



Equality and Diversity Staff Report 2012/2013

Executive Summary



Equality & Diversity Staff Report 2012/13 – Executive Summary

SOAS has now produced eight annual Equality & Diversity Staff Reports. This Executive Summary highlights the key staff statistics based on data available at 31st December 2013 as well as national comparisons where available, and reports on School trends over the past 7 years.

	2007	2008	2009	2010	2011	2012	2013
Total Number of Staff	730	976	1117	1186	1204	1275	1200

The total staff workforce has seen a steady increase over the years, particularly between 2009 - 2012. However, more recently we have seen a slight decline in staff numbers, mainly due to a decrease in the numbers of Fractional teaching staff.

Gender Composition	2007	2008	2009	2010	2011	2012	2013
Female	49.6%	48.6%	50.9%	49.7%	50.5%	52.3%	51.9%
Male	50.4%	51.4%	49.1%	50.3%	49.5%	47.7%	48.08%

The figures show no significant change in the gender composition of School staff over the seven year reporting period, with women comprising just over half of the workforce.

Gender / National Comparison	2011	2012	2013
SOAS Female	50.5%	52.3%	51.9%
All HEIs Female*	53.8%	53.7%	53.7%

The figures show no significant difference between the School's gender composition and that of all Higher Education Institutions.

Ethnicity Composition	2007	2008	2009	2010	2011	2012	2013
BME	30%	34%	35%	37%	37%	36%	38.4%
White	64%	60%	59%	58%	59%	58%	58%
Unknown	6%	6%	6%	5%	4%	6%	3%

Although there was no change in the proportion of BME staff in 2013, the figures show a significant increase over the seven year reporting period.

Ethnicity / National Comparison	2011	2012	2013
SOAS BME % of Total Staff	37%	36%	38.4%
All HEIs BME % of known ethnicity*	10%	11%	11%

The figures report that SOAS employs significantly more BME staff than Higher Education Institutions nationally. The composition of staff and student BME ratios are significantly higher than national figures and this is reflective of the diverse student and staff composition in Greater London.

Disability Composition	2007	2008	2009	2010	2011	2012	2013
Disabled	2.3%	2.25%	2.24%	2.2%	2.24%	2.3%	2.3%
Not Known to be Disabled	97.7%	97.75%	97.76%	97.8%	97.76%	97.3%	97.3%

The figures show very little change in the proportion of SOAS staff disclosing a disability over the seven year reporting period.

Disability / National Comparison	2011	2012	2013
SOAS Disabled % of Total Staff	2.24%	2.3%	2.6%
All HEIs Disabled % of known disability status*	3%	3.2%	3.4%

The table above shows no significant difference between the proportion of School staff disclosing a disability and the national figure for all Higher Education Institutions.

Although the workforce has marginally increased the overall results, have not figures have not resulted in a significant way, and broadly remains unchanged.

	2009	2010	2011	2012	2013
Staff Turnover	11.85%	6.15%	3.93%	4.2%	3.5%

The figures above show a significant decrease in staff turnover during the five year reporting period with a slight increase in 2012; however a considerable increase in 2010 which has not been repeated at similar percentage. This change in 2010 may be attributable to the economic climate. The recession in recent years has resulting in illustrating a more stable workforce.

	2007	2008	2009	2010	2011	2012	2013
Staff Attending at least 1 training event	39%	45%	30%	34%	23%	30%	36%

The statistics show a slight decrease in staff attending at least one training event during the seven year reporting period, but with significant increases in 2008 and 2013. Fractional teachers on 0.4 and above contracts are now included in these figures and there has been an increase in part time staff attending training courses.

The School has recently established mandatory recruitment and selection training (no, it was 2008, but we have now clamped down on it) and it is planned to introduce a number of other mandatory training courses for next year. The aim of this initiative will hopefully result in a significant increase in staff attending training events for next year.

The School will continue to report on and monitor annual staff data and statistical trends to identify any potential inequalities and to address issues through the Action Plan and HR Strategy as appropriate.

(*Source – Equality Challenge Unit's Equality in Higher Education Statistical Reports)