

## Gender Pay Gap 2020

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 2020 SOAS Gender Pay Gap report provides a snapshot of the numbers and distribution of staff by gender as at 31 March 2020. 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.

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, and we are pleased that the gender pay gap has reduced by 1.5% since last year. Actions that we have taken to reduce the gender pay gap have included:

- Requiring recruitment panels to be gender diverse and providing mandatory training for panel members.
- Development of an advanced management development model specifically addressing inclusive management
- Enhanced maternity, shared parental, adoption and surrogacy leave
- Financial support for childcare and emergency or out of hours caring
- Amendments to academic promotion processes and pay award mechanisms for senior staff

Future actions as part of the Equality, Diversity and Inclusion Strategy that we expect to impact positively on our gender pay gap include:

- Improved diversity monitoring of recruitment and selection processes, improved attraction and recruitment processes including revised person specifications
- Work to reduce the use of fractional teaching staff, through our Decasualisation Working Group, as women are over-represented in these part-time, teaching-only roles

All staff (in 2019-20)

## Gender pay gap 2019-20

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

1a

Gender pay gap	Women	Men	Pay Gap
Mean hourly rate (£)	23.54	24.52	<b>4.0%</b>
Median hourly rate (£)	21.58	22.77	<b>5.2%</b>

In 2020, SOAS had a mean gender pay gap of 4.0% in favour of male staff. This is lower than in the previous year (6.5%). On average, women earn £23.54 per hour, men £24.52. The median pay gap was 5.2%, which is very similar to the previous year.

2a

Bonus (Reward) gender pay gap	Women	Men	Pay gap
Mean Bonus (£)	932.04	1,227.50	<b>24.1%</b>
Median Bonus (£)	1,000	1,000	<b>0.0%</b>
Number of staff	33	20	
% Who received bonus	4.4%	3.3%	

Although the most common bonus was the same for men and women (median bonus = £1,000), and more women than men received a reward, the bonus pay gap is skewed towards men. The average bonus for men was £1,227 but it was £932 for women.

3a

Quartiles gender (number of staff)	Women	Men	% Women
Q1 (lower quartile)	183	159	<b>53.5%</b>
Q2 (lower middle qu.)	207	129	<b>61.6%</b>
Q3 (upper middle qu.)	204	150	<b>57.6%</b>
Q4 (upper quartile)	157	168	<b>48.3%</b>
<b>Total</b>	<b>751</b>	<b>606</b>	<b>55.3%</b>

The proportion of women in the lower quartiles is more than half in Q1 and around 60% in Q2 and Q3. It is 48.3% in the highest paid quartile Q4, which is an increase compared to the previous year (43.2%).