

Gender Pay Gap 2021

This briefing gives an overview of the Gender Pay Gap 2021-22. More detailed analysis is in the Appendix.

The gender pay gap is the difference in average pay between women and men in an organization or in society. As there is a larger proportion of women doing low paid jobs such as healthcare, a society is likely to always have a certain gender pay gap.

In 2017, UK Government legislated that organisations with more than 250 employees need to calculate and return their gender pay gap annually.

SOAS already has a smaller gender pay gap compared to other institutions, as a large percentage of the workforce is female. However, there is still a gender pay gap and it is relevant to look at how to reduce it further.

The gender pay gap is different from equal pay, which stipulates that women and men must receive equal pay for the same or similar work.

While the Ethnicity Pay Gap does not have to be returned to government, many organisations start to calculate it, to inform their own policies. There will be a separate briefing on the Ethnicity Pay Gap at SOAS.

Reporting Period

The Gender Pay Gap covers data collected from 01 April 2021 to 31 March 2022. The snapshot date for staff being employed at the institution is 31 March 2022.

Gender Pay Gap Analysis

SOAS	2020-21	2021-22
Mean (average) Gender Pay Gap	5.6%	5.7%

The Mean Gender Pay Gap 2021-22 at SOAS is 5.7%, nearly the same as in 2020-21 where it was 5.6%.

Benchmarks

SOAS has consistently one of the lowest Gender Pay Gaps compared to competitors in the sector. As SOAS is a small specialist institution, it has fewer staff than most other universities. Due to its size it may be easier for SOAS to improve its gender pay gap, however there is no correlation between an institutions size and its pay gap.

Another factor impacting on the gender pay gap are the type of subjects offered. For example, Imperial College with large faculties in engineering and medicine might always struggle to improve its gender pay gap. However, even an institution like University of the Arts with a lot of fashion and fine art subjects, has a larger pay gap than SOAS.

Snapshot date	31-Mar-19	31/03/2020	31/03/2021	31/03/2022	Number of staff
in %	2018-19	2019-20	2020-21	2021-22	in 2021-22
SOAS	6.5	4.0	5.6	5.7	1,010
U of the Arts	6.1	8.3	8.0		5,250
UCL	14.5	13.8	13.8		15,660
Royal Academy of Music	16.0	16.0	11.0		300
Kings College	17.8	17.1	14.8		9,960
Imperial College	17.7	17.2	17.4	16.6%	8,555
City University	17.4	20.3	19.4		3,035
LSE	26.6	23.2	22.9		4,090

Looking at SOAS' Gender Pay Gap over the past few years, there is relatively little variation, and it hovers around the 5% mark. The Gender Pay Gap can be influenced by a number of factors, such as redundancies and restructures, age profile of the workforce and gender of people likely to retire, specialisms at an institution, or the job market for highly specialized individuals in a specific climate.

SOAS has gone through several rounds of redundancies with OPS in 2018-19 and Transformation and Change in 2020-21. Until summer 2020 SOAS' vice-chancellor was a woman. Thereafter a number of men occupied high-profile positions, and the female Registrar and COO left in November 2020 and was replaced by a man. The female Director of IT left (June 21) was replaced by a man. However, we also appointed a female provost and deputy director.

It is not necessarily the number of men and women in a particular quartile which gives an indication about the gender pay gap, as seen in the Appendix, which shows that there were 52.3% of women in the upper quartile. Analysis of the Spot Salary table of March 2022 shows that while it contains six women and eight men, the salary of these six women made up only 60% of the salary of the eight men.

Modelling shows that if the current VC was female, the gender pay gap would be 1.5 percentage points lower at 4.2%. If the female Provost, who had just left the organisation, would be replaced by a male colleague on the same salary, the gender pay gap would go up by about 1 percentage point. This shows how sensitive the gender pay gap is and how much hard work done in some areas could easily be "undone" by hiring a higher paid individual.

Appendix

The table below shows the mean and median pay gap, the bonus gap, and the percentage of women per quartile.

Gender pay gap 2021-22

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

Gender pay gap	Women	Men	Pay Gap
Mean hourly rate (£)	23.82	25.27	5.7%
Median hourly rate (£)	22.06	23.87	7.6%

The Mean Gender Pay Gap 2021-22 at SOAS is 5.7%, nearly the same as in the previous year (5.6%).

Bonus (Reward) gender pay gap	Women	Men	Bonus Pay gap
Mean Bonus (£)	439.39	247.37	-77.6%
Median Bonus (£)	500.00	150.00	-233.3%
Number of staff	33	38	
% Who received bonus	5.3%	9.2%	

Although the number of women receiving a bonus was slightly smaller than the number of men, women received larger bonuses than men, therefore the bonus pay gap is skewed towards women. A large number of male security officers received small bonuses.

Quartiles gender (number of staff)	Women	Men	% Women
Q1 (lower quartile)	124	93	57.1%
Q2 (lower middle qu.)	144	72	66.7%
Q3 (upper middle qu.)	115	101	53.2%
Q4 (upper quartile)	113	103	52.3%
Total	496	369	57.3%

SOAS has more female employees in each quartile than male employees. While in the lower middle quartile two thirds are women, only slightly more than half are female in the two upper quartiles.