

Gender Pay Gap Briefing 2022

Introduction

This briefing gives an overview of the Gender Pay Gap 2022-23. A more detailed analysis is in the Appendix.

The gender pay gap is the difference in average pay between women and men in an organisation or in society. As there is a larger proportion of women doing low paid jobs such as in healthcare, a society is likely to always have a certain gender pay gap.

In 2017, the UK Government legislated that organisations with more than 250 employees need to calculate and return their gender pay gap annually.

SOAS already has a smaller gender pay gap compared to other HE institutions, as a large percentage of the workforce are women. However, there is still a gender pay gap and it is relevant to look at how to reduce it further.

The gender pay gap is different from equal pay, which stipulates that women and men must receive equal pay for the same or similar work.

Reporting Period

The Gender Pay Gap covers data collected from 01 April 2022 to 31 March 2023. The snapshot date for staff being employed at the institution is 31 March 2023.

Gender Pay Gap Analysis

SOAS	2022-23
Mean (average) Gender Pay Gap	7.1%

The Mean Gender Pay Gap 2022-23 at SOAS is 7.1%, which has increased since 2021-22 when it was 5.7%.

SOAS	2019-20	2020-21	2021-22	2022-23
Mean (average) Gender Pay Gap	4.0%	5.6%	5.7%	7.1%

Looking at SOAS Gender Pay Gap over the years, the pay gap has been increasing over the last 4 years, with the larger increases in 2020 and this year. In 2020 the director, registrar and COO who were women left the institution, and were replaced by men causing the increase in 2020-21. This year the provost who was a woman left before the snapshot date while some high-profile positions such as Heads of Colleges were newly created and filled by more men than women. As SOAS is a small institution the mean pay gap is sensitive to changes amongst higher paid individuals and any improvements in the pay gap could easily be “undone”.

The Appendix shows that there were 48.9% of women in the upper quartile this year which is a decrease from last year (52%). In the upper quartile there were 15 women who left SOAS

this year, including the top 6 high earning women, but this was balanced by 15 women joining SOAS in the upper quartile. None of the new joiners were earning as much as the provost who left so this would have lowered the mean pay rate for women. There were more men joining SOAS in the upper quartile (12) than leavers (7), so this increased the proportion of men in the upper quartile and as the new joiners were in high profile positions the mean pay gap has increased.

The median pay gap is less sensitive to individual role changes and is affected by changes in the quartile proportions. This year the median Gender Pay Gap for SOAS is 7.4% which is slightly less than last year's value of 7.6%. The % of women in the lower two quartiles is 61% and in the upper two quartiles is 52%. This is like last year (62% and 53% respectively) and this is why the median pay gap is like last year's.

SOAS	2019-20	2020-21	2021-22	2022-23
Median (average) Gender Pay Gap	5.2%	6.0%	7.6%	7.4%

Benchmarks

SOAS has consistently one of the lowest Gender Pay Gaps compared to competitors in the sector. As SOAS is a small specialist institution, it has fewer staff than most other universities. Due to its size, it may be easier for SOAS to improve its gender pay gap, however there is no correlation between an institution's size and its pay gap.

The Gender Pay Gap can be influenced by several factors, such as redundancies and restructurings, age profile of the workforce and gender of people likely to retire, or the job market for highly specialised individuals in a specific climate.

Another factor impacting on the gender pay gap is the type of subjects offered by universities. For example, Imperial College has large faculties in engineering, technology, medicine and physical sciences, which make up over half of its student population. Therefore, staff will be more concentrated in these traditionally male dominated subjects, and this leads to a larger pay gap than universities which are primarily focused on design and creative subjects such as The University of the Arts. SOAS does not have any STEM departments so has a lower pay gap than Imperial College and similar universities.

Snapshot date	31/03/2020	31/03/2021	31/03/2022	31/03/2023	Number of Staff
in %	2019-20	2020-21	2021-22	2022-23	in 2022-23
SOAS	4.0	5.6	5.7	7.1	1,010
U of the Arts	8.3	8	0	3.4	5,250
Birkbeck	8.5	6.2	5.9		1,765
UCL	13.8	13.8	11.7		15,660
Royal Academy of Music	16.0	11.0	16.0		300
Kings College	17.1	14.8	15.1		9,960
Imperial College	17.2	17.4	16.6		8,555
Sch of Tropical Medicine & Hygiene	17.7	15.4	17.1		1,720
City University	20.3	19.4	17.5		3,035
LSE	23.2	22.9	24.7		4,090

Appendix

The table below shows the mean and median pay gap, the bonus gap, and the percentage of women per quartile.

Gender pay gap 2022-23

A positive pay gap is skewed in favour of men, a negative one in favour of women.

Gender pay gap	Women	Men	Pay Gap
Mean hourly rate (£)	24.66	26.55	7.1%
Median hourly rate (£)	23.19	25.05	7.4%

The Mean Gender Pay Gap 2022-23 at SOAS is 7.1%, increased from the previous year (5.7%)

Bonus (Reward) gender pay gap	Women	Men	Bonus Pay gap
Mean Bonus (£)	826.92	781.25	-5.8%
Median Bonus (£)	750	750	0.0%
Number of staff	13	16	
% Who received bonus	1.9%	3.6%	

The mean bonus pay gap is -5.8% and is in favour of women and the median bonus pay gap is 0%. The number of staff receiving a bonus this year was very low, 1.9% of females and 3.6% of males and so the significance of the pay gap is small.

Quartiles gender (number of staff)	Women	Men	% Women
Q1 (lower quartile)	134	94	58.8%
Q2 (lower middle qu.)	145	82	63.9%
Q3 (upper middle qu.)	127	101	55.7%
Q4 (upper quartile)	111	116	48.9%
Total	517	393	56.8%

Women are the largest proportion of each quartile apart from the upper quartile and account for 57% of all staff. In the lower middle quarter almost two thirds are women but in the upper half, only slightly more than half are women.