

Gender Pay Gap

Introduction

SOAS is committed to ensuring equality and diversity in the management and conduct of its employment frameworks and practice. Equality of pay for work of equal value is a vital element of this wider commitment. The School monitors pay, differences in pay and the basis for any differences in pay very carefully.

The 2018 SOAS Gender Pay Gap report provides a snapshot of the numbers and distribution of staff by gender as at 31 March 2018. The figures have been calculated using the standard methodologies contained within the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The gender pay gap measures the difference between the average earnings of all men and women across the organisation irrespective of their role. It is expressed as a percentage of the average earnings for men.

As the report is based on data collected for HMRC and has to comply with the government rules, it assumes binary gender terms of men and women. However, SOAS recognises that not all staff will identify with these gender categories and is committed to improving equality for its Trans and gender non-conforming staff [[link to policy](#)].

This report sets out the scale of the gender pay gap at SOAS and how it is affected by the different proportions of women in different grades across the School, as well as the steps SOAS has been and continues to take to reduce the gap further by addressing its causes.

Average Pay Gap

In 2018, SOAS had a mean gender pay gap of 10.8% in favour of men, and a median gap of 11.9%, also in favour of men, as shown in table 1. This compares to a gap of 13.7% (mean) and 17.2% (median) for all higher education institutions in the UK (Advance HE, 2018).

Table 1: Mean and Median Gender Pay Gap at SOAS

Pay Gap	%
Mean gender pay gap in hourly pay	10.8%
Median gender pay gap in hourly pay	11.9%

The mean hourly rate for women at SOAS is £22.43.

The mean hourly rate for men at SOAS is £25.15.

It is important to be clear about the causes of the average pay gap. We have a nine-grade structure of incremental pay ranges at SOAS, with roles graded using the widely adopted HERA (Higher Education Role Analysis) system. An analysis of the equal pay gap within our grading structure shows fair and equitable salaries by gender within the prescribed salary ranges, with pay differences largely attributable to time in service in grade and pay progression, through contractual, incremental pay progression. As discussed in detail below, we recognise that women and men are employed in

different proportions across our pay grades, which gives rise to the average pay gap by gender. However we are confident that women and men are paid equally for equal work within the pay structure.

Effects of differential representation across pay grades and roles

Within the UK generally, one of the main drivers of the gender pay gap is existing occupational segmentation: women are under-represented in higher paid roles and occupations. Women are also more likely to have had breaks from work that have affected their career progression, for example to bring up children.

The pattern in the UK economy generally is replicated in the Higher Education sector and in the make-up of the SOAS workforce. The distribution of salaries for women and men at SOAS is shown in the pay quartiles set out in Table 2. This divides the SOAS workforce into four equally-sized groups based on hourly pay rates: quartile 1 covers the lowest paid 25% of employees, quartile 4 the highest paid 25%.

The quartile analysis shows that the SOAS pay gap is driven by differential distribution of men and women across the pay quartiles. While there is a greater proportion of women than men in the upper middle quartile, there is a significantly greater proportion of women than men in the lower two quartiles, and a greater proportion of men than women in the upper quartile.

Table 2: Gender by Pay Quartiles

Quartiles by gender (number of staff)	Women	Men	% Women
Q1 (lower quartile)	191	95	67%
Q2 (lower middle quartile)	191	114	63%
Q3 (upper middle quartile)	147	139	51%
Q4 (upper quartile)	126	165	43%
Total	655	513	56%

Section 2: Bonus Pay Gap

Table 3: Gender Pay Gap in Bonuses

Pay Gap	%	Numbers
Mean gender pay gap in bonus pay	2.2%	
Median gender pay gap in bonus pay	0%	
The proportion and number of all men at SOAS receiving a bonus is:	2.5 %	13
The proportion and number of women at SOAS receiving a bonus is:	1.8%	13

SOAS operates a Reward and Recognition scheme which consists of three elements: contribution increments, accelerated increments and one-off/non-consolidated payments.

Twenty six bonus payments were made at SOAS in 2018. The mean bonus gender pay gap, was 2.2% in favour of men, which was lower than the overall gender pay gap at SOAS. While a slightly higher proportion of men received bonuses this difference was not statistically significant and an even number of bonuses were given to women and men. The median bonus payments to women and men were identical in 2018, i.e. there was no median gender gap in bonus pay. Therefore, overall, we judge that the award of bonuses was carried out on a fair basis.

Section 3: Key Actions to Narrow the Gender Pay Gap

While the SOAS gender pay gap is narrower than organisations across the whole UK economy and within the Higher Education sector, the School is committed to continuing to take action to reduce the gender pay gap further. Actions being taken by the school, include the following:

- The equality and diversity strategic plan stipulates a KPI of 52% of appointments to senior posts (recruitment or promotion) to be women by 2020;
- Recruitment panels are required to be gender diverse;
- Recruitment panel members have to be trained in fair recruitment and selection methods. This includes unconscious bias training;
- The School will be making an application for the renewal of its bronze Athena Swan award in April 2019. As part of the submission we have set the following targets:
 - At least 40% of professors to be women by 2021, including at least 33% at Grade B and 41% at Grade A;
 - At least 50% of lecturers at Grade 8 to be women by 2021;
 - At least 40% of Executive Board to be women, on average, during 2018-2021;
- Following a review of family friendly policies in 2017, we offer generous enhanced maternity pay; enhanced adoption and surrogacy pay; enhanced shared parental leave and pay; emergency care payments for staff who need to arrange emergency adult caring or childcare support; and out of hours payments for staff to attend activities linked to career

enhancement, such as evening conferences and seminars, which we actively promote to staff by making policies more accessible on our website and through leaflets;

- We are working on improving policies and promotion opportunities for staff with caring responsibilities as part of the Caring and Careers cross-School group;
- We introduced a mentoring scheme aimed at staff who are BME and/or women;
- In the interest of improving transparency of recruitment and to support staff into development opportunities and encourage progression through the organisation, we introduced acting up and secondment policies;
- We ran events designed to encourage women to apply for annual rewards and promotion

Conclusion

We have taken active steps to tackle the gender pay gap at SOAS in recent years which have had a positive impact on reducing the gap. The gender pay gap at SOAS is narrower than at other UK universities. However, more needs to be done through our recruitment, promotion and workplace policies to focus on the structural causes of the gap. This remains a priority issue for us.

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References:

Advance HE (2018) Equality + higher education: Staff statistical report 2018. London: Advance HE