

Report on SOAS Student Diversity 2012-13
Parts 1 - 3
prepared by the Diversity Advisor
based on the HESA return and other data
supplied by the Planning Department

Annual Report on SOAS Student Diversity 2012-13

Main Report

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Author's Notes:

1. In order to reduce the risk that individual students may be identified, where the absolute numbers in a cell are low, the number will be “masked” for external publication by being replaced with a “<10” or “<20” as appropriate. However the percentage figures are correct for the absolute number which has been masked.
2. The absolute numbers in some of the tables are very small and therefore all percentages relating to these numbers should be treated with caution. When absolute numbers are small, an increase or decrease of just one person in the category can make a substantial difference to the proportion as expressed by the percentage.
3. The information in this report is organised in the order age, disability, ethnicity and gender variables. The sequence selected is alphabetical.
4. The data in this report is not that from the standard HESA return, the data includes both new and returning students, where appropriate. “Writing up students - in session only” have been included as appropriate.
5. CAUTION: in some tables the number of cases per cell is too low to permit any assessment of statistical significance.

Annual Report on SOAS

Student Diversity 2012-13 Parts 1 - 2

prepared by the Diversity Advisor,
based on the HESA return and other data
supplied by the Planning Department

Introduction

The student data supplied annually by SOAS to the Higher Education Statistical Agency includes at least four self-reported diversity variables for each eligible student:

- age
- gender
- ethnicity and
- disability (where applicable)

This HESA data is available for the degree student cohort, including under-graduates and post-graduates, those studying for the UG & PG Certificate or Diploma but part time students studying on short courses with the Language Centre are not currently included. For this report the standard HESA data has been supplemented in places by additional data. Students who have not attended in the current year (recorded as “dormant”) are also excluded – in most cases they will be people having to re-take at least one exam / assignment.

This diversity data is entirely based on **self-reported** information, the School does not assign students to diversity categories, therefore there is some “missing” data where students have refused to provide the information. These “missing” responses are recorded in the analyses (e.g. 5.7% of all students did not provide ethnicity information). Where the number of cases in a particular category is very small the exact number of cases has been masked by use of “<10” in order to reduce the risk of identification of individuals.

Where feasible the data produced by the School will be compared with the national data from the Equality in HE Statistical Reports 2012-13 from the Equality Challenge Unit (ECU) in order to provide some indication of the School’s performance compared to the national picture.

Part 1 of this report is concerned with the descriptive data, exploring the kinds of students recruited by SOAS for its under-graduate and post-graduate taught programmes and also for the post-graduate research programmes. Where possible this data is referenced against the national HESA data published in the statistical reports published by the Equality Challenge Unit (2012 - 2013).

Part 2 deals with the data which compares SOAS to the rest of the HE sector.

Part 3 is a small number of other reports relating to diversity issues.

Part 1: Descriptive statistics for type of study

Section 1A (see Chart 1A and Table 1A):

In 2012-13 some 5663 students were registered on SOAS programmes (n = 5657 in 2011-12) therefore an increase of 6 students from the previous year.

2662 (47.0%) students were on under-graduate programmes
(45.3% in 2012-13)

375 (6.6%) students were on UG Certificate or Diploma programmes
(7.2 % in 2012-13)

58 (1.0%) students were on PG Certificate / Diploma programmes
(1.9% in 2012-13)

1637 (28.9%) students were on post-graduate Taught Masters [PG-T] programmes
(29.8% in 2012-13)

931 (16.4%) students were on PG Research [PG-R] programmes
(15.7% in 2012-13)

The SOAS students can also be described by their domicile:

2977 (52.6%) UK (home) domiciled students
(52.0% in 2011-12)

869 (15.3%) EU students
(16.2% in 2011-12)

1817 (32.1%) International students
(31.6% in 2011-12)

Chart 1A

All SOAS students registered in the 2012-13 session separated by type of programme and by domicile (home UK, EU & International)

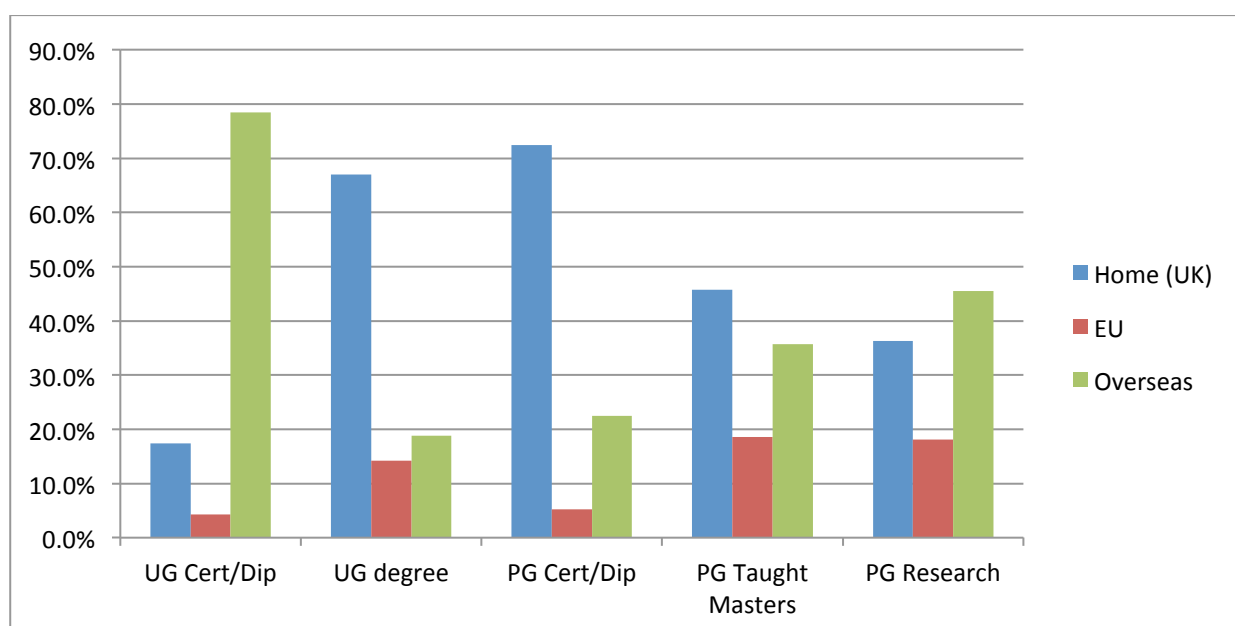


Table 1A: All SOAS students registered in the 2012-13 session separated by type of programme and by domicile (home UK, EU & International)

Programme type x domicile	Home (UK)		EU		Overseas		All students	
	Freq.	Col. %age	Freq.	Col. %age	Freq.	Col. %age	TOTAL Freq.	Proportion of all students per prog. (col. %age)
UG Cert/Dip	65	17.3%	16	4.3%	294	78.4%	375	6.6%
UG degree	1783	67.0%	377	14.2%	502	18.9%	2662	47.0%
PG Cert/Dip	42	72.4%	3	5.2%	13	22.4%	58	1.0%
PG Taught Masters	749	45.8%	304	18.6%	584	35.7%	1637	28.9%
PG Research	338	36.3%	169	18.2%	424	45.5%	931	16.4%
Totals	2977		869		1817		5663	
Proportion of all students per domicile (row %age)	52.6%		15.3%		32.1%			

Table 1A and Chart 1A demonstrate that the majority of UK domiciled students are on an undergraduate degree programme. The majority of EU students have selected an UG programme (with another large proportion taking a Masters programme). The majority of International students have chosen a Masters programme, though high proportions also chose UG degrees and PG research programmes.

The 2012-13 student data has been analysed according to 4 self-reported diversity variables:

- | | |
|----------|--------------|
| • Age | • Ethnicity |
| • Gender | • Disability |

Analysis of these variables forms the sections of the following report.

Section 1B: Age

Note:

Young is defined as under 22 years for UGs and under 25 years for PGs.

Mature is defined as 22+ years for UGs and 25+ years for PGs.

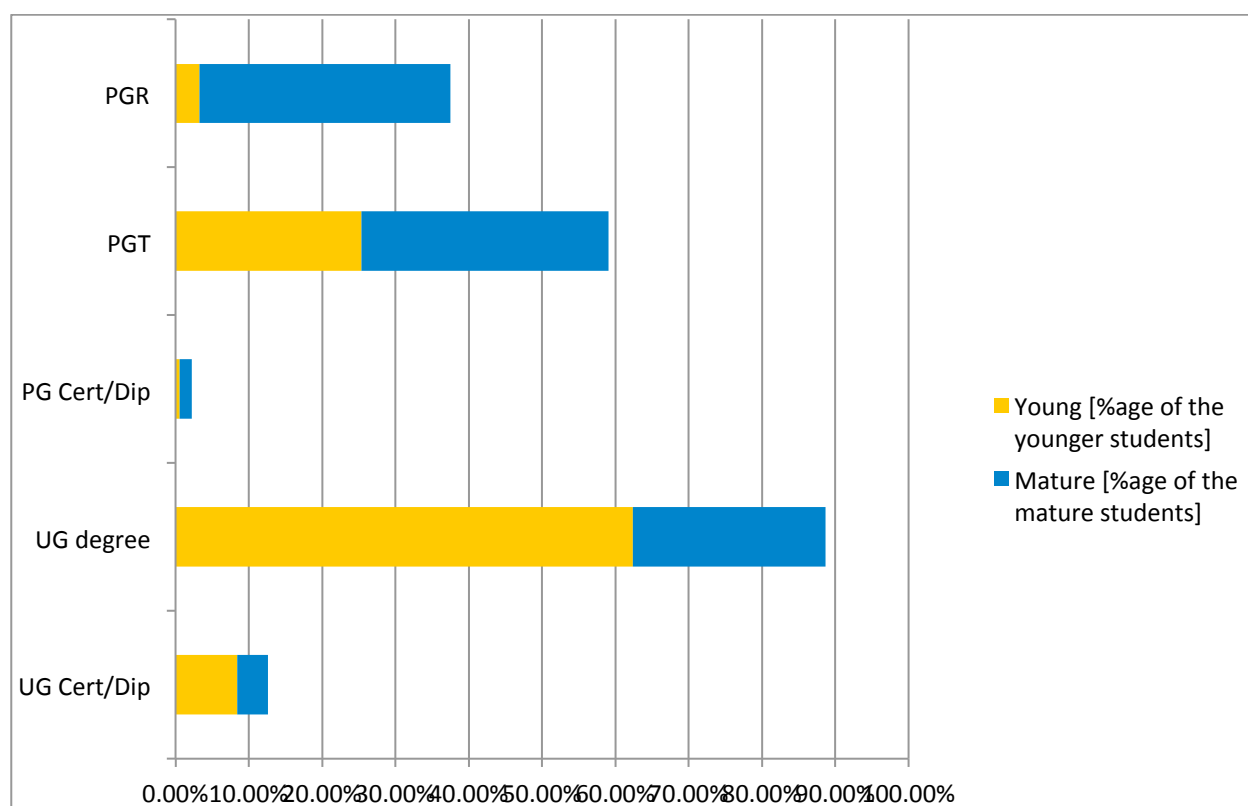
Section 1B: All SOAS students registered in the 2012-13 session separated by type of programme and young / mature status (includes all home UK, EU & International students)

Table 1B [each group expressed as a proportion of the age cohort (row percentages)] takes the student body as a whole (n = 5663), not divided by domicile, but presented by programme type. Overall 42.6% of SOAS students are “mature” and 57.4% “young”.

Chart 1B shows the proportions of each programme cohort which are young & mature (expressed as a %age of the age cohort) and demonstrates that the young students are primarily undertaking UG Degree and PGT courses; whereas mature students are distributed mainly across the UG Degree, PGT & PGR groups.

Chart 1B also shows (by reading the proportion within each bar) that mature students form a minority on both the undergraduate Certificate / Diploma and Degree programmes and that they are more strongly represented in the PG population, especially among PGRs. The table for this more detailed information (Table 1C) appears in Appendix G3.

Chart 1B: All SOAS students registered in the 2012-13 session separated by type of programme and young / mature status
(includes home UK, EU & International) expressed as a proportion of each age cohort



Note: these percentages are the proportion per age cohort including all students (UK, EU & International)

Table 1B

All students age x programme	UG Cert/Dip		UG degree		PG Cert/Dip		PGT		PGR		All students %age of all students	
	freq.	row %age	freq.	row %age	freq.	row %age	freq.	row %age	freq.	row %age	freq.	COL. %age
Young %age of the younger students	273	8.4%	2029	62.4%	19	0.6%	825	25.4%	107	3.3%	3253	57.4%
Mature %age of the mature students	102	4.2%	633	26.3%	39	1.6%	812	33.7%	824	34.2%	2410	42.6%
Total	375	6.6%	2662	47.0%	58	1.0%	1637	28.9%	931	16.4%	5663	

Note 1: For UG students Young <21 at 30 Sep of year when start programme, Mature ≥21 and for PG students Young <25 and mature ≥25 years

Chart 1C: All SOAS students registered in the 2012-13 session separated by type of programme; young / mature status and by domicile (UK, EU & International)

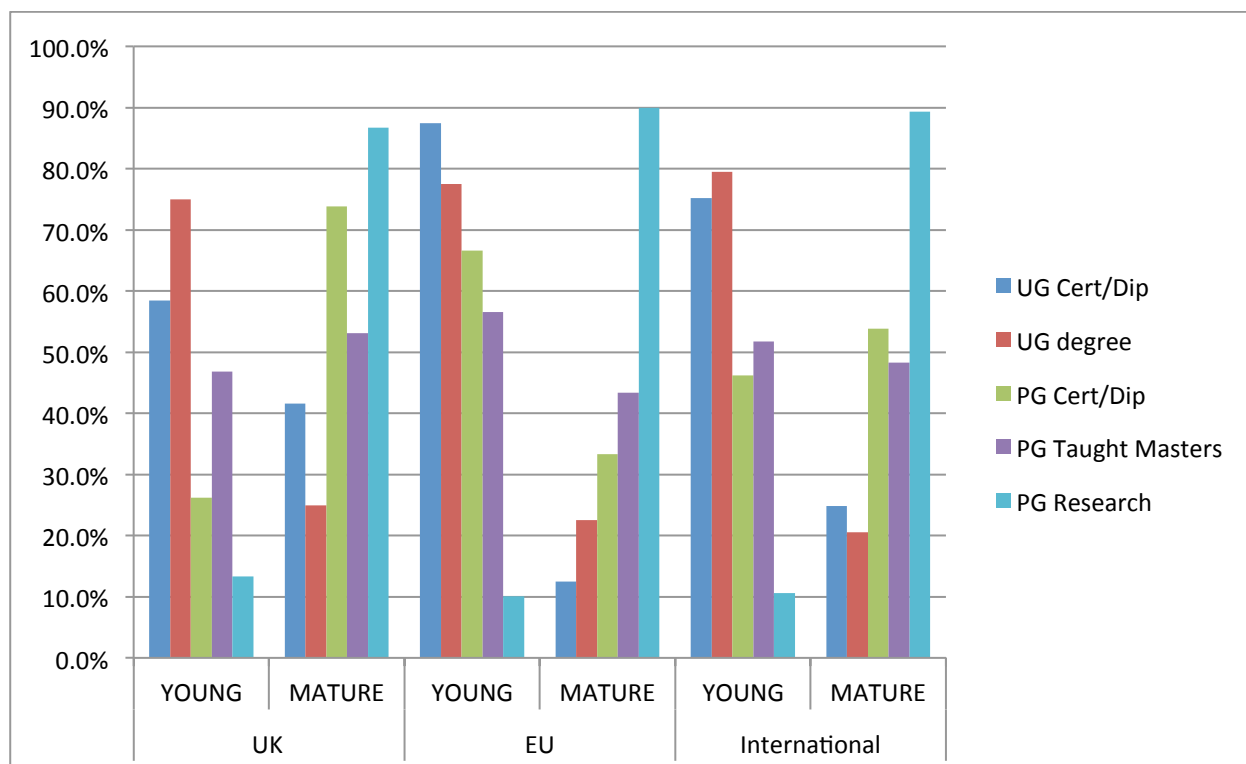


Table 1C SOAS students on each level of study x domicile x AGE %ages (per level of study)

All students N = 5663 Row percentages per programme within each domicile group	UK [N = 2977]		EU [N = 869]		International [n = 1817]	
	YOUNG	MATURE	YOUNG	MATURE	YOUNG	MATURE
UG Cert/Dip [N = 375]	58.5%	41.5%	87.5%	12.5%	75.2%	24.8%
UG degree [N = 2662]	75.0%	25.0%	77.5%	22.5%	79.5%	20.5%
PG Cert/Dip [N = 58]	26.2%	73.8%	66.7%	33.3%	46.2%	53.8%
PG Taught Masters [N = 1637]	46.9%	53.1%	56.6%	43.4%	51.7%	48.3%
PG Research [N = 931]	13.3%	86.7%	10.1%	89.9%	10.6%	89.4%
Proportions for each domicile cohort	59.9%	40.1%	57.2%	42.8%	53.5%	46.5%

Chart 1C & Table 1C show the proportions of young and mature students, within each domicile group (UK, EU & International) within each type of programme. Among the UK students the highest proportions of mature students were on the PG Certificate / Diploma and PG Research programmes; for the EU students the PG Taught Masters and PG Research programmes had the highest proportions of mature students; and among International students the PG Certificate / Diploma and PG Research programmes had attracted the greatest proportion of mature students.

Section 1D: UK domiciled (home) SOAS degree students registered in the 2012-13 session with national data by type of programme and young / mature status (excluding EU & International students)

Table 1D presents specifically the SOAS home (UK) student cohort (N = 2977) which tends to be younger than the national average, with only 40.1% mature students overall. It is difficult to compare this to the national data for the “all students” cohort as the ECU report is presented in age groups which make it impossible to know whether the 22-25 year olds are UGs or PGs, but nationally 46.7% of UGs and 58.4% of PGs are mature students (ECU, 2013). See Table 5 for comparisons to other Institutional groups.

There is a lower than average proportion of mature students among the under-graduate cohort: 46.7% mature UG degree students in the national dataset (ECU, 2013) compared to 25.0% mature UG degree students at SOAS. This effect is less apparent for post-graduates: the national mature PGT student rate is 58.4%, compared to 53.1% mature UK PGT students at SOAS.

The SOAS UG Certificate programme does better than the UG Degree programme for mature student recruitment (41.5%), but of course this is on a smaller scale. The PG Cert. / Dip. recruited mostly mature UK students: 73.8%. The SOAS Taught Masters courses recruited 53.1% mature students and the PGRs included 86.7% mature students.

Chart 1D: UK domiciled (home) SOAS degree students registered in the 2012-13 session by type of programme and young / mature status (excluding EU & International students)

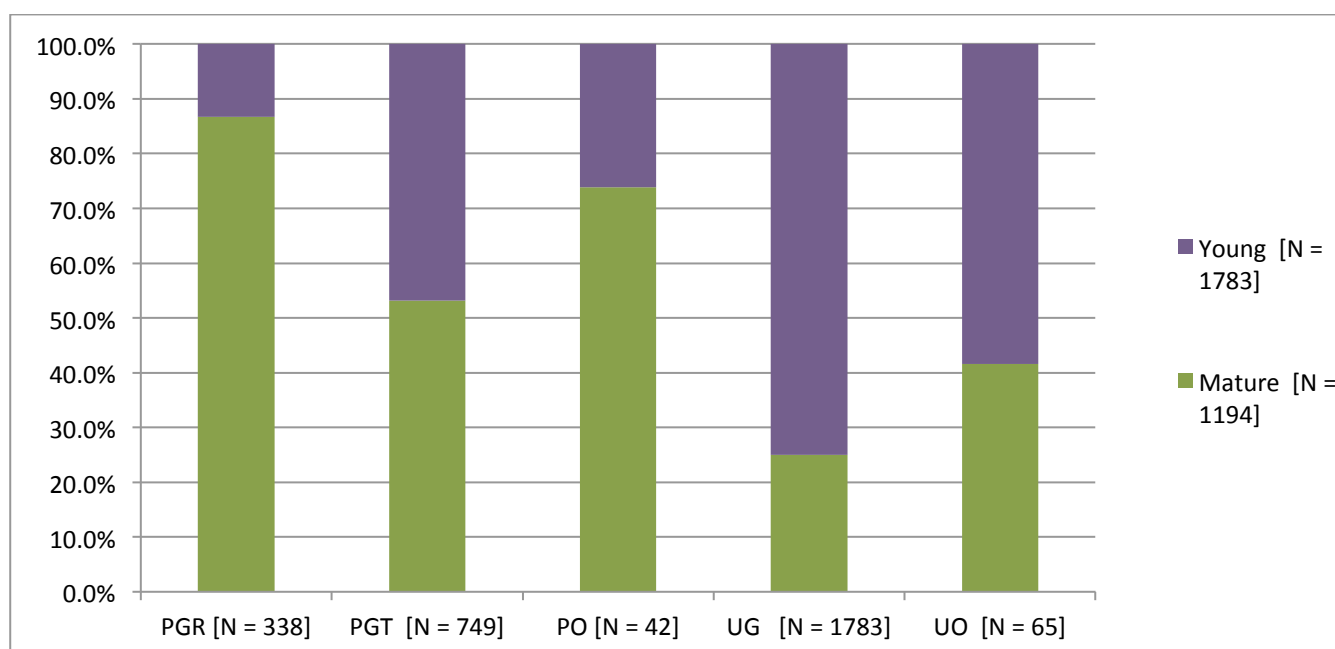


Table 1D UK students x programme x age

UK students only [N = 2977] %age per programme	Mature [N = 1194]	Young [N = 1783]
PG Research [N = 338]	86.7%	13.3%
PG Taught [N = 749]	53.1%	46.9%
PG Cert / Dip [N = 42]	73.8%	26.2%
UG Degree [N = 1783]	25.0%	75.0%
UG Cert / Dip [N = 65]	41.5%	58.5%

Chart 1D confirms that relatively few mature UK students select the undergraduate programmes; whereas over half of those UK students who select the PGT degree students and most who choose PGR programmes are mature students.

Section 1D: All SOAS students registered in the 2012-13 session separated by type of programme; young / mature status and by domicile (home UK, EU & International)

See Table 1D: among UK domiciled students (N = 2977) the overall totals were **59.9%** “young” and **40.1%** “mature” though these overall figures mask considerable variation across programme types (see Table 1E in Appendix G3) e.g. only 25% of UK UG Degree students are ¹mature, whereas 73.8% of UK PG Cert./Dip. students and 86.7% of UK PG-R students are mature.

Section 2 Disability – frequencies

Section 2A: ALL students including home (UK), EU & International students for 2012-13 - summary by Disability and Programme type

Table 2A shows that overall 7.7% (n = 437) of SOAS students have disclosed an impairment², and 3.0% of all SOAS students claim the Disabled Students' Allowances [DSAs].

However examination of the breakdown by programme type shows a fairly large variation: the UG Cert./Dip. programmes has no disabled students.

The UG Degree programmes have 11.8% disabled students (UG courses also have the highest proportion of DSAs claimants 4.9%).

The PG Cert. / Dip. programmes have no disabled students but none claim the DSAs.

The PGT programmes have 5.7% disabled students but a relatively low proportion who claim the DSAs (2.0%).

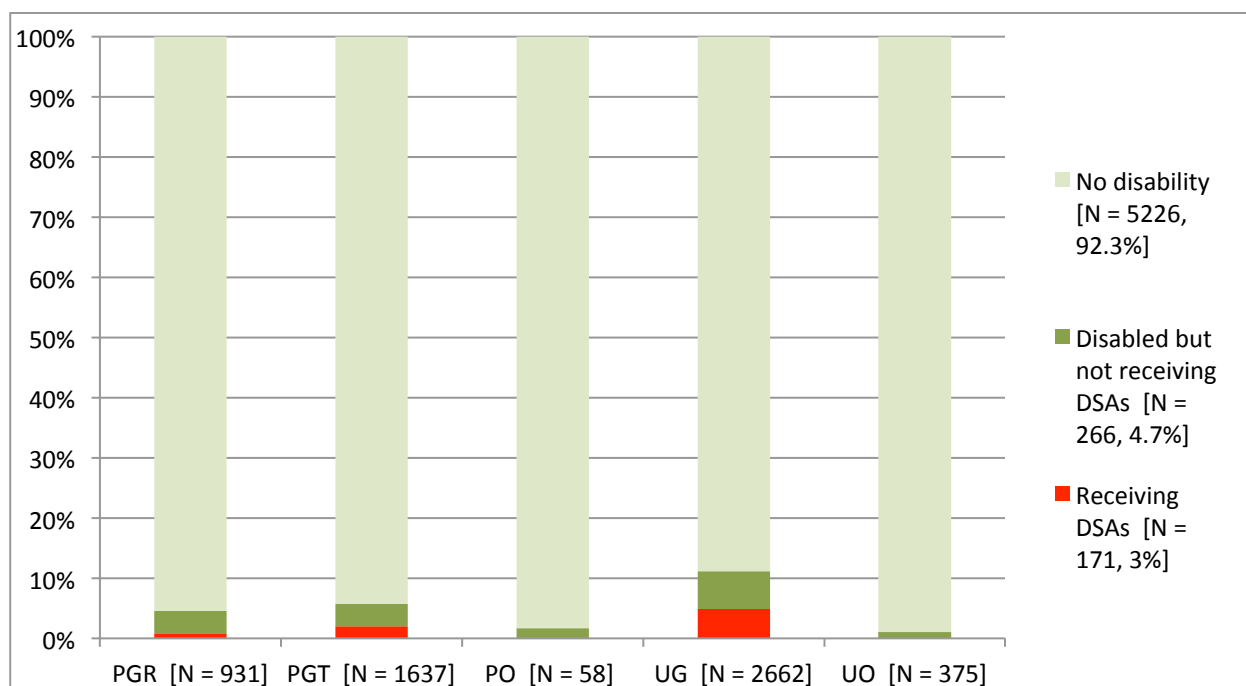
The PGR programmes have only 4.6% disabled students and only 0.8% claim the DSAs.

The proportion of all SOAS disabled students who receive Disabled Students' Allowances is (171/437) 39.1%, compared with a national rate of 46% (ECU, 2013).

¹ Mature is 22+ years for UGs and 26+ years for PGs.

² In fact this is an under-estimate as many students will disclose to the Disability Service but will not agree to allow Registry to reveal their disability on the Student Records System.

Chart 2A: ALL students, including those not domiciled in the UK, for 2012-13 - summary by Disability and Programme type



The numbers given in the legend are for all students regardless of programme

Table 2A: ALL students, including those not domiciled in the UK, for 2012-13 - summary by Disability and Programme type

	Receiving DSAs [N = 171, 3%]		Disabled but not receiving DSAs [N = 266, 4.7%]		No disability [N = 5226, 92.3%]	
PG Research [N = 931]	7	0.8%	35	3.8%	889	95.5%
PG Taught [N = 1637]	33	2.0%	61	3.7%	1543	94.3%
PG Cert / Dip [N = 58]	0	0.0%	1	1.7%	57	98.3%
UG Degree [N = 2662]	131	4.9%	165	6.2%	2366	88.9%
UG Cert / Dip [N = 375]	0	0.0%	4	1.1%	371	98.9%
Total [N = 5663]	171	3.0%	266	4.7%	5226	92.3%

Note: these numbers under-state the true number of disabled students as some will not permit their disability information to be included on the student records system.

A total of 7.7% of SOAS students [N = 437] are disabled and have permitted this information to be recorded in the Student Records system; 3% of SOAS students claim the Disabled Students' Allowances (EU and International students are usually not eligible) and as one would expect, the majority of those are engaged in UG Degree programmes. A further 4.7% of disabled students are not receiving the Disabled Students' Allowances and again the majority are undertaking UG Degree courses.

Section 2B: All students registered in the 2012-13 session separated by type of programme and summary disability and by domicile (home UK, EU & International)

The breakdown of the disability data shows that UK students are most likely to have disclosed an impairment (11.8% of all UK students) and to be claiming the DSAs (5.7% of all UK students), this is not surprising since the DSAs are not usually available to EU & International students. Of the EU students 4% and International students 2.9% disclosed an impairment.

The 3 parts of Chart 2B (parts 2 & 3 are in the Tables section, Appendix 3) demonstrate that the EU & International cohorts include relatively few disabled students, though this may be due in part to non-disclosure.

Table 2B: The UK students presented by programme, showing disclosure (or not) of an impairment and receipt (or not) of Disabled Students' Allowances.

N = 2977 UK students	Disabled and receiving DSAs		Disabled but not receiving DSAs		Total of all disabled UK students	No disability	
PG Research [N = 338]	7	2.1%	21	6.2%	28 (8.3%)	310	91.7%
PG Taught [N = 749]	33	4.4%	41	5.5%	74 (9.9%)	675	90.1%
PG Cert / Dip [N = 42]	0	0.0%	1	2.4%	1 (2.4%)	41	97.6%
UG Degree [N = 1783]	129	7.2%	116	6.5%	245 (13.7%)	1538	86.3%
UG Cert / Dip [N = 65]	0	0%	2	3.1%	2 (3.1%)	63	96.9%
Total [N = 2977]	169	5.7%	181	6.1%	350 (11.8%)	2627	88.2%

The majority of those claiming DSAs (n = 129/169) are on undergraduate programmes, as is usual. There is also a larger number of disabled UK students (n = 181) not claiming the DSAs. In total 11.8% of SOAS UK students have disclosed some form of impairment.

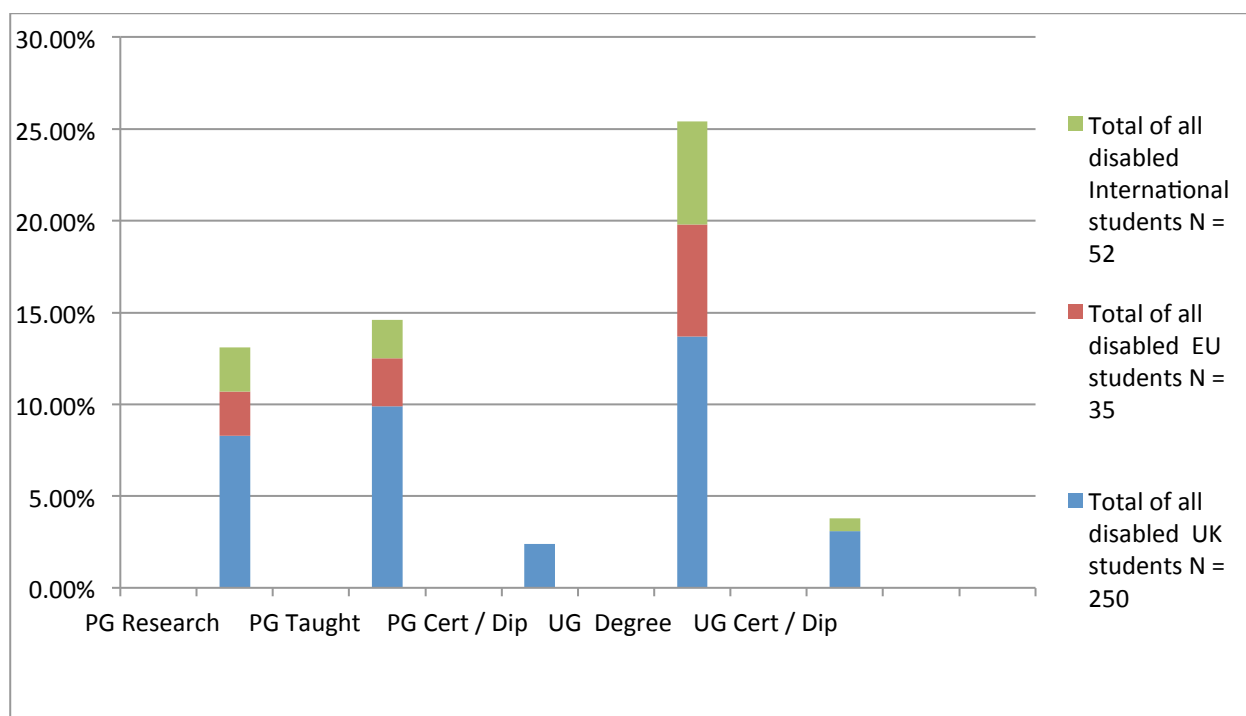
Section 2C: ALL UG students (including home (UK), EU & International - breakdown by form of impairment (Disability) and Programme type

The UK domiciled cohort of students has the highest proportion of people (11.8%) who have disclosed an impairment, this may be due to the availability of the Disabled Students' Allowances for UK students (EU and International students are usually not eligible) which tends to encourage disclosure.

Table 2C: All students registered in the 2012-13 session separated by domicile (comparing home UK, EU & International) by type of programme and by disability disclosure

(row %ages)	Total of all disabled UK students	Total of all disabled EU students	Total of all disabled International students
PG Research	28 (8.3%)	4 (2.4%)	10 (2.4%)
PG Taught	74 (9.9%)	8 (2.6%)	12 (2.1%)
PG Cert / Dip	1 (2.4%)	0 0%	0 0%
UG Degree	245 (13.7%)	23 6.1%	28 (5.6%)
UG Cert / Dip	2 (3.1%)	0 0%	2 (0.7%)
Total	350 11.8%	35 4%	52 (2.9%)

Chart 2C: All students registered in the 2012-13 session separated by domicile (comparing home UK, EU & International) by type of programme and by disability disclosure



Note: y axis labels are percentages and Excel has incorrectly inserted them in this form; x 100 for %age so that 0.05 = 5%; 0.2 = 20%, etc.

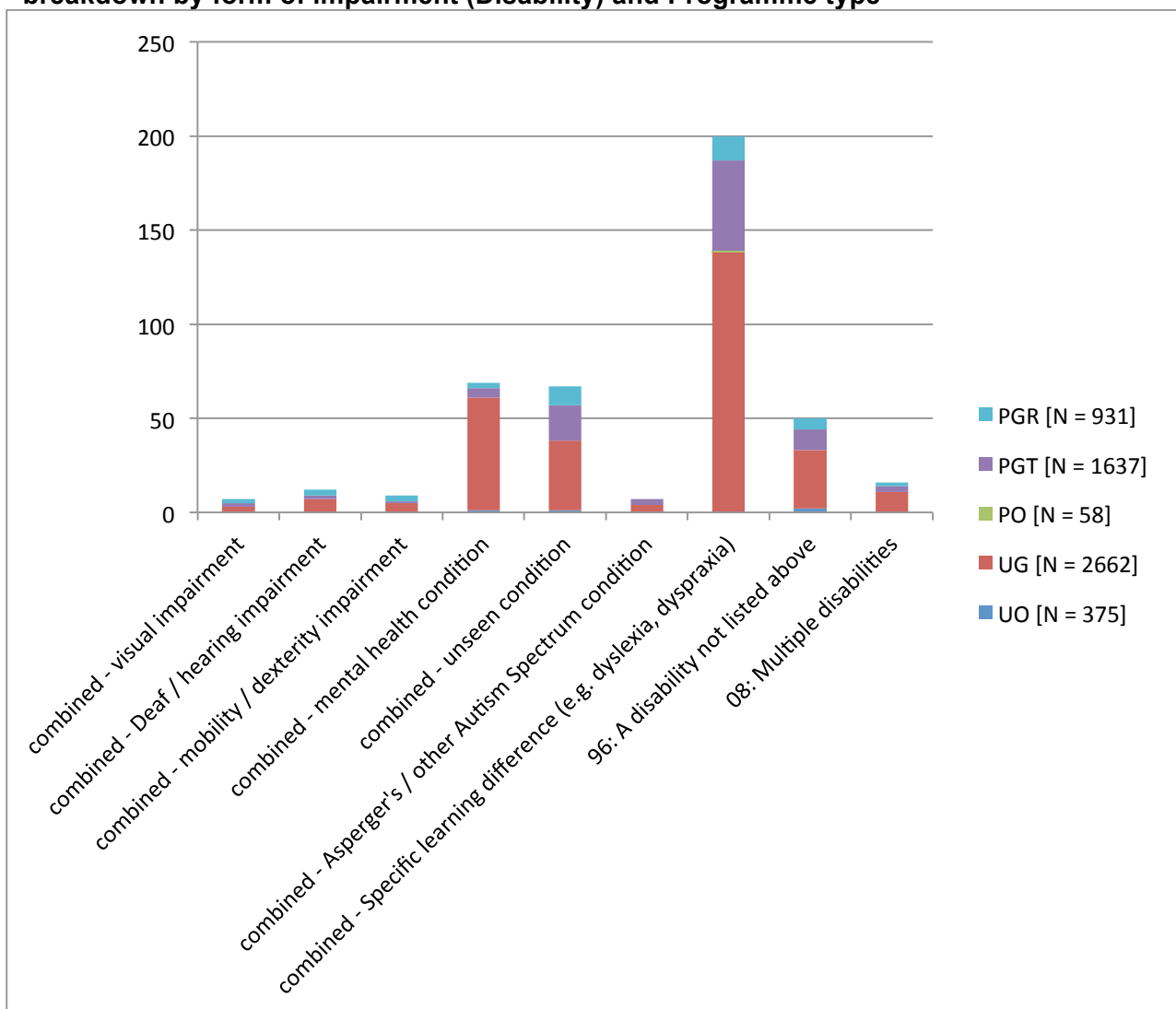
Section 2D: ALL UG students (including home (UK), EU & International - breakdown by form of impairment (Disability) and Programme type

Chart 2D represents all of the SOAS disabled students (n = 437) and reports according to self-reported impairment category and programme. This confirms that most disabled students are undertaking undergraduate degree programmes and the most common type of impairment is specific learning differences (e.g. dyslexia, dyspraxia).

Table 2D shows the range of impairments experienced by SOAS UG (Cert./Dip. + Degree) disabled students (n = 300/3037, 9.9% of all UGs) and, as is usual, shows that the majority of disabled students (n = 138; 4.5% of all UG students) experience a specific learning difference (e.g. dyslexia); with those who have mental health issues (n = 61, 2% of all UG students) and chronic medical conditions (n = 38; 1.3% of all UG students) forming the second and third largest groups overall.

Table 2D also shows the range of impairments experienced by SOAS PG (Cert./Dip. + Masters + Research) disabled students (n = 137/2626 5.2% of all PGs) and, as is usual, shows that the majority of disabled students (n = 62 ; 2.4% of all PG students) experience a specific learning difference (e.g. dyslexia); with those who have mental health issues (n = 29, 1.1% of all PG students) and “a disability not listed above” (n = 17; 0.6% of all PG students) forming the second and third largest groups.

Chart 2D ALL UG & PG students (including home (UK), EU & International - breakdown by form of impairment (Disability) and Programme type



Y axis = frequency

Table 2D: ALL UG & PG students (including home (UK), EU & International - breakdown by form of impairment (Disability) and Programme type

Impairment code	UO	UG	PO	PGT	PGR	totals	Column %age
00: No known disability	371	2366	57	1543	889	5226	92.3%
*combined - visual impairment	0	3	0	2	2	7	0.1%
%age of all disabled students	0%	0.7%	0%	0.5%	0.5%	1.6%	
*combined - Deaf / hearing impairment	0	7	0	2	3	12	0.2%
%age of all disabled students	0%	1.6%	0%	0.5%	0.7%	2.7%	
*combined - mobility / dexterity impairment	0	5	0	1	3	9	0.2%
%age of all disabled students	0%	1.1%	0%	0.2%	0.7%	2.1%	
*combined - mental health condition	1	60	0	5	3	69	1.2%
%age of all disabled students	0.2%	13.7%	0%	1.1%	0.7%	15.8%	
*combined - unseen condition	1	37	0	19	10	67	1.2%
%age of all disabled students	0.2%	8.5%	0%	4.3%	2.3%	15.3%	
*combined - Asperger's / other Autism Spectrum condition	0	4	0	3	0	7	0.1%
%age of all disabled students	0%	0.9%	0%	0.7%	0%	1.6%	
*combined - Specific learning difference (e.g. dyslexia, dyspraxia)	0	138	1	48	13	200	3.5%
%age of all disabled students	0%	31.6%	0.2%	11.0%	3.0%	45.8%	
96: A disability not listed above	2	31	0	11	6	50	0.9%
%age of all disabled students	0.5%	7.1%	0%	2.5%	1.4%	11.4%	
08: Multiple disabilities	0	11	0	3	2	16	0.3%
%age of all disabled students	0%	2.5%	0%	0.7%	0.5%	3.7%	
Total number of disabled students	4	296	1	94	42	437	
%age of all disabled students per programme	0.9%	67.7%	0.2%	21.5%	9.6%		7.7% of all students
Total number of students per column	375	2662	58	1637	931	5663	

*there are two codes currently in use for some conditions, depending which year of study the student is attending, where this occurs the codes have been combined into a single group for each condition.

Section 3: ethnicity frequencies

Section 3A: All students registered in the 2012-13 session separated by type of programme and ethnicity and by domicile (home UK, EU & International)

Chart 3A shows that BME students form about half of each student cohort, with the exception of the UG certificate / Diploma cohort which has more than 78% BME students.

Tables 3A & 3B demonstrate that the School's high overall proportion (50.9%) of Black and Minority Ethnic (BME) students is not due only to its high proportion of international students.

The home (UK) student cohort is 46.7% BME [n = 1389] plus 13.5% of EU students [n = 117] and 75.6% of International students [n = 1374].

Note: the above will be under-estimates as 4% of home (UK), 10.4% of EU & 6.2% of International students did not provide ethnicity information.

Tables 3A & 3B feature data from all three cohorts of students and considers their ethnicity. In this table only the summary variables are used, showing the frequencies of people from "all Black & Minority Ethnic groups" together compared to the frequencies for "all white" students. It shows that overall 50.9% of all students are from BME backgrounds and 43.5% are from white backgrounds (and 5.7% did not provide ethnicity information).

Table 3B also provides the summary data for each type of programme: the Taught Masters programmes have the lowest proportion of BME students at 48.3% and the UG Certificate / Diploma programmes have the highest proportion 78.7%.

Chart 3A: All students registered in the 2012-13 session separated by type of programme and ethnicity and by domicile (includes UK, EU & International)

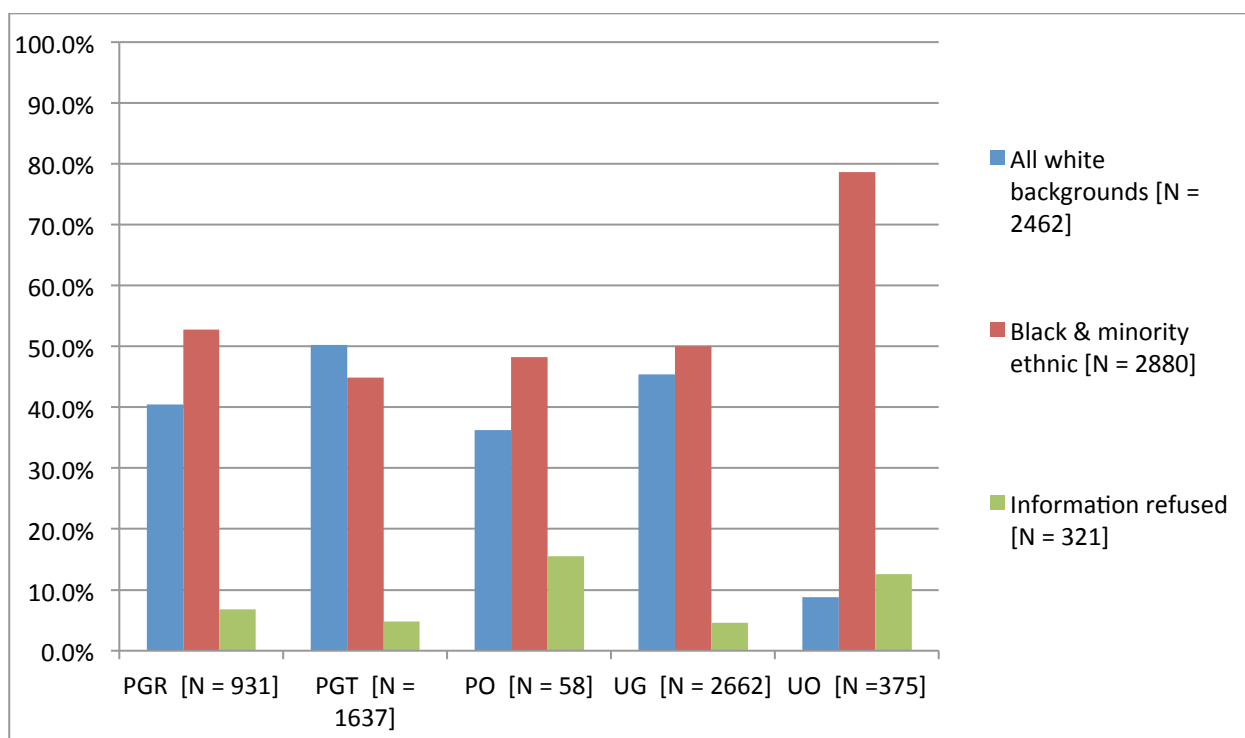


Table 3A: All students registered in the 2012-13 session separated by type of programme and ethnicity and by domicile (includes UK, EU & International)

	All white backgrounds - frequency	All white backgrounds - row %ages	Black & minority ethnic - frequency	Black & minority ethnic - row %ages	Information refused - frequency	Information refused - row %ages	Grand Total
PGR	377	40.5%	491	52.7%	63	6.8%	931
PGT	823	50.3%	735	44.9%	79	4.8%	1637
PO	21	36.2%	28	48.3%	9	15.5%	58
UG	1208	45.4%	1331	50.0%	123	4.6%	2662
UO	33	8.8%	295	78.7%	47	12.5%	375
Grand Total	2462		2880		321		5663
%age of all stu.	43.5%		50.9%		5.7%		

See overleaf for Table 3B

Table 3B: All students registered in the 2012-13 session separated by type of programme and ethnicity and by domicile – UK students; EU students; & International students

UK students	All white backgrounds – frequency	All white backgrounds - row %ages	Black & minority ethnic - frequency	Black & minority ethnic - row %ages	Information refused - frequency	Information refused - row %ages	Grand Total
PGR	175	51.8%	145	42.9%	18	5.3%	338
PGT	451	60.2%	273	36.4%	25	3.3%	749
PO	18	42.9%	16	38.1%	8	19.0%	42
UG	809	45.4%	930	52.2%	44	2.5%	1783
UO	16	24.6%	25	38.5%	24	36.9%	65
Grand Total	1469		1389		119		2977
%age of all UK stu.		49.3%		46.7%		4.0%	
EU students	All white backgrounds – frequency	All white backgrounds - row %ages	Black & minority ethnic - frequency	Black & minority ethnic - row %ages	Information refused - frequency	Information refused - row %ages	Grand Total
PGR	135	79.9%	19	11.2%	15	8.9%	169
PGT	225	74.0%	45	14.8%	34	11.2%	304
PO	2	66.7%	1	33.3%	0	0.0%	3
UG	289	76.7%	49	13.0%	39	10.3%	377
UO	11	68.8%	3	18.8%	2	12.5%	16
Grand Total	662		117		90		869
%age of all EU stu.		76.2%		13.5%		10.4%	
International students	All white backgrounds – frequency	All white backgrounds - row %ages	Black & minority ethnic - frequency	Black & minority ethnic - row %ages	Information refused - frequency	Information refused - row %ages	Grand Total
PGR	67	15.8%	327	77.1%	30	7.1%	424
PGT	147	25.2%	417	71.4%	20	3.4%	584
PO	1	7.7%	11	84.6%	1	7.7%	13
UG	110	21.9%	352	70.1%	40	8.0%	502
UO	6	2.0%	267	90.8%	21	7.1%	294
Grand Total	331		1374		112		1817
%age of all Int. stu.		18.2%		75.6%		6.2%	

Section 3C: ALL students, including UK, EU & Internationals - breakdown by Ethnicity and Programme type 2012-13

Table 3C provides the more detailed breakdown of the ethnicity data by programme type, allowing the reader to see that the UG Cert./Dip. programmes recruit a large proportion (60% of the students in the programme) of Chinese students (an under-estimate since 12.5% of UO students did not disclose their ethnicity). The Undergraduate programme recruits a more varied cohort with the smallest ethnic group being the *black* group (6.6%) and the largest being the *white* group 45.4% (and 4.6% non-disclosure).

The PG Cert./Dip. programme also recruits more than 20% of its students from the *Asian* group & a further 20% from the *Chinese & other Asian* groups; with the largest ethnic group being *white* (36.2%) and the smallest groups being "*black*", "*all mixed*" and "*other ethnic*" groups (each under 3.5%).

The Taught Masters programmes have over 15% *Chinese & other Asian* students and the smallest group was the *black* group (5.6%) and the largest the *white* group (50.3%). The Research PG programmes have over 21% *Chinese & other Asian* and their smallest group is the "*all mixed*" group (4.2%) students, with the largest group being the *white* group (40.5%). The PG programmes have non-disclosure rates ranging between 4.8% - 15.5%.

Chart 3C: ALL students, including UK, EU & Internationals - breakdown by Ethnicity and Programme type 2012-13 (expressed as a %age of all students from the relevant programme of study)

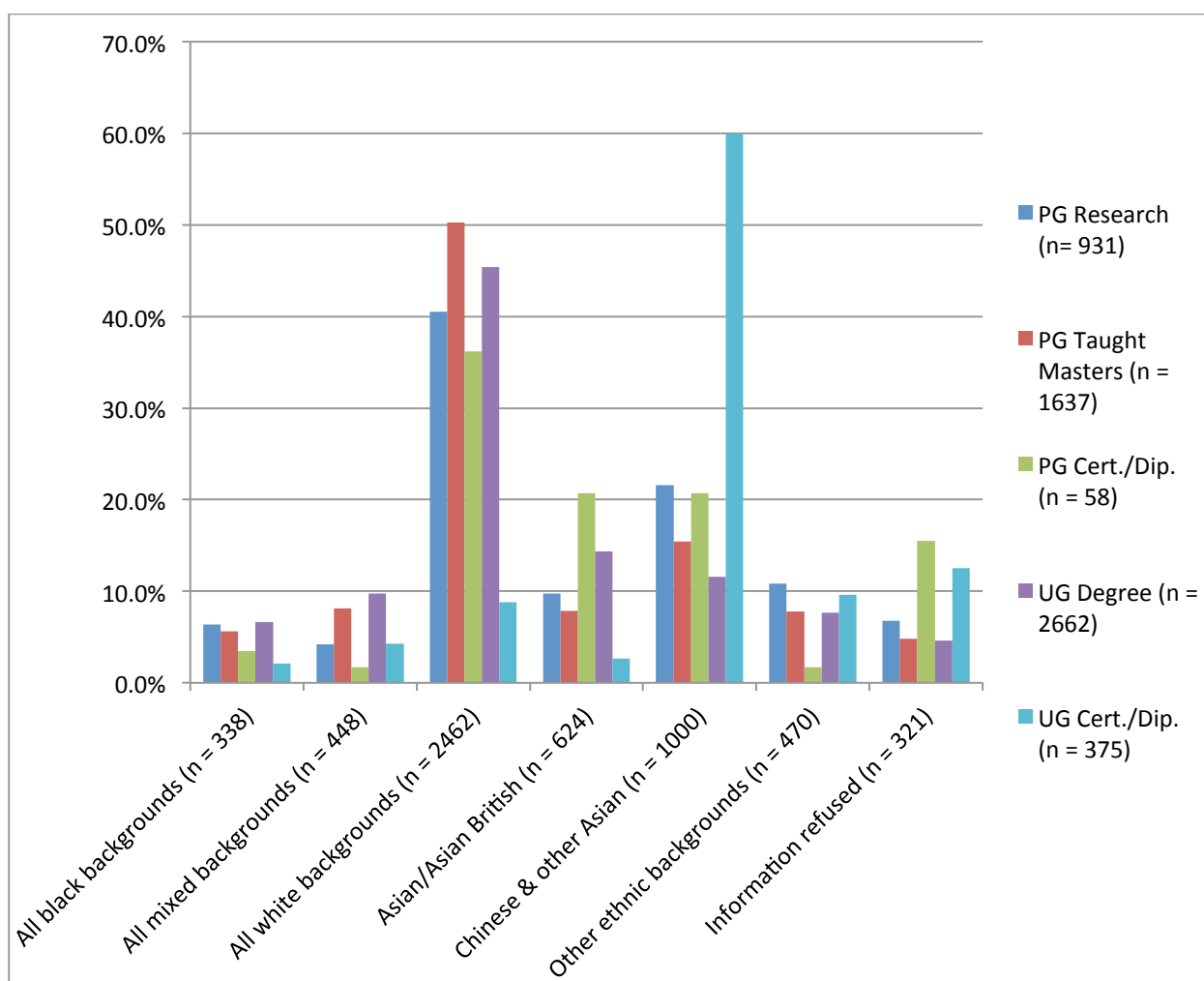


Table 3C: ALL students, including UK, EU & Internationals - breakdown by Ethnicity and Programme type 2012-13 (%ages refer to the proportion of people on the relevant programme of study)

Row Labels	Asian/Asian British (Indian, Pakistani, Bangladeshi)	Asian / Asian British - %ages		All black backgrounds	All Black - %ages	
PGR	91	9.8%		59	6.3%	
PGT	129	7.9%		92	5.6%	
PO	12	20.7%		2	3.4%	
UG	382	14.4%		177	6.6%	
UO	10	2.7%		8	2.1%	
Grand Total	624			338		
	Chinese & other Asian	Chinese & other Asian - %ages	Other ethnic backgrounds	Other ethnic -%ages	All mixed backgrounds	All mixed - %ages
PGR	201	21.6%	101	10.8%	39	4.2%
PGT	253	15.5%	128	7.8%	133	8.1%
PO	12	20.7%	1	1.7%	1	1.7%
UG	309	11.6%	204	7.7%	259	9.7%
UO	225	60.0%	36	9.6%	16	4.3%
Grand Total	1000		470		448	
	All white backgrounds	All white - %ages		Information refused	Info. Refused - %ages	Grand Total
PGR	377	40.5%		63	6.8%	931
PGT	823	50.3%		79	4.8%	1637
PO	21	36.2%		9	15.5%	58
UG	1208	45.4%		123	4.6%	2662
UO	33	8.8%		47	12.5%	375
Grand Total	2462			321		5663

Table 3D provides an ethnicity breakdown for UK students only and shows that 49.3% of UK students are white – one of the lowest proportions in the UK. The converse of this is that 1389/2977 UK students are from BME backgrounds: 46.7% (and 4% choose not to disclose their ethnicity). Among the SOAS UK students 15% are of Asian heritage; 7.6% are black; 6.6% are Chinese; 10% “mixed” background; and 7.5% are from “other ethnic backgrounds”.

Table 3D: UK students only - breakdown by Ethnicity and Programme type 2012-13

	UK students only	Asian/Asian British (Indian, Pakistani, Bangladeshi)	Asian/Asian British (Indian, Pakistani, Bangladeshi) - %age	All black backgrounds	All black backgrounds - %age
PGR		37	10.9%	14	4.1%
PGT		71	9.5%	48	6.4%
PO		10	23.8%	2	4.8%
UG		324	18.2%	158	8.9%
UO		5	7.7%	5	7.7%
Grand Total		447	15.0%	227	7.6%
		Chinese & other Asian	Chinese & other Asian - %age	All mixed backgrounds	All mixed backgrounds - %age
PGR		34	10.1%	21	6.2%
PGT		35	4.7%	70	9.3%
PO		3	7.1%	0	0.0%
UG		120	6.7%	197	11.0%
UO		4	6.2%	9	13.8%
Grand Total		196	6.6%	297	10.0%
		Other ethnic backgrounds	Other ethnic backgrounds - %age	All white backgrounds	All white backgrounds - %age
PGR		39	11.5%	175	51.8%
PGT		49	6.5%	451	60.2%
PO		1	2.4%	18	42.9%
UG		131	7.3%	809	45.4%
UO		2	3.1%	16	24.6%
Grand Total		222	7.5%	1469	49.3%
		Information refused	Information refused		Grand Total – UK students
PGR		18	5.3%	PGR	338
PGT		25	3.3%	PGT	749
PO		8	19.0%	PO	42
UG		44	2.5%	UG	1783
UO		24	36.9%	UO	65
Grand Total		119	4.0%	Grand Total	2977

Section 4 Gender – frequencies

Section 4A ALL Degree Students in 2012-13 session by type of programme split by Gender includes home (UK), EU & International students

Table 4A and Chart 4A show that overall 62.2% of SOAS students are female and 37.8% are male. Women are in the majority for all programme types, PGR programmes have the highest proportion of men (42.6%) and the PG Cert./Dip. programmes have the lowest proportion of men at 27.6%.

Chart 4A: ALL Degree Students in 2012-13 session by type of programme split by Gender includes home (UK), EU & International students

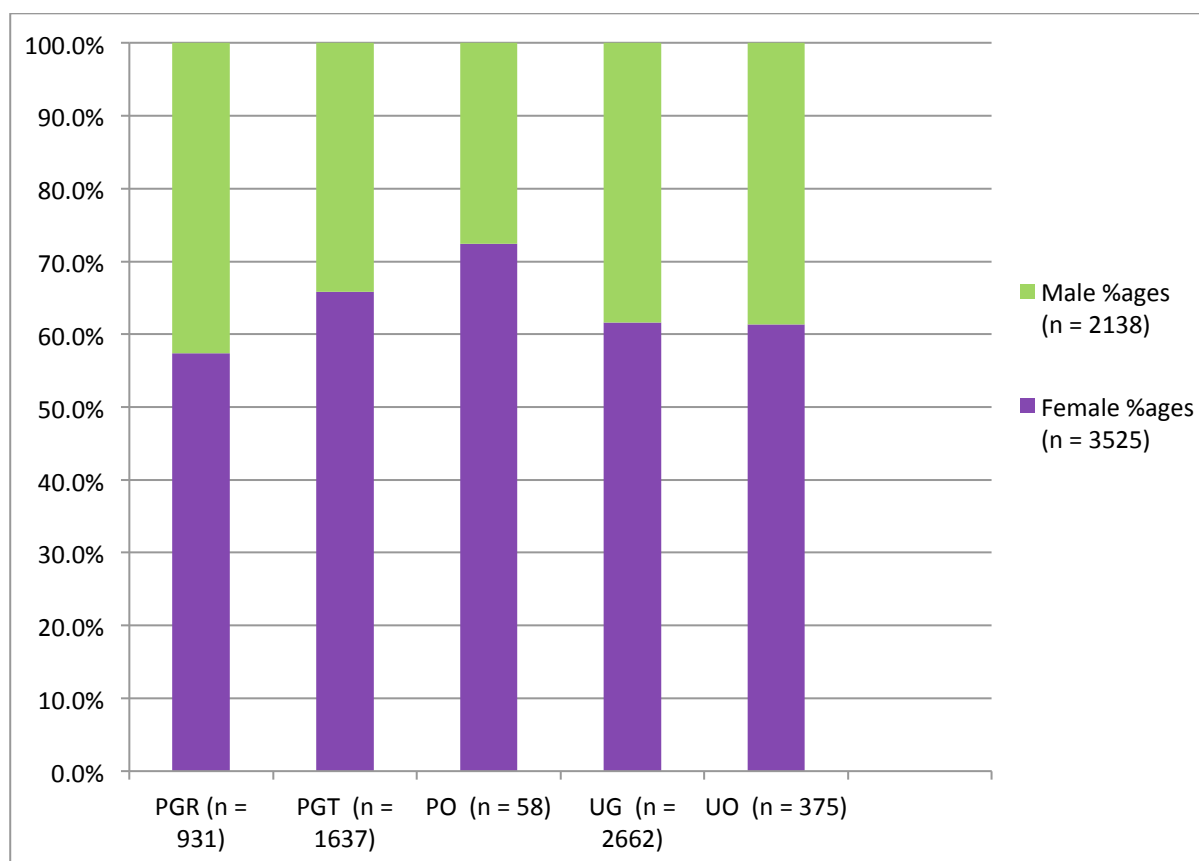


Table 4A: ALL Degree Students in 2012-13 session by type of programme split by Gender includes home (UK), EU & International students

	Female	Female %ages	Male	Male %ages	Grand Total
PGR	534	57.4%	397	42.6%	931
PGT	1078	65.9%	559	34.1%	1637
PO	42	72.4%	16	27.6%	58
UG	1641	61.6%	1021	38.4%	2662
UO	230	61.3%	145	38.7%	375
Grand Total	3525	62.2%	2138	37.8%	5663

Section 4B ALL Degree Students in 2012-13 session by type of programme split by Gender and by domicile (includes UK, EU & International students)

Table 4B shows that UK students are 59.4% female; EU students are 68.1% female; and International students are 64.1% female.

The UG Degree students to be majority female whatever their domicile: 60.1% of UK students; 68.7% of EU and 62% of International students are women. A similar pattern is repeated for the PG Taught Masters students: UK 62.3%; EU 69.7% and International 68.3% are female. Whereas among the PG Research students the gender gap is smaller for UK students (49.4% female); compared with 62.7% of EU PGR students and 61.6% of International students.

Chart 4B: ALL Degree Students in 2012-13 session by type of programme split by Gender and by domicile (comparing home (UK), EU & International students)

UK only	Female	Female - %age	Male	Male - %age	Grand Total
PGR	167	49.4%	171	50.6%	338
PGT	467	62.3%	282	37.7%	749
PO	28	66.7%	14	33.3%	42
UG	1071	60.1%	712	39.9%	1783
UO	35	53.8%	30	46.2%	65
Grand Total	1768	59.4%	1209	40.6%	2977
EU only	Female	Female - %age	Male	Male - %age	Grand Total
PGR	106	62.7%	63	37.3%	169
PGT	212	69.7%	92	30.3%	304
PO	3	100.0%	0	0.0%	3
UG	259	68.7%	118	31.3%	377
UO	12	75.0%	4	25.0%	16
Grand Total	592	68.1%	277	31.9%	869
International only	Female	Female - %age	Male	Male - %age	Grand Total
PGR	261	61.6%	163	38.4%	424
PGT	399	68.3%	185	31.7%	584
PO	11	84.6%	2	15.4%	13
UG	311	62.0%	191	38.0%	502
UO	183	62.2%	111	37.8%	294
Grand Total	1165	64.1%	652	35.9%	1817

Part 2: comparison of SOAS statistics with the HE Sector

Table 5 Parts 1 and 2 provide a 2012-13 data comparison of SOAS with other institutional groupings including the 1994 group and Russell Group averages (ECU, 2013, data from 2011-12) on a range of variables

In 2012-13 SOAS had a population which included a smaller proportion of younger students than its comparator groups (even allowing for research-led Universities generally having fewer mature students) and broadly similar to the rest of the sector in being majority female.

The SOAS student body has a very high proportion of ethnic minority students and this is not simply because of international student recruitment, as the UK student cohort has 46.7% from black and minority ethnic backgrounds.

In 2012-13 SOAS recruited a proportion of UK disabled students (11.8%) which was higher than the averages for the 1994 (8.7%) and Russell (6.8%) groups.

Although the 1994 & Russell group averages are lower, SOAS recruits a higher proportion of women than all groups except GuildHE, perhaps because of its specialisation away from Science, Technology, Engineering & Maths disciplines which still tend to attract more men.

Table 5 Parts 1 and 2 are overleaf

Table 5: Part 1 National Student profiles (UK students only) of institutional groups

A summary table sourced from "Table 5.14: All students by mission group of institution, gender, ethnicity, disability status, DSA take up and age group" [page 2002-03, ECU, November 2013]

Student profiles of institutional groups							
	Million+	University Alliance	1994 group	Russell Group	GuildHE	No affiliation	SOAS students
Age: students							
21 years and under	48.3%	43.8%	50.9%	60.0%	60.4%	52.8%	UGs aged 21 & under: 75% of all home students
22 – 25 years	16.1%	14.0%	16.8%	17.6%	12.8%	15.6%	UGs aged 22 & over: 25% of all home students PGs aged 25 & under: 36% of all home students
26 – 35 years	17.7%	19.9%	17.8%	13.1%	12.8%	16.4%	PGs aged 26 & over: 64% of all home students
36 years and over	17.9%	22.2%	14.5%	9.3%	14.0%	15.2%	
Student profiles of institutional groups							
	Million+	University Alliance	1994 group	Russell Group	GuildHE	No affiliation	SOAS students
Disabled Students (%)	8.2%	9.5%	8.7%	6.8%	13.0%	8.7%	11.8%
Non-disabled students	91.8%	90.5%	91.3%	93.2%	87.0%	91.3%	88.2%
Disabled: receives DSA [proportion of disabled students]	49.2%	41.0%	44.5%	45.5%	58.5%	49.1%	48.3%
Disabled: does not receive DSA [proportion of disabled students]	50.8%	58.9%	55.5%	54.4%	41.3%	50.9%	51.7%

Table 5: Part 2 National Student profiles (UK students only) of institutional groups

A summary table sourced from "Table 5.14: All students by mission group of institution, gender, ethnicity, disability status, DSA take up and age group" [page 2002-03, ECU, November 2013]

Student profiles of institutional groups								
	Million+	University Alliance	1994 group	Russell Group	GuildHE	No affiliation		SOAS students
%age Black students	11.3%	5.7%	7.7%	2.7%	4.8%	6.2%		7.6%
%age Asian students	10.0%	7.4%	8.0%	8.1%	4.3%	7.8%		15.0%
%age Chinese students	0.5%	0.6%	1.1%	1.5%	0.4%	0.9%		6.6%
%age Mixed ethnicity students	3.3%	2.5%	4.3%	3.2%	2.7%	2.7%		10.0%
%age other ethnicity students	1.3%	0.9%	1.6%	1.1%	0.6%	1.1%		7.5%
%age white students	73.5%	82.9%	77.2%	83.5%	87.2%	81.3%		49.3%
Student profiles of institutional groups								
	Million+	University Alliance	1994 group	Russell Group	GuildHE	No affiliation		SOAS students
Female	58.7%	56.0%	55.3%	53.8%	59.5%	57.7%		59.4%
Male	41.3%	44.0%	44.7%	46.2%	40.5%	42.3%		40.6%

Table 6: Key benchmarks: student – staff comparison

This table provides a summary of the position for 3 of the equality groups in 2012-13. The staff figures show that 51.92% of SOAS staff were female, whereas 59.4% of all UK students were female (the proportion of SOAS UK female students being higher than the national rate, 57.2%).

The proportion of disabled staff who have disclosed to SOAS is 2.6% compared to a UK student proportion of 7.7% (11.8% of all UK students) which is higher than the national rate.

Table 6 also shows that 38.4% of staff were from BME backgrounds, whereas 50.9% of all students (and 46.7% of UK students) were from BME backgrounds (much higher than the national rate 18.8%).

Key Benchmarks: Student-staff Comparison

2011-12	% Female	% BME	% Disabled
SOAS Staff	2012-13: 51.9% 2011-12: 52.3%	2012-13: 38.4% 2011-12: 36%	2012-13: 2.6% 2011-12: 2.3%
SOAS Students	2012-13: 62.2% of all students 59.4% of UK students 2011-12: 62.1% of all students 58.6% of home (UK domiciled) students	2012-13: 50.9% of all students 46.7% of UK students 2011-12: 48.1% all students 43.0% of home (UK domiciled) students	2012-13: 7.7% of all students 11.8% of UK students 2011-12: 6.9% all students 10.2% of home (UK domiciled) students
All HEIs Students*	2012-13: 56.4% of home (UK domiciled) students 2011-12: 57.2% of home (UK domiciled) students	2012-13: 18.8% of home (UK domiciled) students 2011-12: 18.1% of home (UK domiciled) students	2012-13: 8.6% of home (UK domiciled) students 2011-12: 9.1% of home (UK domiciled) students

*The national data is from the Equality Challenge Unit's "Equality in HE: statistical report 2013 Part 2: students" (published Nov, 2013)

Section 3: Other reports:

Dignity at SOAS cases [as reported to EDC in February 2014]

2012-13 Dignity at SOAS complaints

Overall there were 37 complaints during 2012-13 involving 39 complainants (i.e. in two cases there was more than one complainant) and 40 respondents (not all of whom were contacted, as in some cases the complainant only asked for advice).

This is a substantial increase over the 16 complaints received during 2011-12, however as we have been advertising the Anti-harassment Contacts it seems likely that this reflects greater reporting rather than an increase in actual events.

	Complainants	Respondents	Totals
Female	26	15	41
Male	12	20	32
Unknown	1	5	6
Totals	39	40	79

Most complaints are from staff and they usually concern the behaviour of other staff, rather than students. The majority of complainants (both staff & student) are female; the majority of respondents are male.

Complainants 2012-13 <i>(2011-12 figures)</i>	Gender	Staff	SOAS Students	Unknown whether staff or student	External (non- SOAS) student	Former student	Totals
Gender	Female	17 (6)	8 (4)	0 (0)	1 (0)	0 (0)	26 (10)
	Male	10 (5)	2 (0)	0 (0)	0 (0)	0 (0)	12 (5)
	unknown	1 (0)	0 (1)	0 (0)	0 (0)	0 (1)	1 (1)
Totals		28 (11)	10 (5)	0 (0)	1 (0)	0 (1)	39 (16)

Respondents 2012-13 <i>(2011-12 figures)</i>	Gender	Staff	SOAS Students	Unknown staff or student	Former student	External people	Totals
Gender	Female	14 (6)	1 (1)	0 (0)	0 (0)	0 (0)	15 (7)
	Male	16 (5)	3 (0)	0 (0)	1 (0)	0 (2)	20 (7)
	unknown	2 (2)	0 (0)	3 (0)	0 (0)	0 (0)	5 (2)
Totals		32 (13)	4 (1)	3 (0)	1 (0)	0 (2)	40 (16)

Two complaints were also **explicitly recorded as incidents of discrimination on the grounds of a protected characteristic**. One was an incident of **racism** and the other **disability discrimination**.

The racism incident involved cyber-bullying, but by the time it was reported the respondent had left SOAS. The disability discrimination incident also involved cyberbullying. There was no outcome as the two complainants were asked to decide whether or not to take out a formal complaint and they chose not to respond.

The 2012-13 Dignity at SOAS complaints included:

Three staff members' complaints which progressed into a **formal grievance** (one complaint was eventually supported; other two cases outcome unknown).

One student's complaint progressed to **formal complaint to HR** about a staff member (outcome unknown).

Two cases were referred to **mediation**; a further 6 were offered this option but did not take it. One case started mediation but then stopped and went to formal grievance. One case mediation still in process.

Mediation cases

Four *Dignity at SOAS* cases were referred for formal mediation during 2012-13 at a cost of £1,280 in total.

Amount spent on staff extra childcare

During 2012-13 the Diversity Advisor agreed to establish a fund within her budget to cover additional childcare costs for situations where the staff member is incurring additional costs due to having undertaken additional work outside their usual duties (and hours) but has not received additional pay for that work (e.g. academics do not receive overtime payments).

Total payments during 2012-13 **£695**

Recommendations from the 2012-13 Student Diversity Report

1. Decrease proportion of missing data ("information refused" or not requested) especially for UG & PG Certificate / Diploma students.
2. From 2013-14 report onwards include a table showing DSA claimants by impairment category so as to compare with later years and observe any effect of the DSA changes from 2015-16 onwards.
3. Implement the request from the Students' Union to start data collection on gender identity and sexual orientation as soon as feasible.

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Prepared: May 2014 with data produced by the Planning Department