaps of around £4.50 per hour.

Chart 11: Goldsmiths’ Median ethnicity hourly pay difference for 2023, 2024 and 2025

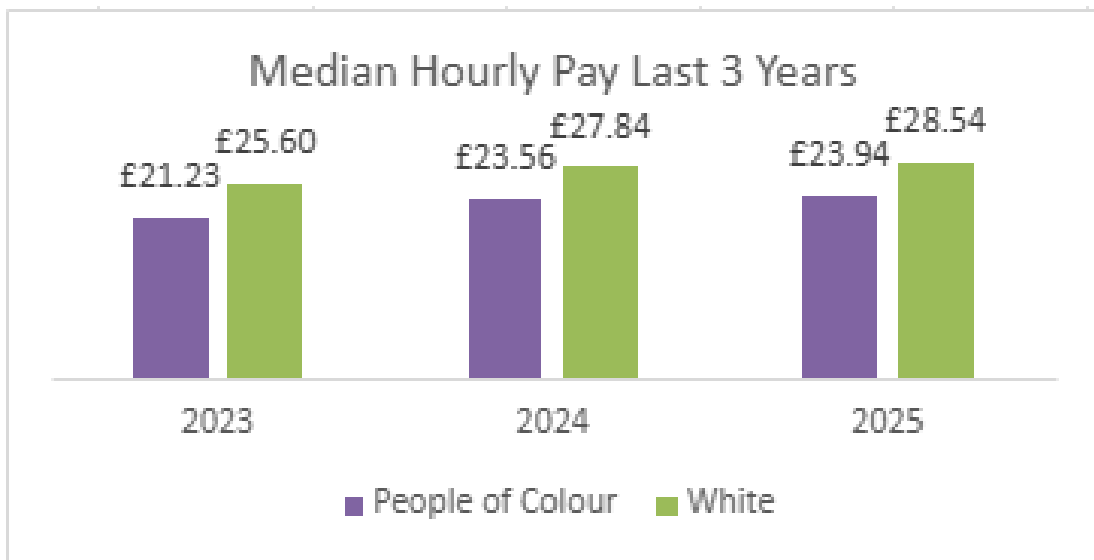


Chart 12: Goldsmiths’ Mean ethnicity hourly pay difference for 2023, 2024 and 2025

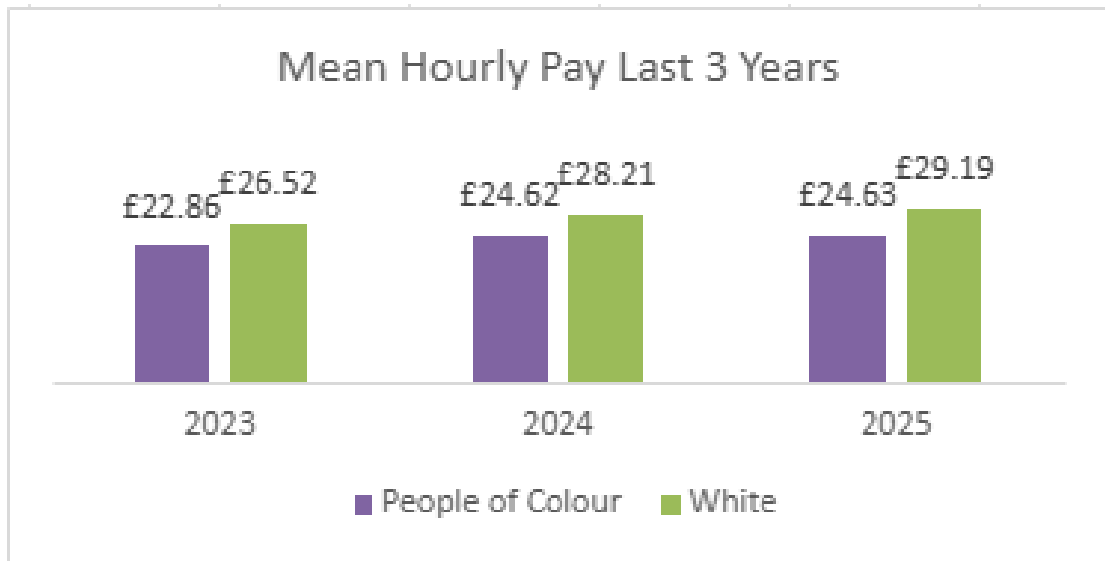
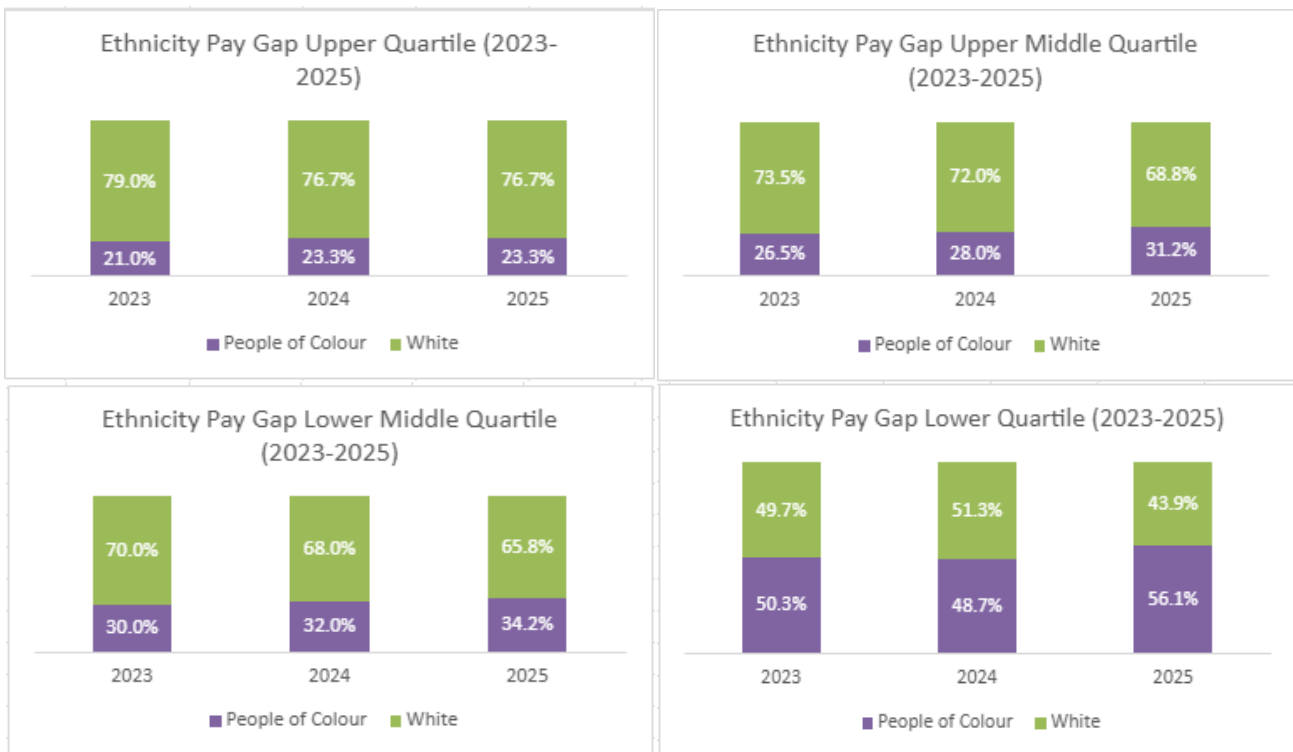


Table 2: Goldsmiths’ workforce by People of Colour and pay quartile as of March 2025

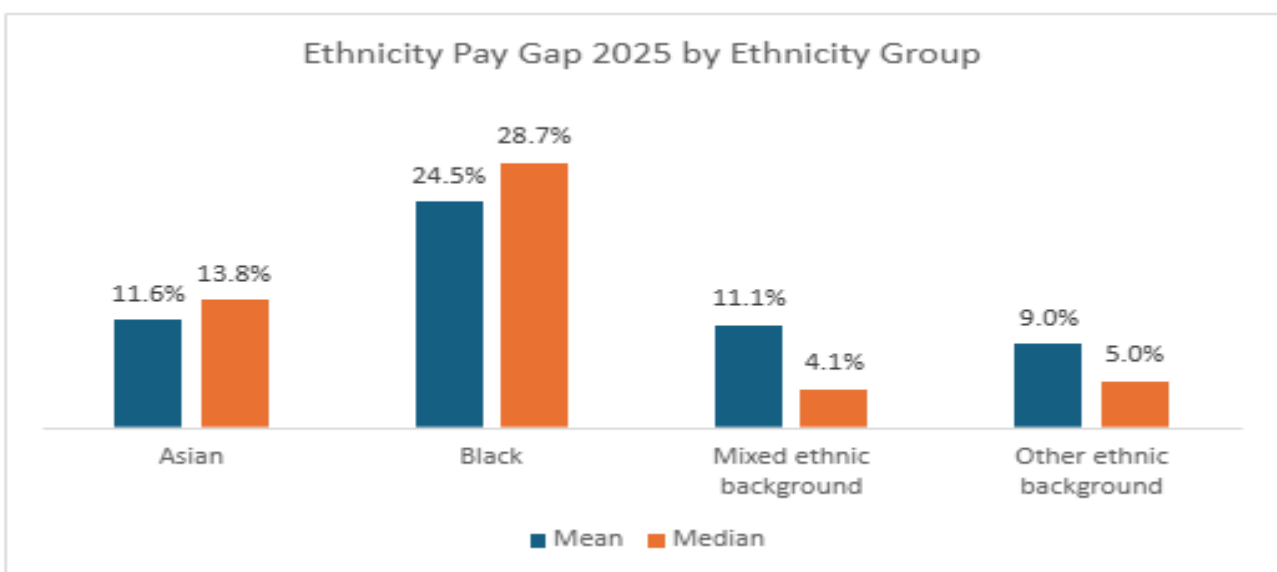
Quartile	People of Colour	White
Upper quartile	23.3%	76.7%
Upper middle quartile	31.2%	68.8%
Lower middle quartile	34.2%	65.8%
Lower quartile	56.1%	43.9%
TOTAL DISTRIBUTION	36.2%	63.8%

Charts 13 to 16: Goldsmiths' workforce by ethnicity group and pay quartile 2023, 2024 and 2025



Key Takeaway: People of Colour are concentrated in lower pay quartiles, while white staff are concentrated in higher-paid roles. This distribution contributes to the overall ethnicity pay gap.

Charts 14: The ethnicity pay gap for each group in comparison to white staff as of March 2025



Key Takeaway: Ethnicity pay gaps vary by group, with Black staff experiencing the largest mean and median gaps. Asian staff have smaller gaps, while staff with Mixed or Other ethnic backgrounds have the smallest median gaps.

Table 3: A more detailed breakdown of the ethnicity pay gap for each group in comparison to white staff as of March 2024 and 2025

Ethnicity	2024		2025	
	Mean	Median	Mean	Median
Asian (Male)	1.2%	9.8%	6.0%	11.6%
Asian (Female)	8.9%	6.4%	14.1%	13.9%
Black (Male)	24.5%	33.7%	24.5%	28.0%
Black (Female)	24.19%	31.0%	24.5%	30.1%
Mixed ethnic background (Male)	- 1.0%	- 4.0%	7.9%	1.4%
Mixed ethnic background (Female)	8.4%	3.3%	12.8%	5.1%
Other ethnic background (Male)	11.3%	7.1%	4.6%	1.9%
Other ethnic background (Female)	8.4%	5.4%	12.4%	7.4%

Ethnicity Pay Gap – Key Snapshot Points

- In 2025, the mean ethnicity pay gap was 15.6% and the median 16.1%, indicating that people of colour continue to earn less per hour on average than white staff. Both gaps have increased from 2024, following a period of improvement in the previous year.
- Average pay for people of colour increased slightly from 2024 to 2025 but the gap remains because white staff pay grew at a faster rate:
 - Mean shows that pay for people of colour increased by £0.01 (0.04%) from £24.62 in 2024 to £24.63 in 2025, while pay for white staff increased by £0.98 (3.5%) from £28.21 to £29.19.
 - Median shows that pay for people of colour increased by £0.38 (1.6%) from £23.56 in 2024 to £23.94 in 2025, while pay for white staff increased by £0.70 (2.5%) from £27.84 to £28.54 ([see Charts 11 and 12](#)).

- The overall workforce is 36.2% people of colour and 63.8% white. However, the quartile distribution shows a structural imbalance:
 - People of colour are under-represented in higher-paid roles.
 - Their representation increases steadily as pay levels decrease.
 - They are over-represented in the lowest-paid quartile, making up more than half of that group.
- This pattern is a key driver of the ethnicity pay gap, as a higher concentration of people of colour in lower-paid roles reduces their average earnings relative to white staff. It also points to potential barriers to progression, access to senior roles, or structural inequalities within the organisation.
- **Ethnic group differences:**
 - Black staff experience the largest mean (24.5%) and median (28.7%) pay gaps, when compared against pay for white staff.
 - Asian staff have smaller gaps (mean 11.6%, median 13.8%), while staff with mixed or other ethnic backgrounds generally show smaller median gaps.
- **Gender within ethnic groups:**
 - While women generally earn less than men, Black women face the largest pay gaps, with a median of 30.1% in 2025, compared with 28.0% for Black men and 13.9% for Asian women.
 - This highlights that ethnicity and gender intersect to influence pay disparities.

Actions supporting progress on gender and ethnicity pay disparities

Goldsmiths is committed to closing the Gender and Ethnicity Pay Gaps through sustained, systemic action. While reporting on the Ethnicity Pay Gap is not yet mandatory in the UK, the College recognises the importance of transparency and continues to take proactive steps to identify and reduce disparities.

Our approach focuses on addressing structural barriers, improving representation at senior levels, embedding inclusive recruitment practices, and supporting equitable career development for all staff. These actions are part of Goldsmiths' wider institutional strategies, including the Race Justice Strategy and the Athena Swan Charter, which provide a framework for long-term, sustainable change.

Closing the Ethnicity Pay Gap

Goldsmiths is addressing the ethnicity pay gap through actions outlined in the Race Justice Strategy. The Strategy and its governance structures identify and address the systemic drivers of racial inequity across the College. Progress is monitored through six strategic workstreams overseen by the Race Justice Strategy Board.

Goldsmiths has undertaken a review of the Race Justice Strategy to support its ongoing development and implementation, identifying eight priority focus areas and enhancing the monitoring, reporting, and evaluation mechanisms used to track progress against strategic aims.

Recruitment and promotion procedures have been updated to embed anti-racist practice, including implicit bias training, inclusive recruitment approaches, and the appropriate use of positive action measures. Targets have been set to increase the representation of staff of colour in senior roles, with progress monitored by the Race Justice Strategy Board. Academic Promotions procedures now recognise Equality, Diversity and Inclusion (EDI) contributions, and inclusive guidance for Performance and Development Reviews (PDR) has been introduced, with the process under review to strengthen equitable career progression.

Key initiatives supporting this work include:

- **Inclusive recruitment and selection training** – All interview panel chairs are required to complete this training before participating in recruitment. It covers inclusive advertising practices, bias mitigation, reasonable adjustments, and appropriate use of positive action measures.
- **Implicit bias training** – Delivered as a stand-alone programme, often recommended following recruitment training, to help staff recognise and mitigate unconscious bias that may affect recruitment, progression, and workplace culture.
- **Recruitment system improvements (2026/27)** – A new system will ensure panel chairs have completed recruitment training before roles can be advertised.
- **Ethnically Diverse Leadership Programme** – Delivered in partnership with Diversity Practice, this programme equips ethnically diverse staff with the skills, confidence, and strategic capability needed to progress into leadership roles.
- **Race Equality Charter (REC)** – Developed by Advance HE, the REC provides a sector-wide framework for advancing race equity. In 2025/26, Goldsmiths will undertake work aligned to this framework, focusing on structural racism, long-term cultural change, and intersectional staff and student experiences. This will inform a comprehensive five-year Race Equality action plan.

- **PDR review** – The Organisational Development and Wellbeing team is strengthening the PDR process to focus on career development and equitable progression opportunities.
- **Ele learning platform** – Introduced in April 2024, Ele provides 24/7 access to wellbeing and EDI resources, including cultural intelligence, bias awareness, and inclusive leadership content.
- **Make It Happen initiative** – This programme enables staff to develop and implement innovative ideas that support institutional improvement, offering structured support to turn ideas into practical projects.

Closing the Gender Pay Gap

Goldsmiths' advances gender equality through its work under the Athena Swan Charter, an internationally recognised framework supporting progress in Higher Education and research.

Our Athena Swan work analyses gender equality issues affecting both academic and professional services staff. The Athena Swan action plan sets out steps to improve representation of women in senior roles and promote gender equality more broadly across the institution.

This complements wider EDI commitments, including addressing structural and intersectional inequalities that contribute to gender and ethnicity pay gaps.

Key initiatives supporting this work include:

- **South East Action Learning Programme** – A leadership development programme for women in Higher Education who are current or aspiring leaders. It supports participants to build confidence, develop leadership capability, and progress careers through peer learning with colleagues from several institutions in London and the South East.
- **Menopause awareness workshops** – Workshops open to all staff to increase understanding of menopause, its workplace impact, and practical nutrition and lifestyle strategies. These sessions equip staff and managers to support colleagues experiencing menopause.
- **Leadership development for staff of colour** – A bespoke programme will be delivered in the final academic term of 2025–2026, supporting diversity in leadership with a focus on race and gender identity. Eligible participants include academic and professional services staff from Black, Asian, and Global Majority backgrounds preparing to enter leadership roles or recently appointed to management positions.

- **Career pathway event for women staff** – In the first academic term of 2026–2027, a career development event will be delivered for women in lower pay quartiles, helping participants prepare for career progression and senior opportunities.
- **Mentoring development programme** – Senior leaders will participate in Advance HE’s *Becoming a Mentor workshop* in 2026–2027 and join a Goldsmiths mentoring cohort to ensure continuity and impact.
- **Staff experience survey** – The EDI and Organisational Development and Wellbeing teams will continue to run an organisation-wide staff survey, gathering insights into staff experiences, particularly relating to race and gender identity, to inform future action.
- **Exit surveys and interviews** – Exit surveys form part of the staff leaving process, with departing staff also having the option to participate in an exit interview. Insights from this feedback help inform understanding of staff experience and potential barriers to career progression.

Efforts to address gender and ethnicity pay disparities should not be viewed in isolation. Many of the initiatives outlined above relate to broader structural and organisational factors that influence staff experiences across the institution. Recognising the intersectional nature of these issues situates this work within Goldsmiths’ wider approach to equality, diversity and inclusion, acknowledging that actions to address gender and ethnicity pay gaps can also contribute to reducing intersectional disparities experienced by groups such as Black women.