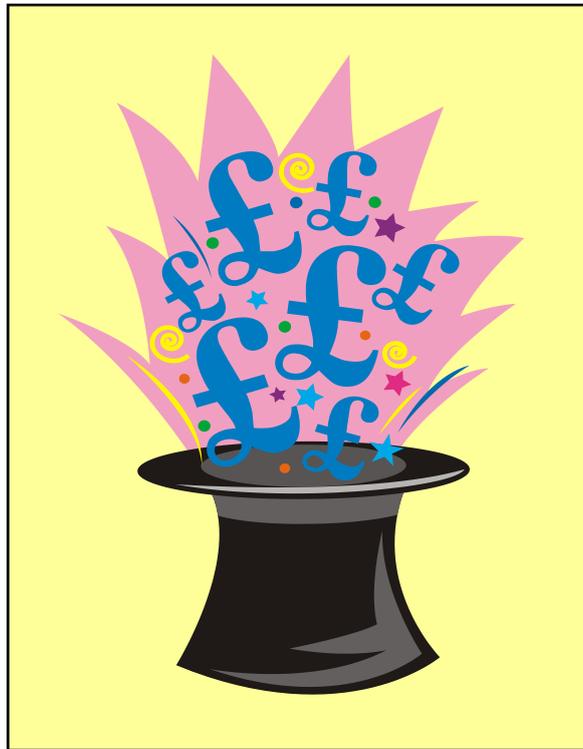




**EQUAL PAY AUDIT – EXECUTIVE SUMMARY
2012**



**HUMAN RESOURCES DIRECTORATE
UNIVERSITY OF LONDON
SCHOOL OF ORIENTAL AND AFRICAN STUDIES**

Equal Pay Audit 2012 – Executive Summary

In accordance with the Human Resources Strategy and to demonstrate the School's commitment to the principle of equal opportunities in employment, SOAS has conducted three annual Equal Pay Audits.

An Equal Pay Audit involves:

- i) the comparison of pay of men and women doing equal work (i.e. the same or broadly similar work, or work rated as equivalent under job evaluation or work of equal value);
- ii) the identification of any significant equal pay gaps (i.e. differences greater than 5%);
- iii) the explanation and justification of gaps using objective criteria;
- iv) the addressing of any gaps that cannot satisfactorily be explained on the grounds of work content;
- v) ongoing monitoring.

The main findings of the third Audit, with comparisons from the first two, are outlined below. Pay gaps in favour of men are shown as a –%, and those in favour of women as a +%. The information for the third audit is drawn from data as at 22nd December 2011.

Teaching & Research	Female	Male	Total	Pay Gap
2009	94	165	259	–10.24%
2010	99	167	266	–6.3%
2011	103	167	270	–6.9%

The pay gap between male and female employees in Teaching & Research roles has increased slightly since 2010. The pay gaps for the grades on which T&R staff are employed are mostly within acceptable limits on a grade by grade basis, except for one demonstrating a significant pay gap – Professorial Merit Band B.

Teaching & Scholarship	Female	Male	Total	Pay Gap
2009	240	220	460	–3.94%
2010	270	249	519	–3.8%
2011	268	238	506	–4.4%

The pay gap between male and female employees in Teaching & Scholarship roles remains statistically insignificant and is due to this category of staff being distributed evenly across just three grades in the School.

Research	Female	Male	Total	Pay Gap
2009	12	14	26	–10.42%
2010	<10	16	20	–16.3%
2011	13	25	38	–13.3%

The pay gap between male and female employees in Research roles has decreased by 3%, but remains statistically significant. However, the pay gaps for the grades on which Researchers are employed are within acceptable limits on a grade by grade basis.

The proportion of men continues to exceed women in this small staff group. The pay gap reflects the greater incidence of women in the lower graded research roles.

Support	Female	Male	Total	Pay Gap
2009	219	153	372	-10.21%
2010	216	164	380	-13.6%
2011	224	164	388	-8.2%

The pay gap between male and female employees in Support roles has decreased by 5.4%. It is more difficult to make meaningful comparisons within this group due to the number of types of job contained within each grade. However, all of the posts up to and including Grade 9/Ac4 have been subject to job evaluation under HERA and therefore these gradings have been objectively justified, as has the minimum points boundary for Grade 10/Ac5.

The pay gaps for the grades on which Support Staff are employed are within acceptable limits on a grade by grade basis, except for one demonstrating a significant pay gap – Grade 4. The main cause of the overall pay gap between male and female employees in Support roles is the greater numerical incidence of women in the lower graded support roles.

All Staff Grades	Female	Male	Total	Pay Gap
2009	565	552	1117	-13.56%
2010	589	596	1185	-12.7%
2011	608	594	1202	-12%

This is the summary total of the groups previously shown and covers all staff, full-time and part-time, and represents a 0.7% decrease in the overall pay gap between male and female staff.

Full-time Staff	Female	Male	Total	Pay Gap
2009	270	315	585	-13.14%
2010	270	328	598	-12%
2011	284	321	605	-11.5%

The pay gap between full-time male and female employees has decreased by 0.5%. This pay gap for full-time staff of -11.5% is slightly lower than the All Staff figure.

The full-time figures are significant as a benchmark and are more commonly quoted within the UK employment sector, as these figures are considered more reliable.

Part-time Staff	Female	Male	Total	Pay Gap
2009	295	237	532	-7.07%
2010	319	268	587	-7%
2011	324	273	597	-6.4%

The pay gap between part-time male and female employees has decreased negligibly. This pay gap for full-time staff of -6.4% is significantly lower than the All Staff figure, because the vast majority of part-time staff are in Teaching & Scholarship roles, distributed evenly across just three grades in the School.

By Ethnicity	BME	White	Not Known	Total	Pay Gap
2009	394	661	62	1117	-12.55%
2010	435	694	56	1185	-13.5%
2011	447	708	47	1202	-11.3%

The proportion of Black and Minority Ethnic staff at SOAS has remained at 37%, compared to a BME population in the London Borough of Camden of 27% (as reported in the 2001 Census, but expected to be higher in the 2011 census, which is due to be published). In terms of the School's staff profile, an under-representation of BME employees in more senior positions has meant that this pay gap is significant; however, it should be noted that the pay gap has decreased by 2%.

By Disability	Disabled	Not Known to be Disabled	Total	Pay Gap
2009	25	1092	1117	+1.03%
2010	26	1159	1185	-4.6%
2011	27	1175	1202	-3.1%

The pay gap between Disabled and Non-Disabled employees remains statistically insignificant, but the figures indicate that there may be under-reporting of disability by employees.

Headline Gender Pay Gap	2009	2010	2011
SOAS	-13.56%	-12.7%	-12%
All UK workforce*	-20.2%	-19.3%	-18.6%
HE Sector workforce**	-22.5%	-21%	-20.3%

(Sources: *ONS Annual Survey of Hours and Earnings, **ECU Equality in Higher Education Annual Statistical Report)

The School's headline figures show a 0.7% reduction in the Gender Pay gap that closely mirrors the gradual national downward trend. It should be noted that the School's pay gap remains significantly less than both the UK National average and the UK HE sector average.

This third Equal Pay Audit underlines the School's commitment to monitoring our pay practices in order to ensure that employees are paid fairly. The School will continue to monitor pay data each year and seek ongoing improvement as recommendations to address significant pay gaps are put into practice.