

# Equality, Diversity and Inclusion Annual Report 2020-2021





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**GOT A  
QUESTION**

Talk to a student  
ambassador



**SOAS**  
University of London  
1826 Years

**WELCOME TO SOAS**





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# Introduction

**SOAS University of London has some of the most diverse students and staff within the UK Higher Education sector and strives to be recognised as leading in its achievement of Equality, Diversity and Inclusion (EDI) targets and initiatives.**

Specialising in the study of Asia, Africa and the Near and Middle East, we have a wealth of knowledge and expertise regarding these regions; influencing our practice, projects and progressive strategies – particularly within EDI. We pride ourselves on challenging the status quo and moving towards even more sustainable inclusion within the SOAS community.

Over half our student and staff bodies identify as what we have continued to call Black, Asian, Minority Ethnic (BAME or BME) in parts of this report while we discuss future reporting and nomenclature. We also exceed the national average for our staff who identify as female and are again mindful about where our data needs to better recognise non-binary people. We are very conscious of the unique opportunities and obstacles this brings to SOAS and our community. Particularly as we respond to and continue to think about the impact of Covid-19, we are pleased to see the increase in staff who have declared a disability. We are committed to exploring this data further to identify how we can better support and remove stigma when talking about wellbeing and mental health.

Within our student population, we also have a distinctive profile. For example, we have a smaller percentage of female undergraduates and larger proportions of female postgraduate students, compared to both London and all UK institutions. Our proportion of disabled students is similar to that at other London HEIs, and this has increased over the past five years. Mental health conditions and specific learning disabilities account for the disabilities most often declared by our disabled students, and inclusive teaching and assessment is a key priority for SOAS.

In order to achieve sustainable change and continue to set the benchmark for HEIs, we must be comfortable with accountability and unlearning within SOAS as an institution. It is for this reason we want to address the changes SOAS has undertaken since the incident on 11 March 2021 involving our Director Adam Habib. Since then, we have started an innovative Restorative Justice process, encouraging all of our community (and beyond) to unlearn and understand the importance of language, social nuances and accepting that we are also on this journey of change. This will support our wider and renewed commitment to the importance of race equity and institutional community as part of the wider SOAS strategy.

Our current EDI Strategy (2020–2025) is incredibly forward-thinking, encouraging us to go beyond our knowledge and expertise, and to understand the different opinions our strategy will bring. We encourage healthy and wide-ranging conversations, bringing in a whole institution model and a multi-stakeholder approach. The 2020/21 Equality, Diversity and Inclusion Annual Report highlights the percentage of our student and staff bodies exceeding national averages and displays our ongoing commitment to EDI.







# Staff Diversity and Inclusion

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- In 2019/20, the percentage of academic women out of all academics at SOAS was 52.8%, which is higher than at all London institutions (47.8%) and UK institutions (46.7%).
  - SOAS has an ethnically more diverse workforce than UK institutions, with 41% of academic staff being from Black, Asian, Mixed and Other backgrounds. This compares to 24% at London institutions and 16% at UK institutions overall.
  - 5% of SOAS academic staff are Black, while 15% of SOAS non-academic staff are Black, compared to 3.9% and 8.3% at other UK institutions, respectively. Slightly more than half of both academic and non-academic staff at SOAS are White, compared to UK institutions where 75% of academic staff and 82.3% of non-academic staff are White.
  - Looking at the intersectionality of SOAS academic staff, 2.4% are female and Black, 3.1% are male and Black, while 15% are Asian and female, 8.7% are Asian and male. Both White female and male staff make up slightly more than a quarter of academic staff each.

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# Staff Demographic Data

**This report includes information about staff at SOAS according to gender, age, disability, ethnicity, sexual orientation and religion or belief, including some intersectional analysis of gender and ethnicity.**

We have also analysed the data in relation to academic staff and other SOAS employees (who primarily work in the Professional Services directorates).

Over the past five years, SOAS has increased both the diversity monitoring information available about staff and the analysis of that information. We still have further to go, to collect more and more detailed information and to understand the import of that data further. For example, we are currently consulting the SOAS community about language through our “Don’t Call Me BAME” events but have continued to use that grouping in parts of this report. We have also referred to “gender” as a binary category, based on the way we currently collect data; although greater inclusion of transgender, non-binary and gender non-conforming people is an important part of our EDI strategy.

Depending on the protected characteristic being considered, data has been analysed using HESA Heidi Plus or internal databases. SOAS data from HESA has the advantage that it can be benchmarked. SOAS data has been benchmarked against London institutions and UK institutions that are available in the HESA Staff record. The latest HESA data is from the academic year 2019/20.

Some of the protected characteristics, such as sexual orientation and religion or belief are not available in the HESA data, therefore they have been analysed using SOAS databases. This data is from 31 January each year, as it is a point in the year when the highest number of staff work at SOAS.

Depending on the source of data, the most recent available data has been used.

Since 2019/20, institutions are not obliged to return data on non-academic staff to HESA. Most institutions still return this data, but it leaves an approximately 7% gap in the staff data. Therefore, some charts look as if there was a decrease, when data was not reported.



## 1. Numbers of Staff

### 1.1 Academic and non-academic staff

- Until 2017/18, the number of academic staff at SOAS was far higher than the number of non-academic staff. This gap was smaller at London and UK institutions. In 2018/19, Campus Services were brought in-house, which increased the percentage of non-academic staff at SOAS. In 2019/20, 54% of SOAS staff were academic, 46% were non-academic.
- At UK institutions overall, the number of non-academic staff has consistently been slightly higher than the number of academic staff. This is likely to still be the case, however since 2019/20 institutions are not obliged to return non-academic staff data, therefore the graph below shows an apparent drop in non-academic staff.

Figure 1: Numbers of Staff

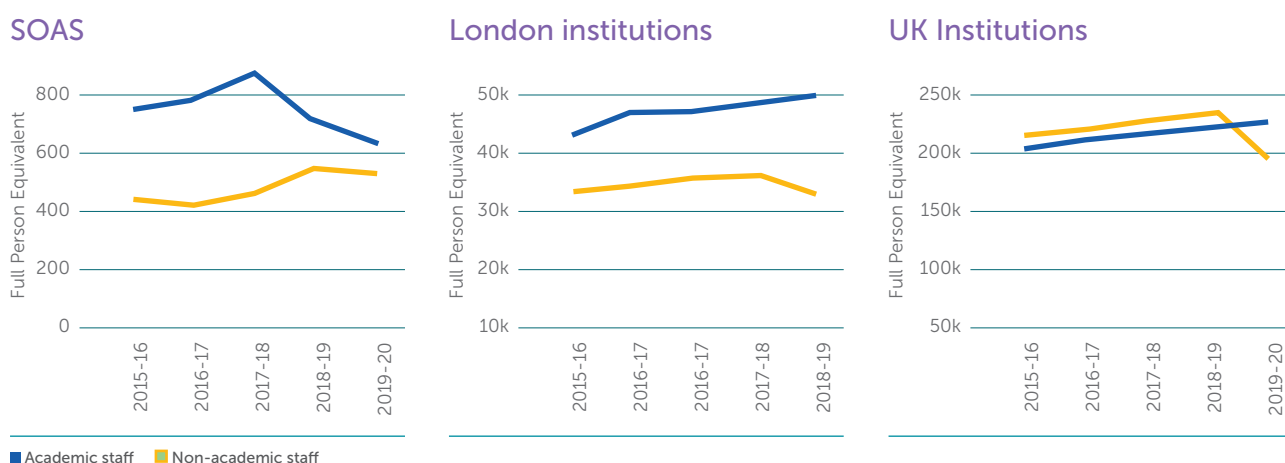


Table 1: Numbers of Academic and Non-academic Staff

| SOAS    | Academic | Non-academic | Academic | Non-academic | Total | Total % |
|---------|----------|--------------|----------|--------------|-------|---------|
| 2015-16 | 775      | 435          | 64%      | 36%          | 1,210 | 100%    |
| 2016-17 | 790      | 415          | 66%      | 34%          | 1,205 | 100%    |
| 2017-18 | 835      | 460          | 64%      | 36%          | 1,295 | 100%    |
| 2018-19 | 700      | 560          | 55%      | 44%          | 1,265 | 100%    |
| 2019-20 | 635      | 545          | 54%      | 46%          | 1,180 | 100%    |

| London  | Academic | Non-academic | Academic | Non-academic | Total  | Total % |
|---------|----------|--------------|----------|--------------|--------|---------|
| 2015-16 | 42,255   | 33,610       | 56%      | 44%          | 75,860 | 100%    |
| 2016-17 | 44,820   | 34,670       | 56%      | 44%          | 79,490 | 100%    |
| 2017-18 | 44,605   | 35,715       | 56%      | 44%          | 80,320 | 100%    |
| 2018-19 | 45,675   | 35,990       | 56%      | 44%          | 81,665 | 100%    |
| 2019-20 | 46,965   | 33,240       | 59%      | 41%          | 80,210 | 100%    |

| UK      | Academic | Non-academic | Academic | Non-academic | Total   | Total % |
|---------|----------|--------------|----------|--------------|---------|---------|
| 2015-16 | 201,770  | 208,750      | 49%      | 51%          | 410,515 | 100%    |
| 2016-17 | 206,870  | 212,835      | 49%      | 51%          | 419,710 | 100%    |
| 2017-18 | 211,980  | 217,580      | 49%      | 51%          | 429,560 | 100%    |
| 2018-19 | 217,065  | 222,885      | 49%      | 51%          | 439,955 | 100%    |
| 2019-20 | 223,455  | 196,185      | 53%      | 47%          | 419,645 | 100%    |

## 2. Gender of Staff

### 2.1 Academic and non-academic female and male staff numbers

- Between 2015/16 and 2017/18, the number of female academic staff at SOAS increased by 18.9%, the number of male academic staff decreased by 2.5%. From 2017/18 to 2019/20 both numbers of female and male academic staff decreased by approximately 24%. In 2019/20, there were 335 academic women and 300 academic men at SOAS.
- There are more academic men than women at London and UK institutions.
- The apparent decrease for non-academic staff is due to some institutions not reporting non-academic staff data to HESA anymore.

Figure 2a: Academics by gender



Figure 2b: Non-academics by gender



■ Academic, female ■ Academic, male ■ Non-academic, female ■ Non-academic, male



**Table 2a: Numbers of Academic and non-Academic Staff by Gender**

| <b>SOAS</b>          | <b>2015/16</b> | <b>2016/17</b> | <b>2017/18</b> | <b>2018/19</b> | <b>2019/20</b> |
|----------------------|----------------|----------------|----------------|----------------|----------------|
| Academic, Female     | 370            | 400            | 440            | 370            | 335            |
| Academic, Male       | 405            | 390            | 395            | 335            | 300            |
| Non academic, Female | 270            | 265            | 290            | 325            | 315            |
| Non academic, Male   | 170            | 150            | 175            | 235            | 230            |
| <b>Total</b>         | <b>1,210</b>   | <b>1,205</b>   | <b>1,295</b>   | <b>1,265</b>   | <b>1,180</b>   |

| <b>London</b>        | <b>2015/16</b> | <b>2016/17</b> | <b>2017/18</b> | <b>2018/19</b> | <b>2019/20</b> |
|----------------------|----------------|----------------|----------------|----------------|----------------|
| Academic, Female     | 19,490         | 21,040         | 20,895         | 21,520         | 22,320         |
| Academic, Male       | 22,765         | 23,780         | 23,690         | 24,140         | 24,370         |
| Non academic, Female | 20,380         | 21,010         | 21,705         | 21,840         | 20,075         |
| Non academic, Male   | 13,230         | 13,660         | 13,995         | 14,135         | 13,035         |
| <b>Total</b>         | <b>75,860</b>  | <b>79,490</b>  | <b>80,285</b>  | <b>81,630</b>  | <b>79,800</b>  |

| <b>UK</b>            | <b>2015/16</b> | <b>2016/17</b> | <b>2017/18</b> | <b>2018/19</b> | <b>2019/20</b> |
|----------------------|----------------|----------------|----------------|----------------|----------------|
| Academic, Female     | 91,345         | 94,475         | 97,160         | 100,365        | 104,275        |
| Academic, Male       | 110,420        | 112,395        | 114,715        | 116,640        | 118,825        |
| Non academic, Female | 130,855        | 133,195        | 136,320        | 139,850        | 122,895        |
| Non academic, Male   | 77,895         | 79,640         | 81,160         | 82,940         | 73,050         |
| <b>Total</b>         | <b>410,515</b> | <b>419,710</b> | <b>429,355</b> | <b>439,790</b> | <b>419,045</b> |

**Table 2b: Percentages of Academic Staff by Gender**

| SOAS                 | 2015/16     | 2016/17     | 2017/18     | 2018/19     | 2019/20     |
|----------------------|-------------|-------------|-------------|-------------|-------------|
| Academic, Female     | 31%         | 33%         | 34%         | 29%         | 28%         |
| Academic, Male       | 33%         | 32%         | 31%         | 26%         | 25%         |
| Non academic, Female | 22%         | 22%         | 22%         | 26%         | 27%         |
| Non academic, Male   | 14%         | 12%         | 14%         | 19%         | 19%         |
| <b>Total</b>         | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> |

| London               | 2015/16     | 2016/17     | 2017/18     | 2018/19     | 2019/20     |
|----------------------|-------------|-------------|-------------|-------------|-------------|
| Academic, Female     | 26%         | 26%         | 26%         | 26%         | 28%         |
| Academic, Male       | 30%         | 30%         | 30%         | 30%         | 31%         |
| Non academic, Female | 27%         | 26%         | 27%         | 27%         | 25%         |
| Non academic, Male   | 17%         | 17%         | 17%         | 17%         | 16%         |
| <b>Total</b>         | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> |

| UK                   | 2015/16     | 2016/17     | 2017/18     | 2018/19     | 2019/20     |
|----------------------|-------------|-------------|-------------|-------------|-------------|
| Academic, Female     | 22%         | 23%         | 23%         | 23%         | 25%         |
| Academic, Male       | 27%         | 27%         | 27%         | 27%         | 28%         |
| Non academic, Female | 32%         | 32%         | 32%         | 32%         | 29%         |
| Non academic, Male   | 19%         | 19%         | 19%         | 19%         | 17%         |
| <b>Total</b>         | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> |

### 2.3 Academic staff only:

- In 2019/20, the split between female and male academics was 52.8% versus 47.2%, which was very similar to the previous two years.

**Figure 3: Percentage of Academic Women**



**Table 3: Percentages of Academic Staff by Gender**

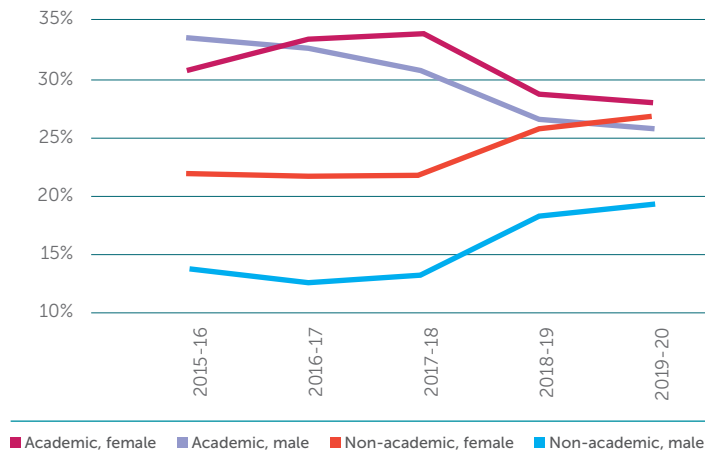
| SOAS             | 2015 /16   | 2016 /17   | 2017 /18   | 2018 /19   | 2019 /20   |
|------------------|------------|------------|------------|------------|------------|
| Academic, Female | 47.7%      | 50.6%      | 52.7%      | 52.5%      | 52.8%      |
| Academic, Male   | 52.3%      | 49.4%      | 47.3%      | 47.5%      | 47.2%      |
| <b>Total</b>     | <b>775</b> | <b>790</b> | <b>835</b> | <b>705</b> | <b>635</b> |



## 2.4 Percentage of all SOAS staff by gender

- In 2019/20, there were only small changes in the proportion of staff groups compared to the previous year. There were 28% female academics, 25% male academics, 27% female non-academics and 19% male non-academics.

Figure 4: Gender at SOAS in percent

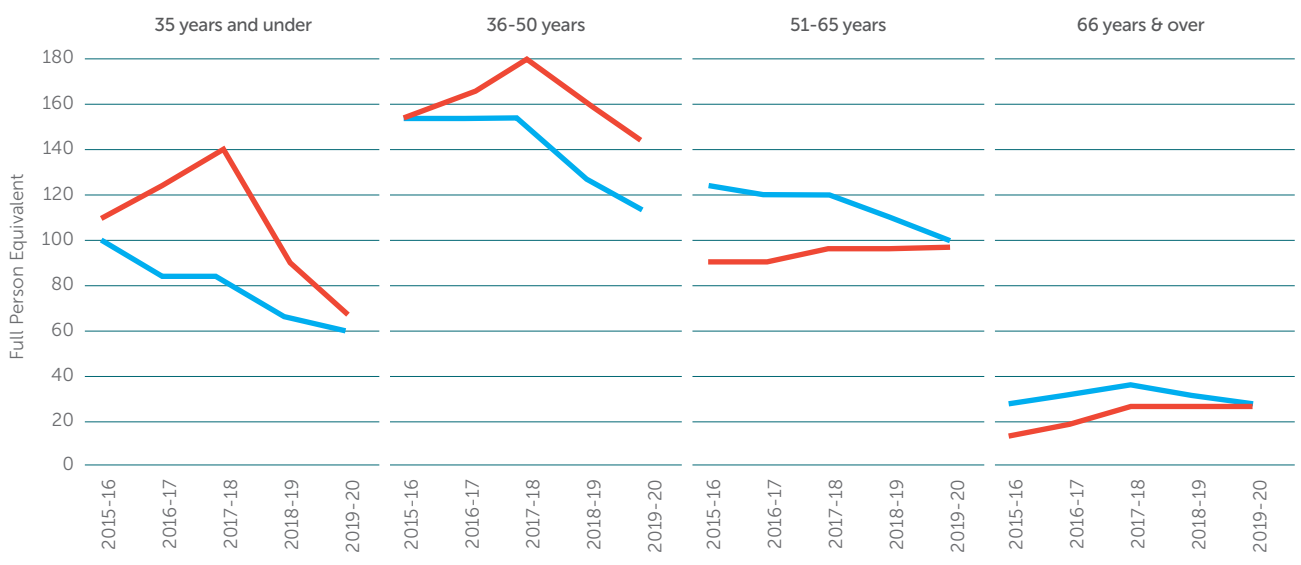


## 3. Age of Staff

### 3.1 Academic staff by age groups

- At UK institutions, the proportion of male academics to female academics is higher in every age group. At SOAS, more women than men are in the age groups up to 50 years. In recent years the number of male academics in the age groups over 50 years has decreased, but not the number of female academics, to the effect that proportions of both genders is now nearly 50%.
- At SOAS, the number of female academics in the age groups 35 and under and 36-50 years has decreased significantly between 2017/18 and 2019/20. A high proportion of female academics in this group were part-time employees.
- In the last year the number of full-time female academics has increased slightly.

Figure 2a: Academics by gender



At UK institutions, the number of female academics in the age groups 36 to 50 and 51 to 65 years has risen the fastest, by around 15% each.

**Figure 5b: Academic staff by age group at UK institutions**



**Table 4a: Number of Academic staff by Age group and Gender at SOAS, 2015/16 to 2019/20**

|        |         | 35 years and under | 36-50 years | 51-65 years | 66 years & over |
|--------|---------|--------------------|-------------|-------------|-----------------|
| Female | 2015/16 | 110                | 155         | 90          | 15              |
|        | 2016/17 | 125                | 165         | 90          | 20              |
|        | 2017/18 | 140                | 180         | 95          | 25              |
|        | 2018/19 | 90                 | 160         | 95          | 25              |
|        | 2019/20 | 65                 | 145         | 95          | 25              |
| Male   | 2015/16 | 100                | 155         | 125         | 25              |
|        | 2016/17 | 85                 | 155         | 120         | 30              |
|        | 2017/18 | 85                 | 155         | 120         | 35              |
|        | 2018/19 | 65                 | 130         | 110         | 30              |
|        | 2019/20 | 60                 | 115         | 100         | 25              |

Source: Heidi Plus



### 3.2 Non-academic staff by age groups

- The number of non-academic staff in the age group 35 years and younger has slightly decreased between 2018/19 and 2019/20. Generally, there was very little change in the age groups of non-academic staff in 2019/20.

Table 4b: Number of Non-Academic staff by Age group and Gender at SOAS, 2015/16 to 2019/20

|        |         | 35 years and under | 36-50 years | 51-65 years | 66 years & over |
|--------|---------|--------------------|-------------|-------------|-----------------|
| Female | 2015/16 | 90                 | 120         | 60          | 0               |
|        | 2016/17 | 90                 | 115         | 60          | 5               |
|        | 2017/18 | 100                | 115         | 70          | 5               |
|        | 2018/19 | 105                | 130         | 85          | 5               |
|        | 2019/20 | 95                 | 125         | 85          | 5               |
| Male   | 2015/16 | 40                 | 70          | 50          | 5               |
|        | 2016/17 | 35                 | 70          | 45          | 5               |
|        | 2017/18 | 50                 | 75          | 45          | 5               |
|        | 2018/19 | 70                 | 85          | 75          | 5               |
|        | 2019/20 | 60                 | 95          | 70          | 5               |

Source: Heidi Plus

## 4. Disability

### 4.1 Staff who have disclosed a disability

- 6.4% of staff at SOAS have declared a disability in 2019/20, which is an increase by 3.5 percentage points compared to 2015/16. This may be partly because more staff fill in the information when they receive an annual reminder and partly because some staff are leaving and new staff are more likely to provide equality and diversity information when they start.
- In the sector, the proportion of staff declaring a disability has also increased over time and currently stands at 5.5% in 2019/20.

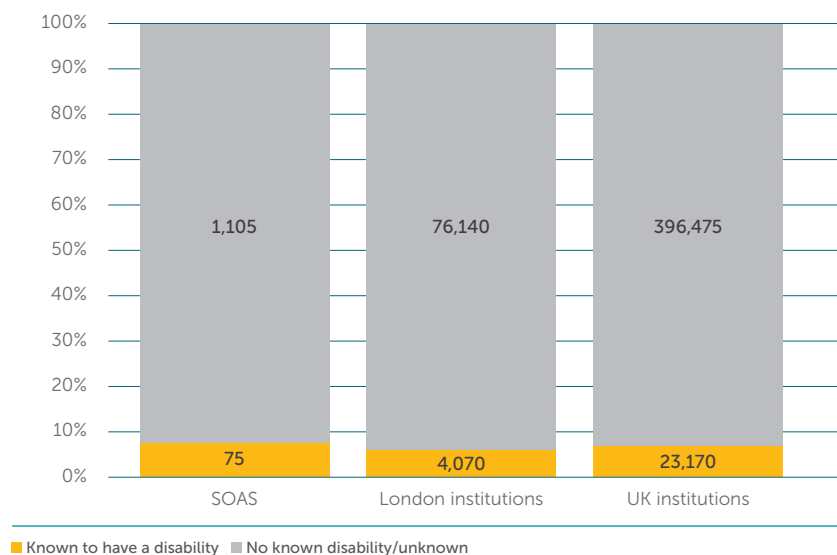
Figure 6: Percentages of Staff who have declared a disability



**Table 7: Sector Numbers and Percentages of Staff with a Disability**

The number of staff with a declared disability is 75 at SOAS in 2019/20. SOAS internal data shows that the declaration rate for this indicator is very high, as this information is only unavailable for 60 employees.

**Figure 7: Disability in numbers of staff and percentages**



**Table 7: Sector Numbers and Percentages of Staff with a Disability**

| Disability (basic), SOAS       | 2015/16 | 2016/17 | 2017/18 | 2018/19 | 2019/20 |
|--------------------------------|---------|---------|---------|---------|---------|
| Known to have a disability     | 35      | 45      | 60      | 55      | 75      |
| No known disability/unknown    | 1,175   | 1,160   | 1,235   | 1,205   | 1,105   |
| Total                          | 1,210   | 1,205   | 1,295   | 1,265   | 1,180   |
| Known to have a disability (%) | 2.9%    | 3.7%    | 4.6%    | 4.3%    | 6.4%    |

## 4.2 Staff who have answered the question about disability

HESA data combines unknown data and staff who declared not to have a disability into one category. Therefore, we need to look at SOAS databases to get more information on the proportion of staff who have not filled in this question.

In 2016, 12.4% of staff have not answered this question, in 2021 this percentage has decreased to 6.2%.



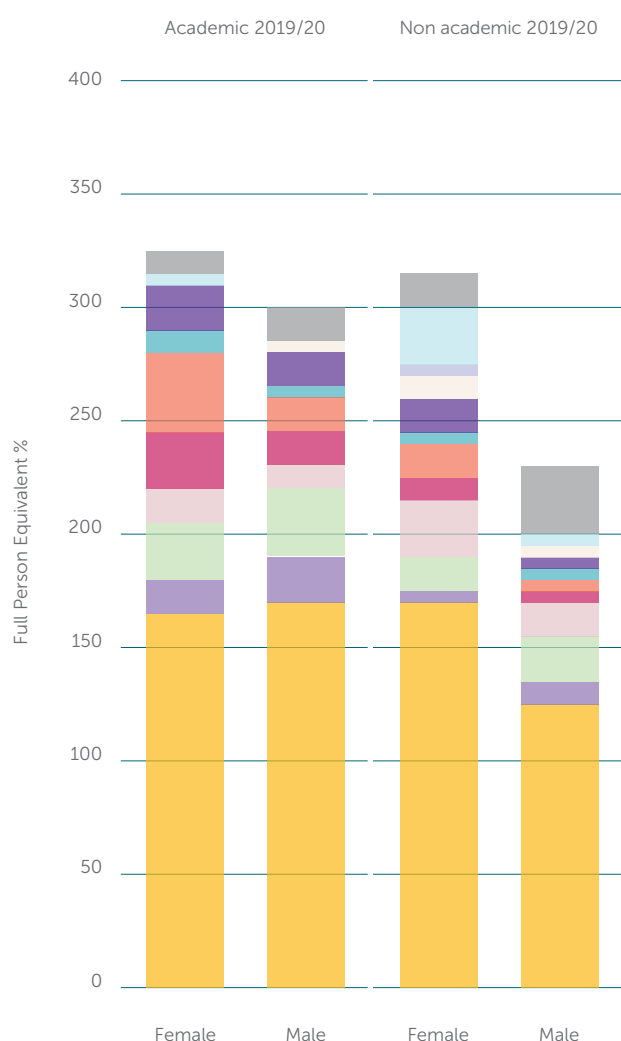
## 5. Ethnicity

### 5.1 Detailed Ethnicity

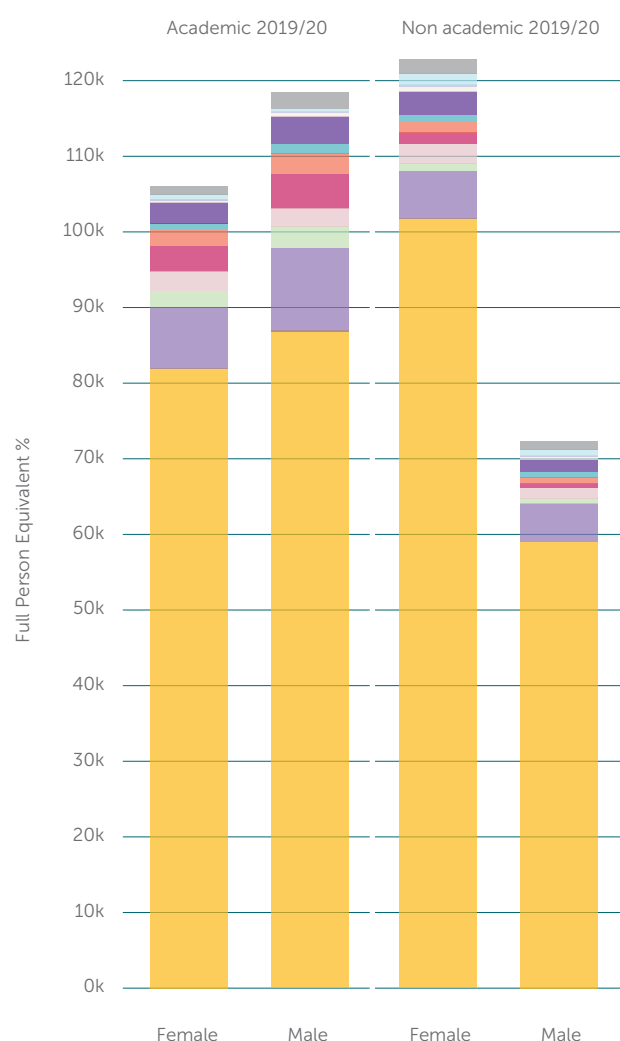
- SOAS has an ethnically more diverse workforce than UK institutions, with 41% of academic staff being from Black, Asian, Mixed and Other backgrounds. This compares to 16% at UK institutions overall.
- The largest minority groups among academics are Other Asian background (8.7%), Other (which includes anyone not included in the HESA coding frame and Arab: 8.7%), Chinese (6.3%), Asian or Asian British – Indian (5.5%) and Black or Black British – African (3.9%).
- Among non-academic staff, the largest minority groups are Black or Black British – African (8.3%), Mixed (7.3%), Other (including Arab: 6.4%), Black or Black British – Caribbean (5.5%).

Figure 8: Ethnicity and gender of academic and non-academic staff at SOAS and UK institutions, 2019/20

SOAS Gender-Ethnicity



UK-Ethnicity



#### Key

|                                      |                                    |                                    |
|--------------------------------------|------------------------------------|------------------------------------|
| Black or Black British - African     | Black or Black British - Caribbean | Other black background             |
| Asian or Asian British - Bangladeshi | Asian or Asian British - Indian    | Asian or Asian British - Pakistani |
| Other Asian background               | Chinese                            | Mixed                              |
| Other                                | Unknown/not applicable             | White                              |

**Table 6a: Numbers and Percentages of Academic Staff by Ethnicity**

| <b>Academic 2019-20</b>              | <b>SOAS</b> | <b>UK</b>      | <b>SOAS</b> | <b>UK</b>   |
|--------------------------------------|-------------|----------------|-------------|-------------|
| Black or Black British – African     | 25          | 3,355          | 3.9%        | 1.5%        |
| Black or Black British – Caribbean   | 5           | 940            | 0.8%        | 0.4%        |
| Other Black background               | 5           | 420            | 0.8%        | 0.2%        |
| Asian or Asian British – Bangladeshi | 5           | 760            | 0.8%        | 0.3%        |
| Asian or Asian British – Indian      | 35          | 6,520          | 5.5%        | 2.9%        |
| Asian or Asian British – Pakistani   | 15          | 1,885          | 2.4%        | 0.8%        |
| Other Asian background               | 55          | 4,845          | 8.7%        | 2.2%        |
| Chinese                              | 40          | 8,030          | 6.3%        | 3.6%        |
| Mixed                                | 25          | 5,030          | 3.9%        | 2.3%        |
| Other                                | 55          | 4,945          | 8.7%        | 2.2%        |
| Unknown/not applicable               | 40          | 19,150         | 6.3%        | 8.6%        |
| White                                | 340         | 167,220        | 53.5%       | 75%         |
| <b>Total</b>                         | <b>635</b>  | <b>223,100</b> | <b>100%</b> | <b>100%</b> |

| <b>Academic 2019-20</b> | <b>SOAS</b> | <b>UK</b> | <b>SOAS</b> | <b>UK</b> |
|-------------------------|-------------|-----------|-------------|-----------|
| Black                   | 35          | 4,715     | 5%          | 2%        |
| Asian                   | 150         | 22,040    | 23%         | 10%       |
| Mixed and Other         | 80          | 9,975     | 12%         | 4%        |
| Unknown                 | 40          | 19,150    | 6%          | 9%        |
| White                   | 340         | 167,220   | 53%         | 75%       |

**Table 6b: Numbers and Percentages of Non-academic Staff by Ethnicity**

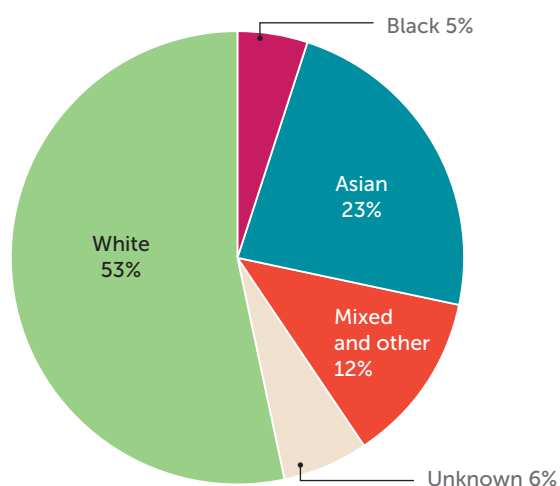
| Non-academic 2019-20                 | SOAS       | UK             | SOAS        | UK          |
|--------------------------------------|------------|----------------|-------------|-------------|
| Black or Black British – African     | 45         | 3,250          | 8.3%        | 1.7%        |
| Black or Black British – Caribbean   | 30         | 2,290          | 5.5%        | 1.2%        |
| Other Black background               | 5          | 440            | 0.9%        | 0.2%        |
| Asian or Asian British – Bangladeshi | 15         | 1,040          | 2.8%        | 0.5%        |
| Asian or Asian British – Indian      | 25         | 4,775          | 4.6%        | 2.4%        |
| Asian or Asian British – Pakistani   | 10         | 1,600          | 1.8%        | 0.8%        |
| Other Asian background               | 20         | 2,115          | 3.7%        | 1.1%        |
| Chinese                              | 10         | 2,010          | 1.8%        | 1.0%        |
| Mixed                                | 40         | 3,945          | 7.3%        | 2.0%        |
| Other                                | 35         | 1,820          | 6.4%        | 0.9%        |
| Unknown/not applicable               | 15         | 11,445         | 2.8%        | 5.8%        |
| White                                | 295        | 161,215        | 54.1%       | 82.3%       |
| <b>Total</b>                         | <b>545</b> | <b>195,945</b> | <b>100%</b> | <b>100%</b> |

| Non-academic 2019-20 | SOAS | UK      | SOAS | UK  |
|----------------------|------|---------|------|-----|
| Black                | 80   | 5,980   | 15%  | 3%  |
| Asian                | 80   | 11,540  | 15%  | 6%  |
| Mixed and Other      | 75   | 5,765   | 14%  | 3%  |
| Unknown              | 15   | 11,445  | 3%   | 6%  |
| White                | 295  | 161,215 | 54%  | 82% |

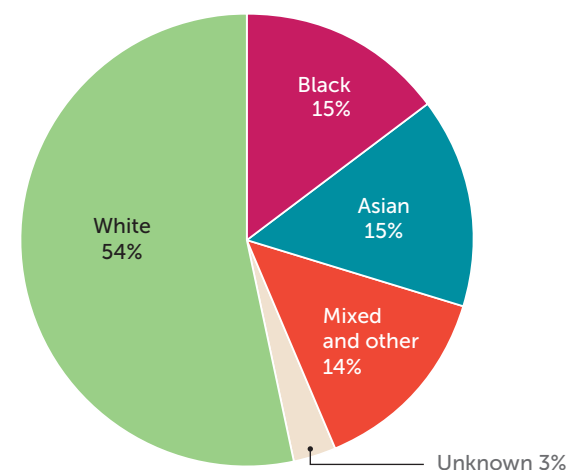
- 5% of SOAS academic staff are Black, while 15% of SOAS non-academic staff are Black.
- 23% of academic staff are Asian, compared to 15% of non-academic staff.
- Slightly more than half of both academic and non-academic staff are White.

**Figure 9: Ethnicity for academic and non-academic staff**

**SOAS academic staff by ethnicity**



**SOAS non-academic staff by ethnicity**





## 5.2 Intersectionality of ethnicity and gender for academic and non-academic staff

Comparing female academic staff by ethnicity with male staff in brackets, the percentage of female Black academic staff from all academic staff is 2.4% (3.1% male), 15.0% are female Asian academic staff (8.7% male), and 26% are female White academic staff (26.8% male).

**Table 7: Ethnicity and gender of academic and non-academic staff at SOAS, 2018/19**

| <b>Academic 2019-20</b> | Female     | Male       | Total      | Female       | Male         | Total       |
|-------------------------|------------|------------|------------|--------------|--------------|-------------|
| Asian                   | 95         | 55         | 145        | 15%          | 8.7%         | 22.8%       |
| Black                   | 15         | 20         | 30         | 2.4%         | 3.1%         | 4.7%        |
| Mixed                   | 15         | 10         | 25         | 2.4%         | 1.6%         | 3.9%        |
| Other                   | 25         | 30         | 55         | 3.9%         | 4.7%         | 8.7%        |
| Unknown/not applicable  | 15         | 20         | 40         | 2.4%         | 3.1%         | 6.3%        |
| White                   | 165        | 170        | 340        | 26%          | 26.8%        | 53.5%       |
| <b>Total</b>            | <b>335</b> | <b>300</b> | <b>635</b> | <b>52.8%</b> | <b>47.2%</b> | <b>100%</b> |

| <b>Non-academic 2019-20</b> | Female     | Male       | Total      | Female       | Male         | Total       |
|-----------------------------|------------|------------|------------|--------------|--------------|-------------|
| Asian                       | 55         | 30         | 80         | 10.1%        | 5.5%         | 14.7%       |
| Black                       | 45         | 35         | 80         | 8.3%         | 6.4%         | 14.7%       |
| Mixed                       | 25         | 15         | 40         | 4.6%         | 2.8%         | 7.3%        |
| Other                       | 15         | 20         | 35         | 2.8%         | 3.7%         | 6.4%        |
| Unknown/not applicable      | 5          | 10         | 15         | 0.9%         | 1.8%         | 2.8%        |
| White                       | 170        | 125        | 295        | 31.2%        | 22.9%        | 54.1%       |
| <b>Total</b>                | <b>315</b> | <b>230</b> | <b>545</b> | <b>57.8%</b> | <b>42.2%</b> | <b>100%</b> |

Note: Some figures may not add up to 100%, due to rounding.

## 6. Sexual Orientation

- In the academic year 2020/21, 6.4% of SOAS staff declared themselves as LGB+, compared to 2.9% at UK institutions.
- LGB+ contains the current available categories: gay man, gay woman/lesbian, bisexual and Other

Figure 10: Percentages of Staff by Sexual Orientation

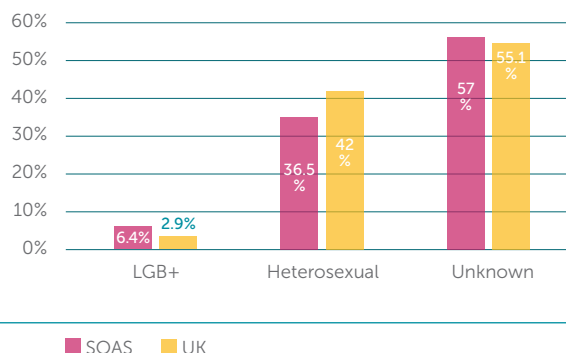


Table 11: Numbers and Percentage of Staff by Sexual Orientation

| 2021         | Numbers |         | In percent |      |
|--------------|---------|---------|------------|------|
|              | SOAS    | UK      | SOAS       | UK   |
| LGB+         | 62      | 12,735  | 6.4%       | 3%   |
| Heterosexual | 353     | 184,865 | 36.5%      | 42%  |
| Unknown      | 551     | 242,355 | 57%        | 55%  |
| Total        | 966     | 439,955 | 100%       | 100% |

SOAS Data from ResourceLink, excludes casuals and atypicals, includes fractionals, UK data from AdvanceHE:

- The number of staff who have declared their sexual orientation as LGB+ has increased from below 10 in 2016 to 62 in 2021.
- The percentage of staff who have answered the question regarding their sexual orientation has increased from 5% in 2016 to 43% in 2021. This includes all Post Classes, including fractionals. A high rate of unknowns might be due to employees working at SOAS for a long time, when not all questions on protected characteristics were asked.

Figure 11: Number of SOAS Staff by Sexual Orientation over time



## 7. Religion and belief

- Religion and belief is one of the indicators where declaration is low. At SOAS it has increased from 27% in 2019 to 49% a year later. This may have been due to bringing Campus Services staff in-house, who have a high rate of declaration, as well as employees filling in the annual reminder, and new staff providing this information.
- 52% of SOAS staff now declare their religion, compared to 59% in the HE sector.
- 29.6% of SOAS staff have declared a particular religion, which is very similar to the UK sector (29.4%).
- At SOAS, 22% declare that they have no religion, 18% opt for Christianity, 5% are Muslim, 2% are Hindu.

**Table 9: Percentage of SOAS Staff by Religion**

| 2021                         | SOAS       |             | UK             |             |
|------------------------------|------------|-------------|----------------|-------------|
| Unknown                      | 465        | 48%         | 143,215        | 41%         |
| No religion                  | 215        | 22%         | 101,155        | 29%         |
| Christian                    | 170        | 18%         | 77,895         | 23%         |
| Muslim                       | 50         | 5%          | 6,885          | 2%          |
| Hindu                        | 15         | 2%          | 3,715          | 1%          |
| Any other religion or belief | 15         | 2%          | 6,685          | 2%          |
| Jewish                       | 10         | 1%          | 1,275          | 0%          |
| Spiritual                    | 10         | 1%          | 2,255          | 1%          |
| Buddhist                     | 10         | 1%          | 1,900          | 1%          |
| Sikh                         | > 5        | below 1%    | 1,220          | 0%          |
| <b>Total</b>                 | <b>965</b> | <b>100%</b> | <b>346,195</b> | <b>100%</b> |







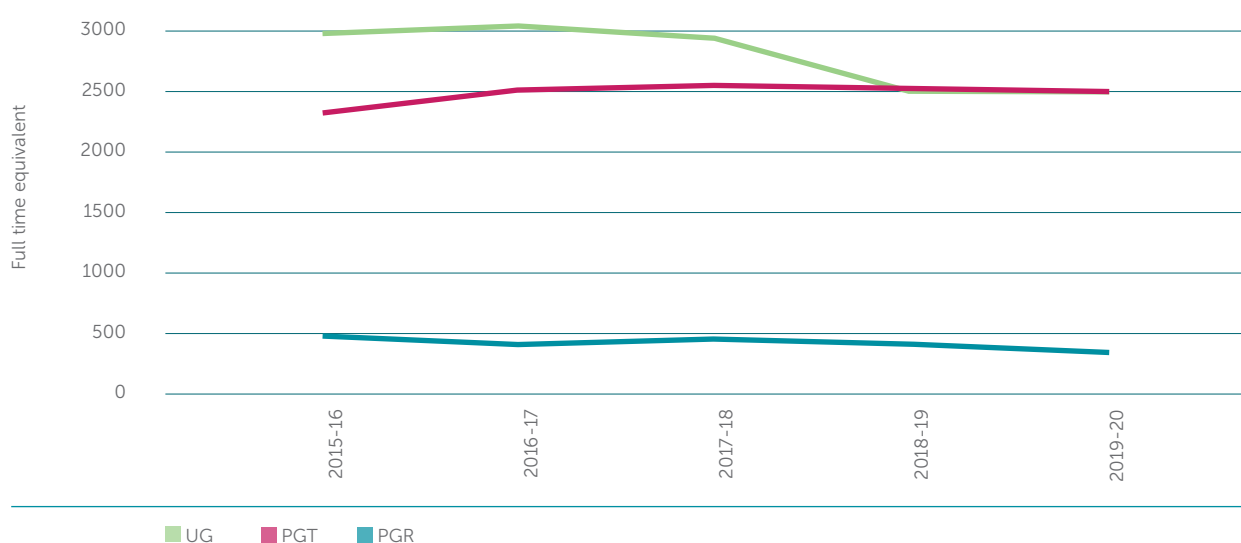
# Student Diversity and Inclusion

This report looks at student data based on gender, age, ethnicity, disability and religion, including some analysis by level of study.

All students' figures were extracted from Heidi Plus, except those related to Religion and belief, which were derived from SOAS's HESA Student Record from 2019/20.

## 1. Students by level of study

The SOAS UG population has fluctuated in the previous 4 academic years, but both UG and PGT have remained steady from last year. PGR appears to vary but remains at a similar rate.



| SOAS  | 2015/16 | 2016/17 | 2017/18 | 2018/19 | 2019/20 |
|-------|---------|---------|---------|---------|---------|
| UG    | 52%     | 51%     | 49%     | 47%     | 47%     |
| PGT   | 40%     | 42%     | 43%     | 46%     | 47%     |
| PGR   | 8%      | 7%      | 7%      | 7%      | 6%      |
| Total | 100%    | 100%    | 100%    | 100%    | 100%    |

| London institutions | 2015/16 | 2016/17 | 2017/18 | 2018/19 | 2019/20 |
|---------------------|---------|---------|---------|---------|---------|
| UG                  | 67%     | 67%     | 66%     | 66%     | 65%     |
| PGT                 | 27%     | 28%     | 28%     | 29%     | 30%     |
| PGR                 | 6%      | 6%      | 6%      | 6%      | 5%      |
| Total               | 100%    | 100%    | 100%    | 100%    | 100%    |

| UK institutions | 2015/16 | 2016/17 | 2017/18 | 2018/19 | 2019/20 |
|-----------------|---------|---------|---------|---------|---------|
| UG              | 77%     | 76%     | 76%     | 76%     | 75%     |
| PGT             | 18%     | 19%     | 19%     | 20%     | 21%     |
| PGR             | 5%      | 5%      | 5%      | 5%      | 4%      |
| Total           | 100%    | 100%    | 100%    | 100%    | 100%    |

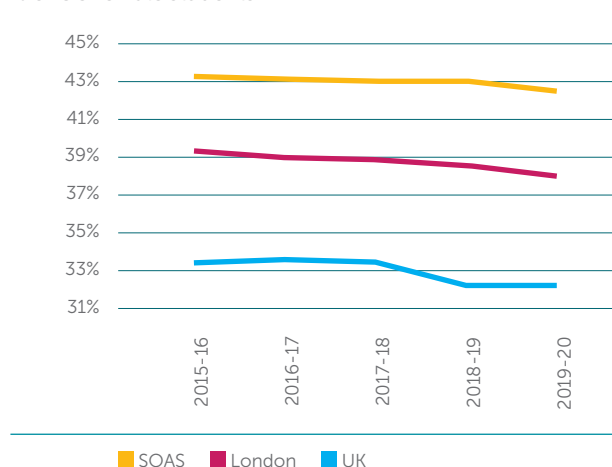


## 2. Students by gender and level of study

SOAS students are predominantly female, consistently two-thirds female. This trend has not changed in the last five academic years and has reached its highest in 2018/19.

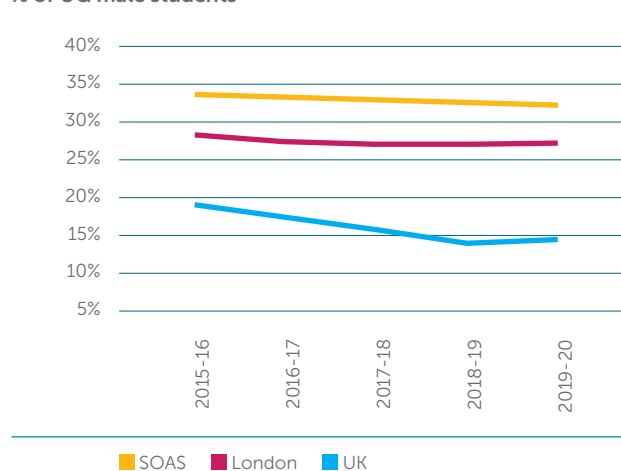
| Sex    | 2015 /16 | 2016 /17 | 2017 /18 | 2018 /19 | 2019 /20 |
|--------|----------|----------|----------|----------|----------|
| Female | 64%      | 65%      | 66%      | 68%      | 67%      |
| Male   | 36%      | 35%      | 34%      | 32%      | 33%      |
| Total  | 100%     | 100%     | 100%     | 100%     | 100%     |

% of UG female students

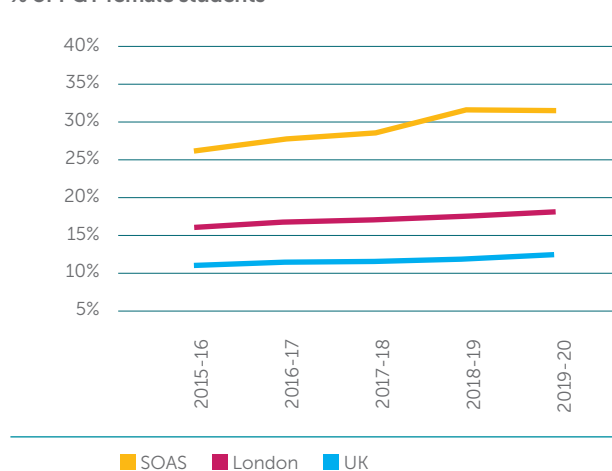


The proportions of female students at SOAS differs notably from both London and all UK institution by level of study. At UG level, SOAS has a smaller percentage of female students as a proportion of all students. At PGT and PGR levels, SOAS has larger proportions of female students than both London and UK. Below are the graphs for male students for reference.

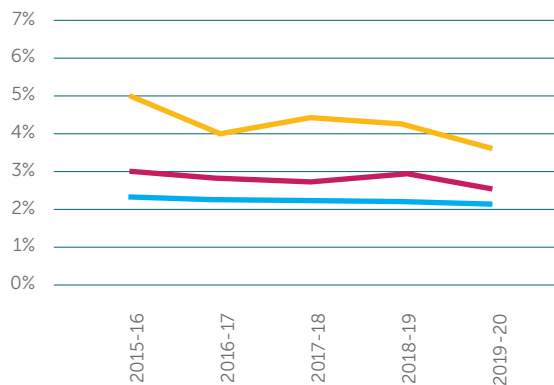
% of UG male students



% of PGT female students

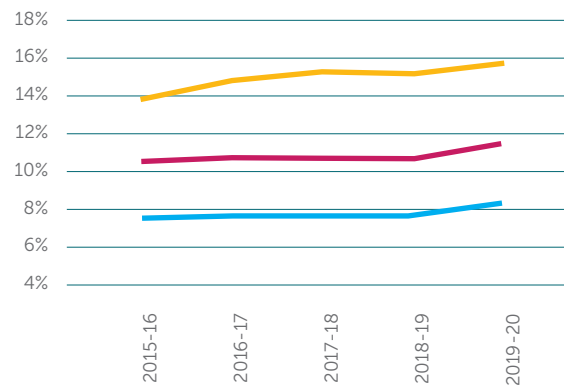


% of PGR female students



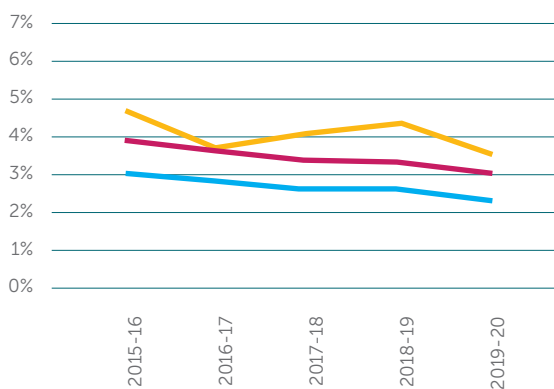
SOAS London UK

% of PGT male students



SOAS London UK

% of PGR male students



SOAS London UK

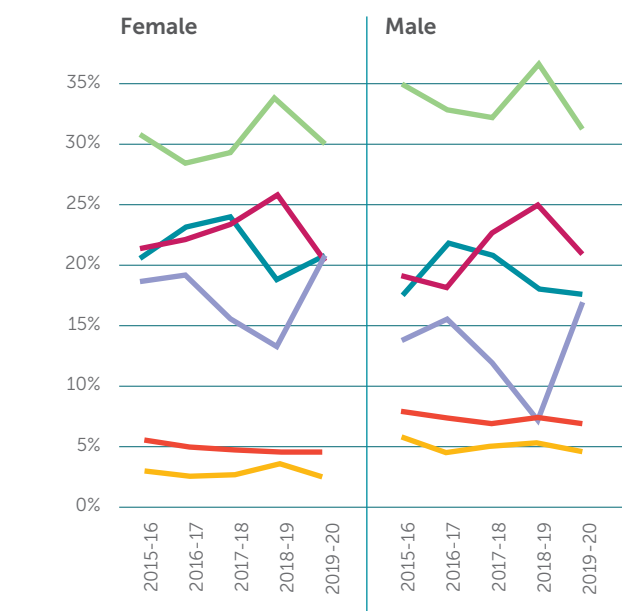
### 3. Students by age

Note: Sex id 'Other' and Age 'Unknown' were excluded from this analysis.

Both London institutions and sector wide show similar trends and proportions between male and female students in most age bands. However, London generally has smaller proportions of 18 years and under and 30 and over. There is also a larger proportion of 21-24 years for both male and female students. SOAS has seen a decrease in all age groupings except 18 years and under which has sharply risen for both male and female students.

At PGT level, SOAS female students tend to be younger than their male counterparts. During the five years period of analysis female students aged 21-24 years has slowly risen, which is also reflected in the London and UK figures. Additionally, 21-24 years has risen across London and UK while 30 years and older has decreased in both males and females. In the UK sector, the trend shows a reduction in the gap between the proportion of students in the 21-24 years and the 30 and over bands.

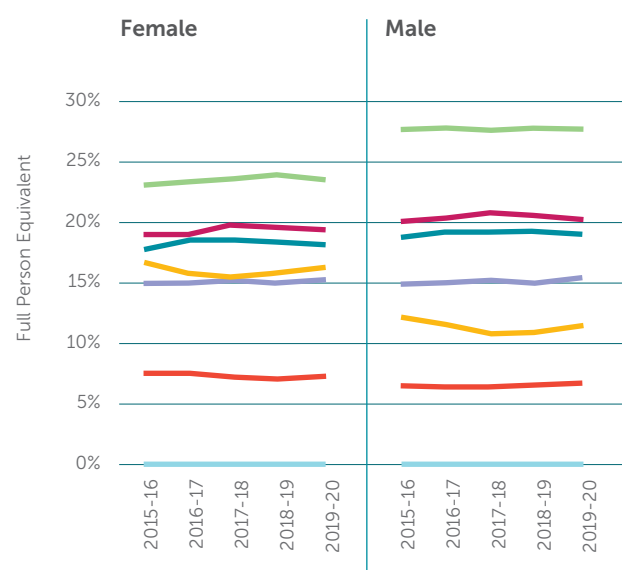
SOAS UG age by gender (%)



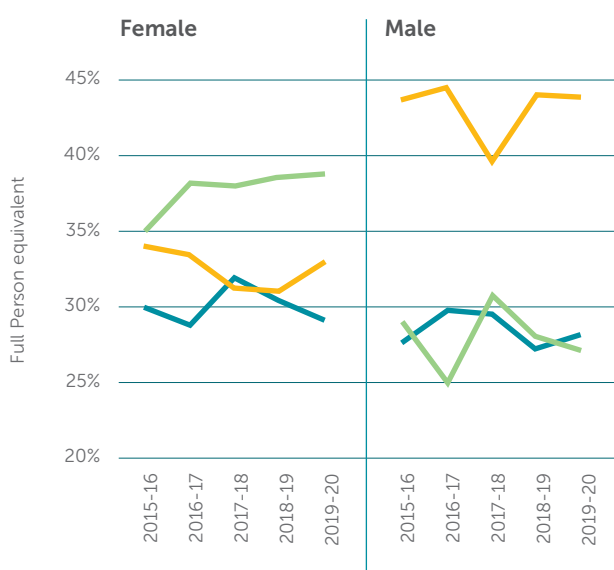
London UG age by gender (%)



UK UG age by gender (%)

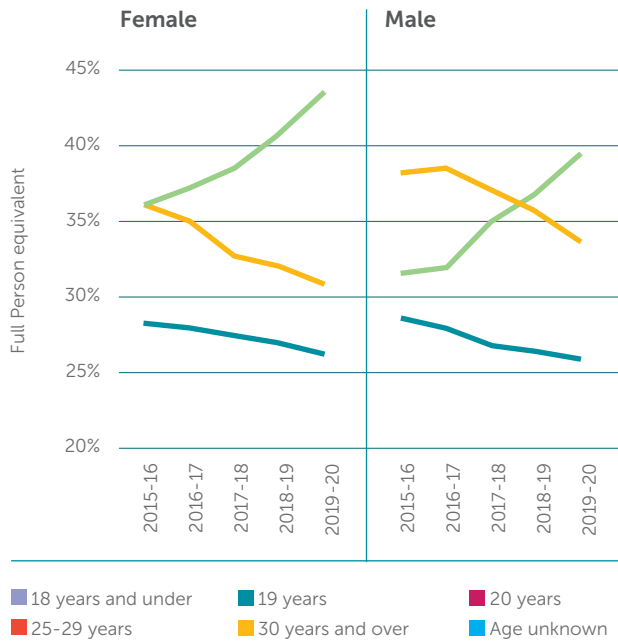


SOAS PG age by gender (%)

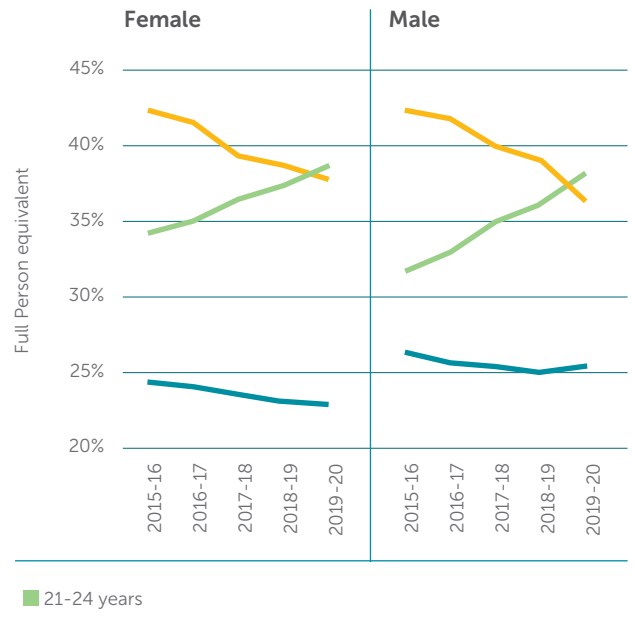




London PG age by gender (%)

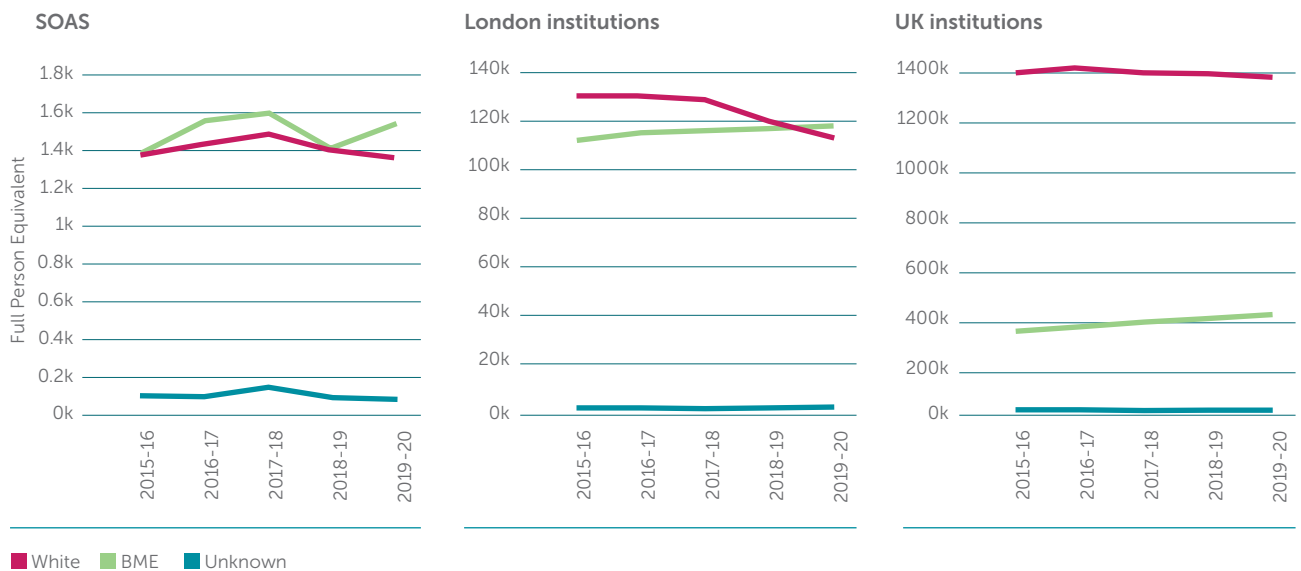


UK PG age by gender (%)



## 4. Ethnicity

UK-domiciled BME population at SOAS has increased while the White population has decreased. In London the gap between BME and white students has been constantly decreasing during the last five years. Both SOAS and London institutions have a more diverse picture than the UK sector as a whole.



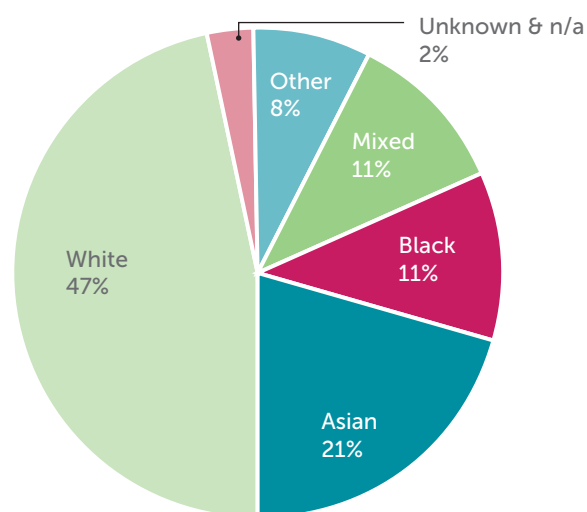
The BME population at SOAS reached the 50 percent of all UK-domiciled students in 2016/17 and has stayed at roughly that figure since. These proportions are like London's, but very different from the UK sector which showed figures near 20 percent.

| BME%                | 2015/16 | 2016/17 | 2017/18 | 2018/19 | 2019/20 |
|---------------------|---------|---------|---------|---------|---------|
| SOAS                | 48%     | 50%     | 49%     | 48%     | 51%     |
| London institutions | 45%     | 46%     | 47%     | 48%     | 50%     |
| UK institutions     | 20%     | 21%     | 22%     | 23%     | 24%     |

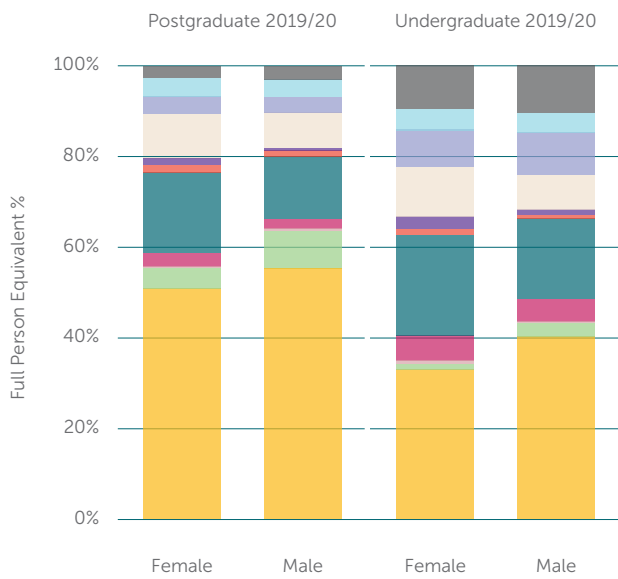
In parallel, during the five years period, the proportion of White students at SOAS has fluctuated between 46%-49%.

| SOAS                   | 2015/16 | 2016/17 | 2017/18 | 2018/19 | 2019/20 |
|------------------------|---------|---------|---------|---------|---------|
| Asian                  | 20%     | 21%     | 22%     | 20%     | 21%     |
| Black                  | 8%      | 11%     | 10%     | 11%     | 11%     |
| Mixed                  | 11%     | 10%     | 11%     | 11%     | 11%     |
| Other                  | 8%      | 8%      | 7%      | 7%      | 8%      |
| Unknown/not applicable | 3%      | 3%      | 5%      | 3%      | 3%      |
| White                  | 49%     | 46%     | 46%     | 48%     | 47%     |
| SOAS Total             | 100%    | 100%    | 100%    | 100%    | 100%    |

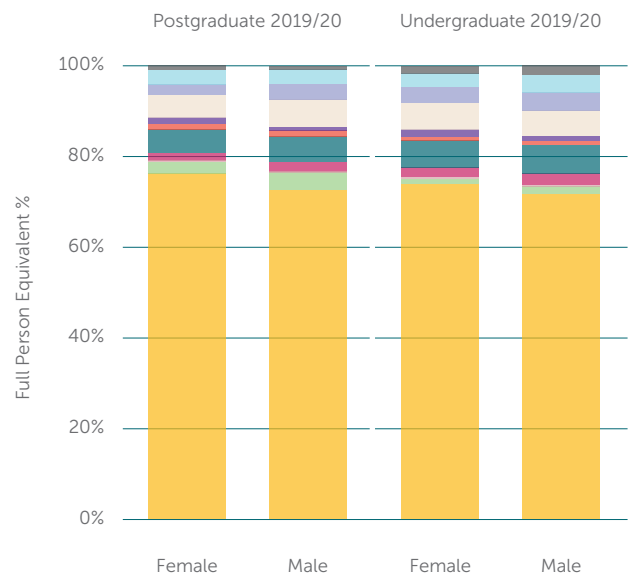
SOAS UK-domiciled students by ethnicity 2019-20



## SOAS Gender-Ethnicity



## UK Gender-Ethnicity

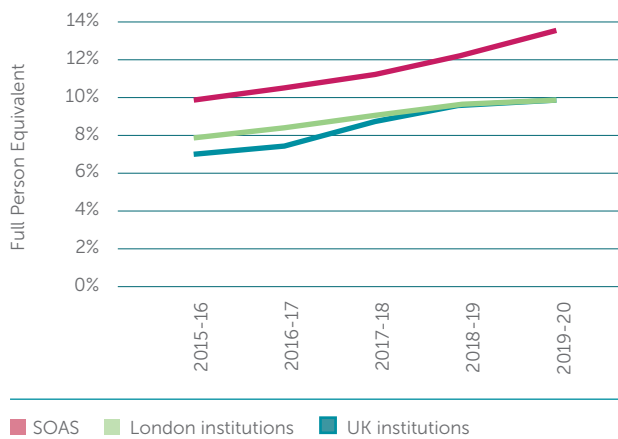


## 5. Disability

The proportion of students with disability has increased by 3 percent points in SOAS over the five years period, from 7% in 2015/16 to 10% in 2019/20. These proportions are very similar to the ones held by the London institutions.

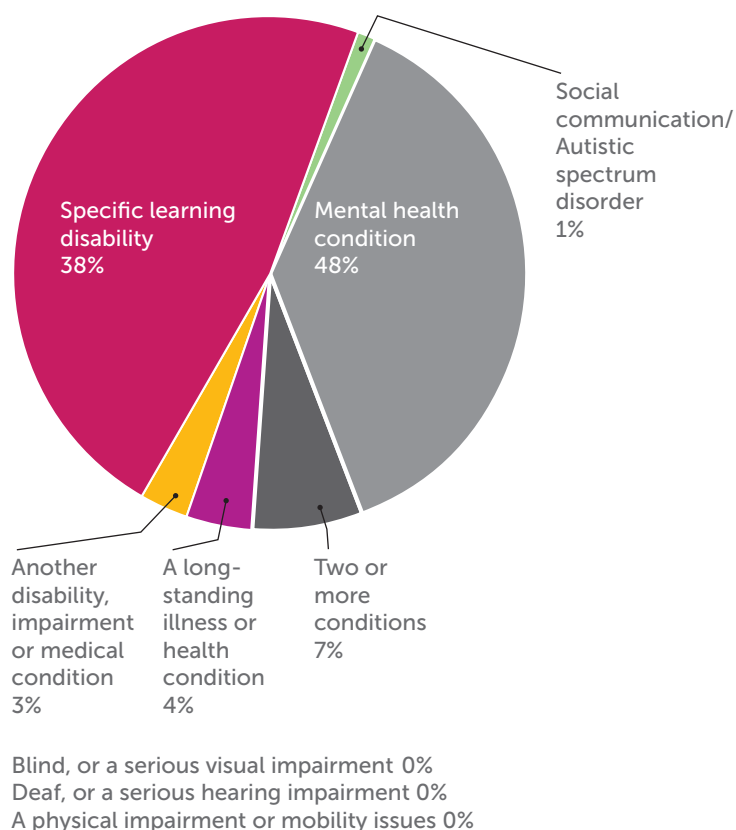
Overall the UK sector currently enrolls 13 percent of students with disabilities.

### % Known disability



From the students that disclosed a disability, 48% had a mental health condition and 38% a specific learning condition.

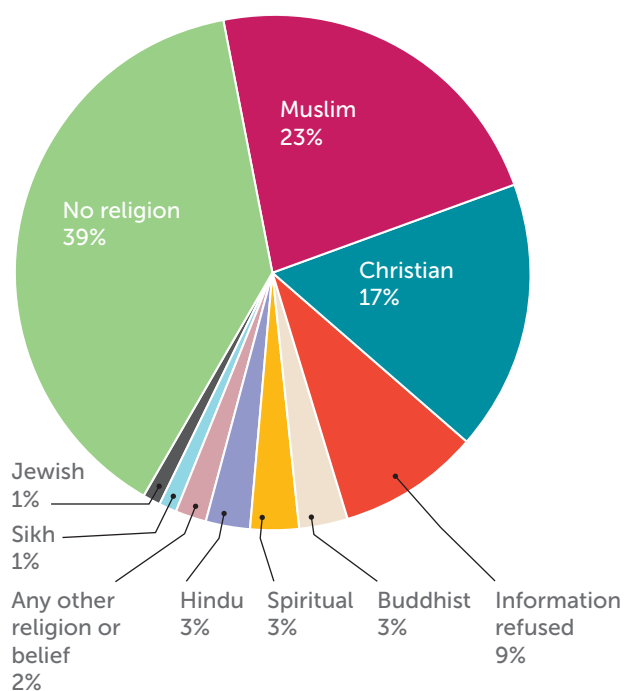
Disclosed disability at SOAS, 2019/20



## 6. Religion and belief

The majority of SOAS students are recorded as 'No religion', however this percentage might include students with missing information. Students who effectively provided a religion belief said they considered themselves mainly Muslim (23%) or Christian (17%).

There is no data available at sector level to benchmark against.







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