

Equality, Diversity, and Inclusion

Annual report

2022/23

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Introduction

This 2022 annual report and date narrative fulfils our responsibilities in relation to our reporting requirements under the Equality Act (2010). The Equality Act 2010 requires all public authorities to fulfil the requirements set out by the Act in the Public Sector Equality Duty (PSED). Under the PSED, SOAS is required to gather staff and student data across all protected characteristics. SOAS provides HESA with equality information necessary for monitoring equality of opportunity and eliminating unlawful discrimination in accordance with the Equality Act 2010.

Vision

Our vision for Equality, Diversity and Inclusion is focussed on sustaining an environment where all staff and students achieve their full potential through an inclusive culture and community. We recognise the intersectional racial disparities in our society and our priorities reflect these concerns. Please read about our strategic directions in the [Equality, Diversity and Inclusion Strategy 2021-25](#) *[click link]*.

Governance

Equity and Accountability is a key enabler of [SOAS strategic plan](#) *[click link]* and accounted for as a distinct Institutional Community pillar. EDI governance is designed to embed equity across the University. Accountability for EDI sits with the Board of Trustees, who delegate to the Director who works with the Executive Board and Senior Management Team to deliver outcomes.

The Equality, Diversity, and Inclusion (EDI) Committee is a sub-committee of Senate with the following responsibilities:

- 1. Oversee the implementation of SOAS EDI strategy and ensure its alignment with other strategies.
- 2. Monitor and review SOAS performance across a range of equality, diversity, and inclusion measures.
- 3. Consider strategic planning and policy development matters relating to equality and diversity and make recommendations to Academic Board and other committees as appropriate.
- 4. Hold EDI function leads accountable for delivery of EDI outcomes through regular reports. Commission and provide scrutiny to data, evidence and reports relating to equality, diversity, inclusion.
- 5. Oversee and approve equality submissions for accreditation and benchmarking.

Delivering the EDI Strategy

Welcome to the **2022/23 EDI annual report**. We continue to see increased commitment to pathways for equity accountability through governance structures at SOAS. The evidence of this commitment can be seen in the snapshot of progress areas that are highlighted below:

1. The mean ethnicity pay gap is 9.9% has dropped by 2.3% from 2020-21 showing that actions around inclusive recruitment, reward and recognition, and work to support the number of Black permanent academic staff and Black professional services staff at Grades 8, 9 and 10 have produced some results.
2. The mean gender pay gap for 2021-22 is 5.7% a slight shift up from 2020-21 where it was 5.6%.
3. The student casework team continues to advocate for the use of the Report + Support system as well as other formal systems to ensure that students, staff, and visitors to report bullying, harassment, and inappropriate behaviour and that these are addressed. Annual reports on complaints pertaining to protected characteristics are provided to the EDI committee.
4. The **Trans Non-Binary and Intersex Policy** [\[click link\]](#) was launched in November 2022 and the process of operationalising this policy is ongoing with the estates team providing significant leadership through the roll out of inclusive toilets. This policy is institution wide and requires the leadership of most teams across SOAS.
5. The EDI team through the **Thought Leadership Series** have put on several events that continue to cultivate dialogue on diversity in the SOAS community.
6. SOAS formally launched the **Race Equality Charter** application and the renewal of bronze award for Athena Swan in January 2023. These initiatives will help us track the efficacy of our work on gender and race equality. Through the action plans we will plan to address various areas of work which includes improved workforce equality data collection.
7. We continue to prioritise scholarships for students with an annual internal commitment of 100,000£ from the endowment fund, reinstating and committing to grow the sanctuary scholarship and increasing pipeline work for Black academics through the SOAS funded **Usawa Post-doctoral fellowship** and SOAS post graduate research scholarships for Black students.
8. Our research culture committee has developed a range of innovative interventions which includes coaching, mentoring, and research funding. These actions are designed to enable academic progression particularly for groups that are structurally disadvantaged at the intersection of gender, race, disability, and class.
9. We continue to run our foundational **Race and Belonging** online module for entry level students with face-to-face workshops run as an accompaniment to the module by the EDI team.

10. The data in this report shows increased disability reporting by staff and students which offers us an opportunity to assess the efficacy of our disability inclusion plans.
11. Finally, the launch of the [frontline campaign](#) *[click link]* in January 2023 and the inaugural SOAS community champion award launched in June 2023 illustrate our commitment to championing dignity for staff across the institution.

We will continue to build on the gains made in the last two years to improve how staff and student experience the institution. In all organisations there will always be a lot more that can be done. We remain focussed on improving how staff experience grievance processes as well as reduce the need for formal grievances. In addition, we will continue to invest in the communities around SOAS and in London.

Dr Awino Okech
Associate Director Equity and Accountability

Staff Diversity and Inclusion

- In 2021/22, the percentage of female academics at SOAS was 53%, which is higher than at all London institutions (49%) and UK institutions (48%).
- SOAS has an ethnically more diverse workforce than UK institutions, with 43% of academic staff being from Black (excl. Mixed Black), Asian, Mixed and Other backgrounds. This compares to 23% at London institutions and 19% at UK institutions overall.
- HESA adds up Black Mixed heritage into the Mixed category, so for benchmarking we are using the same definitions here in most of the tables. However, at SOAS we have started to add Mixed Black heritage to our Black category and therefore would include Black or Black British – African, Black or Black British – Caribbean, Other Black background, Mixed - White and Black Caribbean and Mixed - White and Black African. The categories used are clearly marked throughout this report.
- 6.8% of SOAS academic staff are Black (excl. Mixed Black), while 15.1% of SOAS professional services staff are Black (excl. Mixed Black), compared to 2.6% and 3.3% at other UK institutions, respectively. If we include the Mixed Black heritage, 7.2% of SOAS academic staff are Black (incl. Mixed Black) and 17.9% of SOAS professional services staff are Black (incl. Mixed Black).
- Slightly more than half of both academic and professional services staff at SOAS are White, compared to UK institutions where 72% of academic staff and 81% of professional services staff are White.
- Looking at the intersectionality of SOAS academic staff, 3.9% are female and Black (incl. Mixed Black), 3.3% are male and Black (incl. Mixed Black), while 13.8% are Asian and female, 7.6% are Asian and male. Both White female and male staff make up about a quarter of academic staff each.

Staff Demographic Data

This report includes information about staff at SOAS according to gender, age, disability, ethnicity, sexual orientation and religion or belief, including some intersectional analysis of gender and ethnicity.

Over the past five years, SOAS has increased both the diversity monitoring information available about staff and the analysis of that information. We still have further to go, to collect more detailed information and to understand the impact of that data further. We have referred to “gender” as a binary category, based on the way we currently collect data; although greater inclusion of transgender, non-binary and gender non-conforming people is an important part of our EDI strategy.

Depending on the protected characteristic being considered, data has been analysed using HESA Heidi Plus or internal databases. SOAS data from HESA has the advantage that it can be benchmarked. SOAS data has been benchmarked against London institutions and UK institutions that are available in the HESA Staff record. The latest HESA data is from the academic year 2021/22.

Some of the protected characteristics, such as sexual orientation and religion or belief are not available in the HESA data, therefore they have been analysed using SOAS databases. This data is from 31 January each year, as it is a point in the year when the highest number of staff work at SOAS. Depending on the source of data, the most recent available data has been used.

HR now actively send out annual reminders to staff to maintain their personal information, this includes checking that the protected characteristics are accurate and up to date, where a change may be possible. At New starter stage HR actively encourage completion of this data via the revised New Starter form. As part of the annual HESA return this data is also reviewed for accuracy and any discrepancies clarified. This ensures that we are gathering and maintaining accurate data. This data is of course dependant on the willingness to provide it.

Turnover in 21/22 was 9.2% overall, the majority of turnover is within Professional Services, with 2.9% in the same period being Academic only. UCEA Workforce Report 2019 suggests 11.8% for Professional Services and 8% for academics. At SOAS there are therefore less Academic leavers compared to 8% across the UK. Although SOAS is not a Russell Group University the report suggests that Academic turnover in this University is lower than the Average 8%.

Turnover only includes natural wastage, resignations. SOAS has no historic turnover data due to monthly reporting commencing in 21/22.

Since 2019/20, institutions are not obliged to return data on professional services staff to HESA. Most institutions still return this data, but it leaves an approximately 7% gap in the staff data. Therefore, some charts look as if there was a decrease when data was not reported.

1. Numbers of Staff

1.1 Academic and professional services staff

- In 2021/22, 51% of SOAS staff were academic, 49% were professional services. Until 2017/18, the number of academic staff at SOAS was far higher than the number of professional services staff. This gap was smaller at London and UK institutions. In 2018/19, Campus Services were brought in-house, which increased the percentage of professional services staff at SOAS.
- It is worth noting that the number of fractional academic staff have dropped since 17/18 thus reducing the number of Academics in addition to staff losses incurred through transformation and change which impacted both and academic and professional services staff numbers. We do not appear to see this reduction in staff numbers in the same way across London and UK. However, it is also observable that since 2021/22 both academic and professional services staff numbers have increased.
- At UK institutions overall, the number of professional services staff has historically been slightly higher than the number of academic staff. However, since 2019/20 institutions are not obliged to return professional services staff data, therefore the graph below shows an apparent drop in professional services staff.

Figure 1: Numbers of Staff (Source: Heidi Plus)

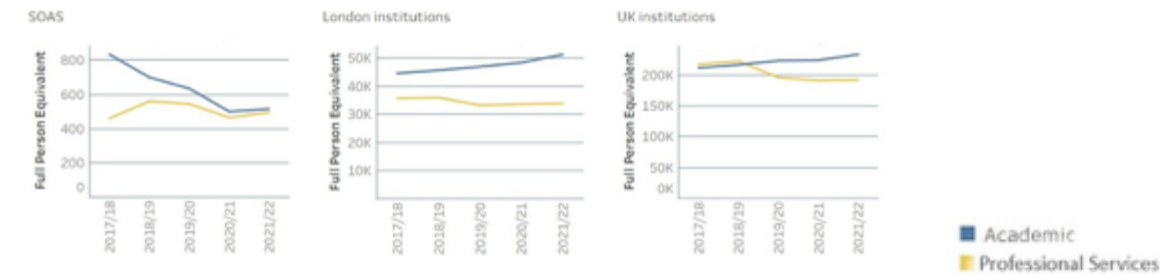


Table 1: Numbers of Academic and Professional Services Staff (Source: Heidi Plus)

SOAS	Academic	Professional Services	Academic	Professional Services	Total	Total %
2017/18	835	460	64%	36%	1,295	100%
2018/19	700	560	56%	44%	1,265	100%
2019/20	635	545	54%	46%	1,180	100%
2020/21	500	465	52%	48%	965	100%
2021/22	515	495	51%	49%	1,010	100%
London	Academic	Professional Services	Academic	Professional Services	Total	Total %
2017/18	44,605	35,715	56%	44%	80,320	100%
2018/19	45,675	35,990	56%	44%	81,665	100%
2019/20	46,965	33,250	59%	41%	80,220	100%
2020/21	48,380	33,635	59%	41%	82,015	100%
2021/22	51,285	33,925	60%	40%	85,210	100%
UK	Academic	Professional Services	Academic	Professional Services	Total	Total %
2017/18	211,980	217,580	49%	51%	429,560	100%
2018/19	217,065	222,885	49%	51%	439,955	100%
2019/20	223,455	196,205	53%	47%	419,665	100%
2020/21	224,430	191,435	54%	46%	415,860	100%
2021/22	233,785	192,195	55%	45%	425,980	100%

Note: Some figures may not add up to totals, due to rounding.

2. Gender of Staff

2.1 Academic and professional services female and male staff numbers

- In 2021/22, there were 275 academic women and 240 academic men at SOAS. Since 2017/18 both numbers of female and male academic staff at SOAS have been decreasing at a similar rate.
- There are more academic men than women at London and UK institutions.
- 58% of all new starters at SOAS 21/22 were women and 56% of leavers were women. As staff numbers have increased in 21/22 so has the number of women at SOAS has increased in the period compared to men.
- The apparent decrease for professional services staff is due to some institutions not reporting professional services staff data to HESA anymore.

Figure 2a: Academics by Gender



Figure 2b: Professional Services by Gender



(Source: Heidi Plus)

Table 2a: Numbers of Academic and Professional Services Staff by Gender*

SOAS	2017/18	2018/19	2019/20	2020/21	2021/22
Academic, Female	440	370	335	265	275
Academic, Male	395	335	300	240	240
Professional Services, Female	290	325	315	270	300
Professional Services, Male	175	235	230	190	200
Total	1,295	1,265	1,180	965	1,010
London	2017/18	2018/19	2019/20	2020/21	2021/22
Academic, Female	20,895	21,520	22,320	23,280	25,125
Academic, Male	23,690	24,140	24,370	24,845	26,080
Professional Services, Female	21,705	21,840	20,080	20,425	20,865
Professional Services, Male	13,995	14,135	13,040	13,075	13,000
Total	80,285	81,630	79,810	81,625	85,070
UK	2017/18	2018/19	2019/20	2020/21	2021/22
Academic, Female	97,160	100,365	104,275	105,390	111,860
Academic, Male	114,715	116,640	118,825	118,645	121,615
Professional Services, Female	136,320	139,850	122,905	119,595	120,290
Professional Services, Male	81,160	82,940	73,065	71,550	71,615
Total	429,355	439,790	419,070	415,180	425,375

Table 2b: Percentages of Academic and Professional Services Staff by Gender*

SOAS	2017/18	2018/19	2019/20	2020/21	2021/22
Academic, Female	34%	29%	28%	27%	27%
Academic, Male	30%	26%	26%	25%	24%
Professional Services, Female	22%	26%	27%	28%	29%
Professional Services, Male	13%	19%	19%	20%	20%
Total	100%	100%	100%	100%	100%
London	2017/18	2018/19	2019/20	2020/21	2021/22
Academic, Female	26%	26%	28%	29%	30%
Academic, Male	30%	30%	31%	30%	31%
Professional Services, Female	27%	27%	25%	25%	25%
Professional Services, Male	17%	17%	16%	16%	15%
Total	100%	100%	100%	100%	100%
UK	2017/18	2018/19	2019/20	2020/21	2021/22
Academic, Female	23%	23%	25%	25%	26%
Academic, Male	27%	27%	28%	29%	29%
Professional Services, Female	32%	32%	29%	29%	28%
Professional Services, Male	19%	19%	17%	17%	17%
Total	100%	100%	100%	100%	100%

* Source: Heidi Plus. Note: Some figures may not add up to totals, due to rounding.

2.2 Academic staff only:

- In 2021/22 the split between female and male academics was 53.6% versus 46.4% respectively, which was slightly higher than the previous years.

Figure 3: Percentage of Academic Women

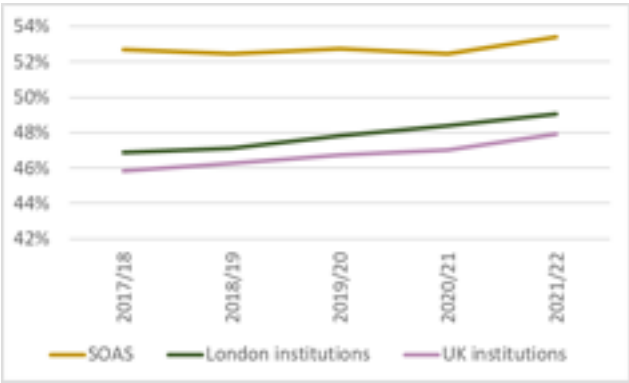


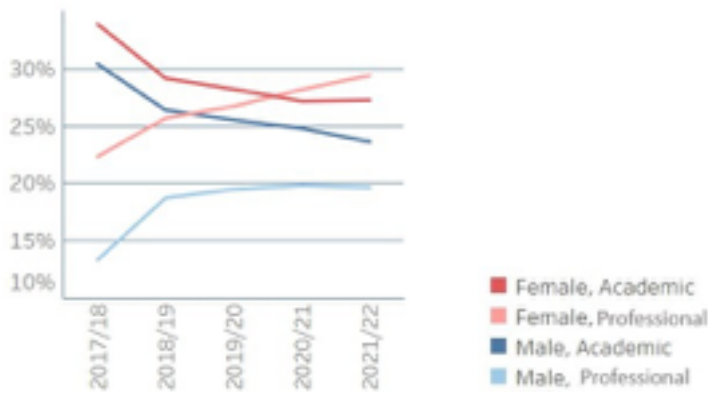
Table 3: Percentages of Academic Women (Source: Heidi Plus)

	2017/18	2018/19	2019/20	2020/21	2021/22
SOAS, Academic, Female	52.7%	52.5%	52.5%	52.3%	53.6%
London, Academic, Female	46.9%	47.1%	47.8%	48.4%	49.1%
UK, Academic, Female	45.9%	46.3%	46.7%	47.0%	47.9%

2.3 Percentage of all SOAS staff by gender

- In 2021/22, the proportion of staff groups compared to the previous year was similar but female professional Service staff are now the larger percentage. There were 27% female academics, 24% male academics, 29% female professional services and 20% male professional services.

Figure 4: Gender at SOAS in percent (Source: Heidi Plus)

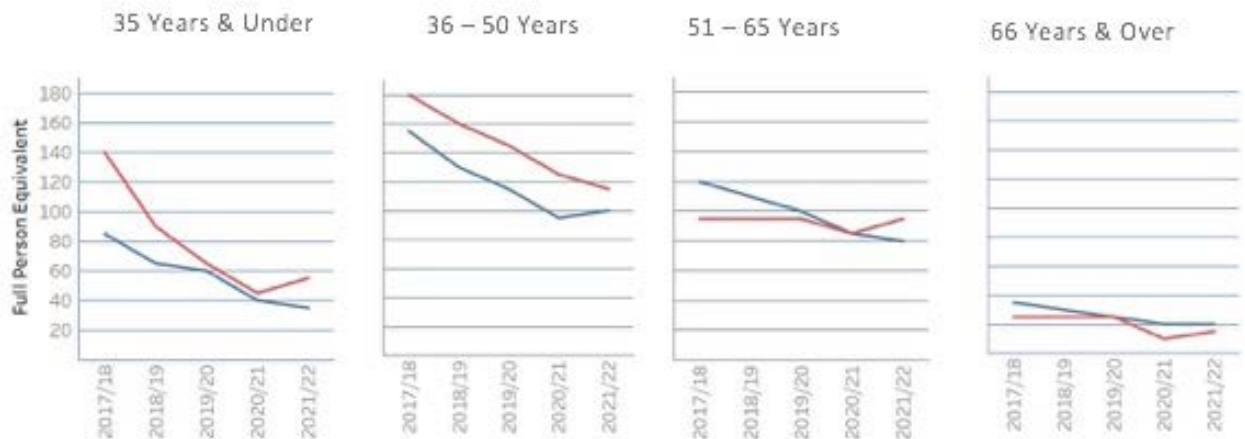


3. Age of Staff

3.1 Academic staff by age groups

- At UK institutions, the proportion of male academics to female academics is higher in every age group. At SOAS, more women than men are in the age groups up to 66 years. In the 66 years & over age group the number of female academics is similar to the number of male academics.
- At SOAS, the number of female academics in the age groups 35 and under and 36-50 years has decreased significantly between 2018/19 and 2021/22. The number of male academics in these age groups has also decreased at a similar rate between these years. Due to low turnover in Academic staff at Lecturer level and above the numbers remain fairly constant over 40 years of age. Normally posts that are resigned from at this level are replaced.
- The majority of Academic staff below 40 will be in Research roles or Fractional posts / early career roles. These posts tend to be fixed term.
- Since 2019/20 the number of full-time female academics has been more that the number of part-time female academics with 57% of female academics being full-time employees.

Figure 5a: Academic staff by age group at SOAS (Source: Heidi Plus)



At UK institutions, the number of female academics in the age group 66 years & over has risen the fastest, by around 10%.

Figure 5b: Academic staff by age group at UK institutions (Source: Heidi Plus)

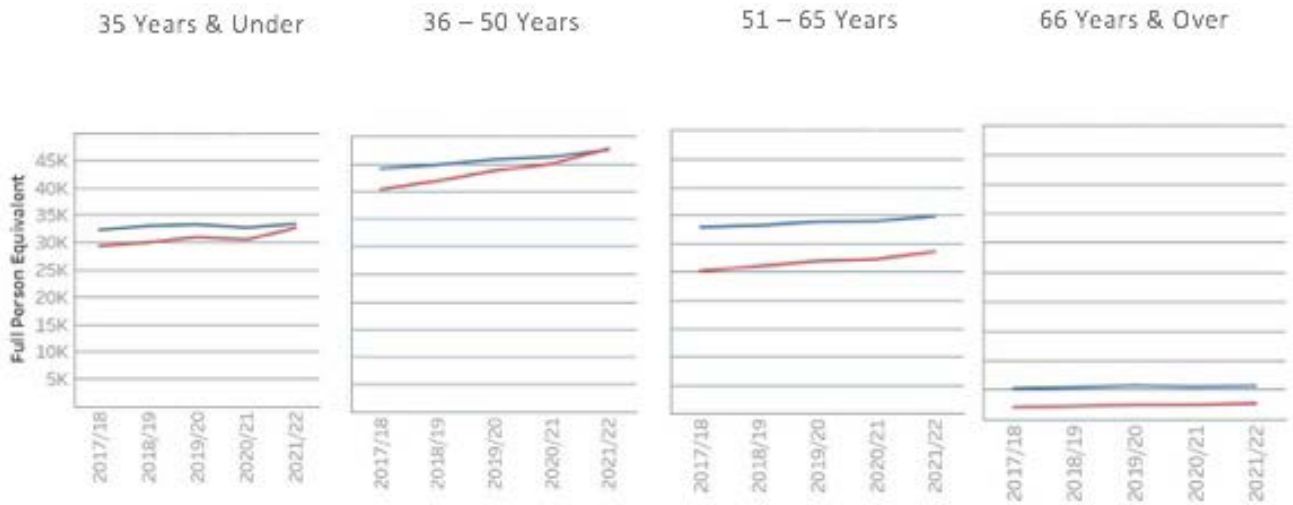


Table 4a: Number of Academic Staff by Age group and Gender at SOAS, 2017/18 to 2021/22
(Source: Heidi Plus)

		35 years and under	36-50 years	51-65 years	66 years & over
Female	2017/18	140	180	95	25
	2018/19	90	160	95	25
	2019/20	65	145	95	25
	2020/21	45	125	85	10
	2021/22	55	115	95	15
Male	2017/18	85	155	120	35
	2018/19	65	130	110	30
	2019/20	60	115	100	25
	2020/21	40	95	85	20
	2021/22	35	100	80	20

3.2 Professional Services staff by age groups

- The number of professional services staff in the age group 36 to 50 years and 35 years and younger has slightly increased between 2020/21 and 2021/22. There was an increase in all age groups of professional services staff in 2020/21.

Table 4b: Number of Professional Services Staff by Age group and Gender at SOAS, 2017/18 to 2021/22
(Source: Heidi Plus)

		35 years and under	36-50 years	51-65 years	66 years & over
Female	2017/18	100	115	70	5
	2018/19	105	130	85	5
	2019/20	95	125	85	5
	2020/21	85	110	75	5
	2021/22	95	120	80	5
Male	2017/18	50	75	45	5
	2018/19	70	85	75	5
	2019/20	60	95	70	5
	2020/21	55	75	60	0
	2021/22	55	75	70	0

4. Disability

4.1 Staff who have disclosed a disability

- 7.0% of staff at SOAS have declared a disability in 2021/22, which is an increase by 2.4 percentage points compared to 2017/18. This may be partly because more staff fill in the information when they receive an annual reminder and partly because some staff are leaving, and new staff are more likely to provide equality and diversity information when they start.
- In the sector, the proportion of staff declaring a disability has also increased over time and currently stands at 6.8% in 2021/22. Since 2010 Equality Act disability declarations have increased across most sectors, this is mainly due to the definition of disability and sense of security. Employees feel more able to report disabilities and the perception that they will be supported in employment. SOAS also actively encourages disabled candidates to apply and supports candidates with reasonable adjustment throughout the selection process, where required. At SOAS we have revised our new starter form where we gather this information and ask employees to update this on annual basis.
- Staff are encouraged to report disabilities annually and at joining to ensure that appropriate reasonable adjustments is in place where required.

Figure 6: Percentages of Staff who have declared a disability (Source: Heidi Plus)

The number of staff with a declared disability is 70 at SOAS in 2021/22. SOAS internal data shows that the declaration rate for this indicator is very high, as this information is only unavailable for 60 employees.

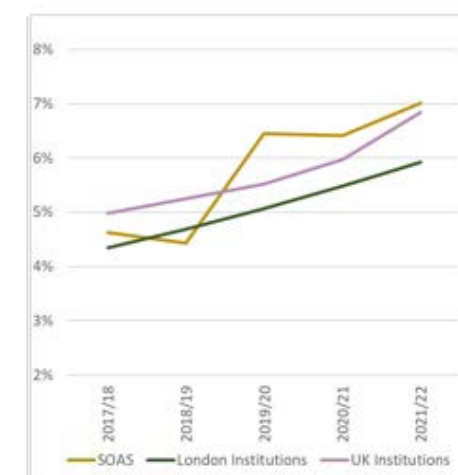


Figure 7: Disability in numbers of staff and percentages (Source: Heidi Plus)

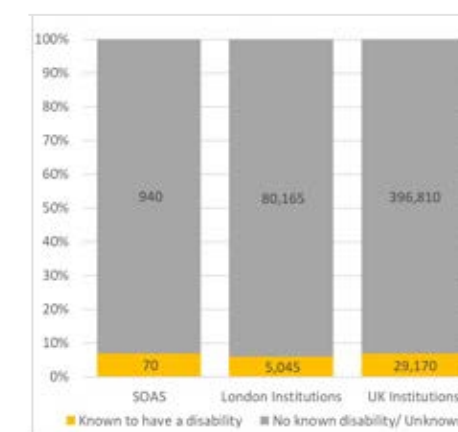


Table 5: SOAS Numbers and Percentages of Staff with a Disability (Source: Heidi Plus)

Disability (basic), SOAS	2017/18	2018/19	2019/20	2020/21	2021/22
Known to have a disability	60	55	75	60	70
No known disability/unknown	1,235	1,205	1,105	905	940
Total	1,295	1,265	1,180	965	1,010
Known to have a disability (%)	4.6%	4.4%	6.4%	6.4%	7.0%

4.2 Staff who have answered the question about disability

HESA data combines unknown data and staff who declared not to have a disability into one category. Therefore, we need to look at SOAS databases to get more information on the proportion of staff who have not filled in this question.

In 2017, 10.7% of staff have not answered this question, in 2023 this percentage has decreased to 5.1%.

5. Ethnicity

5.1 Detailed Ethnicity

- SOAS has an ethnically more diverse workforce than UK institutions, with 43% of academic staff being from Black (excl. Mixed Black), Asian, Mixed and Other backgrounds. This compares to 19% at UK institutions overall.
- HESA uses 12 categories for Ethnicity; Black or Black British – African, Black or Black British – Caribbean, Other Black background, Asian or Asian British – Bangladeshi, Asian or Asian British – Indian, Asian or Asian British – Pakistani, Other Asian background, Chinese, Mixed, Other (which includes Arab and anyone not included in the HESA coding frame), Unknown and White.
- Black Mixed heritage is included in the Mixed category by HESA and so for Benchmarking it is in the figures below. However, at SOAS we have started to add Mixed Black heritage to our Black category in other reports.
- The largest minority groups among academics are Other (incl. Arab: 11.5%), Other Asian background (7.6%), Asian or Asian British – Indian (6.4%), Chinese (5.6%) and Black or Black British – African (4.7%).
- Among professional services staff, the largest minority groups are Black or Black British – African (8.9%), Other (incl. Arab: 7.9%), Mixed (6.4%), Black or Black British – Caribbean (5.2%) and Asian or Asian British – Indian (4.6%).
- SOAS has been actively recruiting Academic staff from the Global South to support a more ethnically diverse talent. USAWA posts have also supported this aim within Research roles. SOAS has also extended lengths of job adverts for Lecturer and above and Grade 8 and above Professional Services roles to support this aim.

Figure 8: Ethnicity and Gender of Academic and Professional Services at SOAS and UK institutions, 2020/21 (Source: Heidi Plus)



Table 6a: Numbers and Percentages of Academic Staff by Ethnicity

Academic 2021-22	SOAS	UK	SOAS	UK
Black or Black British – African	25	4,500	4.7%	1.9%
Black or Black British – Caribbean	5	1185	1.2%	0.5%
Other Black background	5	485	1.0%	0.2%
Asian or Asian British – Bangladeshi	5	960	0.6%	0.4%
Asian or Asian British – Indian	35	7,630	6.4%	3.3%
Asian or Asian British – Pakistani	5	2,415	1.2%	1.0%
Other Asian background	40	5,495	7.6%	2.4%
Chinese	30	8,630	5.6%	3.7%
Mixed	20	6,120	3.7%	2.6%
Other	60	5,915	11.5%	2.5%
Unknown/not applicable	30	21,685	5.6%	9.3%
White	265	168,775	51.1%	72.2%
Total	515	233,785	100.0%	100.0%
Academic 2021-22	SOAS	UK	SOAS	UK
Black (excl. Mixed Black)	35	6,170	6.8%	2.6%
Asian	110	25,125	21.4%	10.7%
Mixed and Other	80	12,035	15.1%	5.1%
Unknown	30	21,685	5.6%	9.3%
White	265	168,775	51.1%	72.2%

Table 6b: Numbers and Percentages of Professional Services Staff by Ethnicity
(Source: Heidi Plus)

Professional Services 2021-22	SOAS	UK	SOAS	UK
Black or Black British – African	45	3,605	8.9%	1.9%
Black or Black British – Caribbean	25	2,265	5.2%	1.2%
Other Black background	5	435	1.0%	0.2%
Asian or Asian British – Bangladeshi	5	1,200	1.4%	0.6%
Asian or Asian British – Indian	25	5,140	4.6%	2.7%
Asian or Asian British – Pakistani	15	1,825	2.6%	1.0%
Other Asian background	20	2,345	4.0%	1.2%
Chinese	15	2,200	2.6%	1.1%
Mixed	30	4,330	6.4%	2.3%
Other	40	2,020	7.9%	1.1%
Unknown/not applicable	25	11,910	5.0%	6.2%
White	250	154,915	50.3%	80.6%
Total	495	192,195	100.0%	100.0%
Professional Services 2021-22	SOAS	UK	SOAS	UK
Black (excl. Mixed Black)	75	6,300	15.1%	3.3%
Asian	75	12,710	15.3%	6.6%
Mixed and Other	70	6,350	14.3%	3.3%
Unknown	25	11,910	5.0%	6.2%
White	250	154,915	50.3%	80.6%

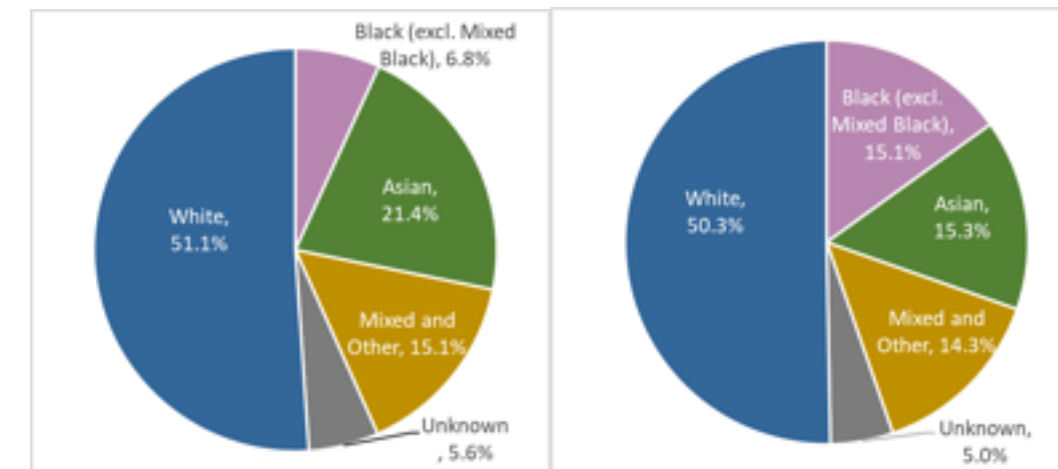
Note: Some figures may not add up to 100%, due to rounding.

- 6.8% of SOAS academic staff are Black (excl. Mixed Black), while 15.1% of SOAS professional services staff are Black (excl. Mixed Black). If we include the Mixed Black heritage, 7.2% of SOAS academic staff are Black (incl. Mixed Black) and 17.9% of SOAS professional services staff are Black (incl. Mixed Black).
- 21.4% of academic staff are Asian, compared to 15.3% of professional services staff.
- Slightly more than half of both academic and professional services staff are White.

Figure 9: Ethnicity for Academic and Professional Services Staff (Source: Heidi Plus)

SOAS Academic Staff by Ethnicity

SOAS Professional Services Staff by Ethnicity



Note: Some figures may not add up to 100%, due to rounding.

5.2 Intersectionality of ethnicity and gender for academic and professional services staff

Comparing female academic staff by ethnicity with male staff in brackets, the percentage of female Black academic staff from all academic staff is 3.9% (3.3% male), 13.8% are female Asian academic staff (7.6% male), and 24.7% are female White academic staff (26.4% male). As this data is focused on SOAS we have included Mixed Black heritage in Black.

Table 7: Ethnicity and Gender of Academic and Professional Services Staff at SOAS, 2021/22
(Source: SOAS internal HESA data)

Academic 2021-22	Female	Male	Total	Female	Male	Total
Asian	70	40	110	13.8%	7.6%	21.4%
Black (incl. Mixed Black)	20	15	35	3.9%	3.3%	7.2%
Mixed	10	5	15	2.1%	1.2%	3.3%
Other	30	25	60	6.2%	5.2%	11.5%
Unknown/not applicable	15	15	30	2.9%	2.7%	5.6%
White	125	135	265	24.7%	26.4%	51.1%
Total	275	240	515	53.6%	46.4%	100.0%
Professional Services 2021-22	Female	Male	Total	Female	Male	Total
Asian	45	30	75	8.9%	6.4%	15.3%
Black (incl. Mixed Black)	60	30	90	12.1%	5.8%	17.9%
Mixed	10	5	20	2.2%	1.4%	3.6%
Other	25	15	40	4.6%	3.2%	7.9%
Unknown/not applicable	10	15	25	2.0%	3.0%	5.0%
White	150	100	250	30.2%	20.1%	50.3%
Total	300	200	495	60.0%	40.0%	100.0%

Note: Some figures may not add up to 100%, due to rounding.

6. Sexual Orientation

- 8.9% of SOAS staff declared themselves as LGBT+, compared to 3.7% at UK institutions.
- LGBT+ contains the current available categories: gay man, gay woman/lesbian, bisexual and Other

Figure 10:
Percentages of Staff by Sexual Orientation

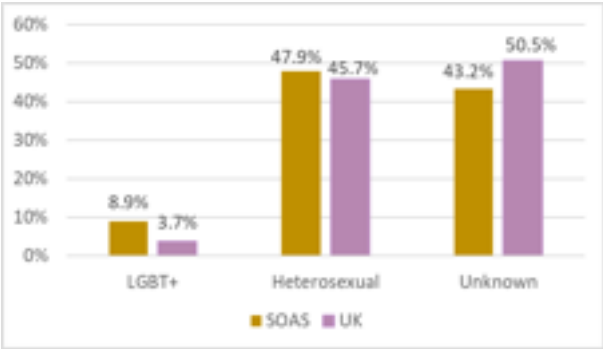


Table 8:
Numbers and Percentage of Staff by Sexual Orientation

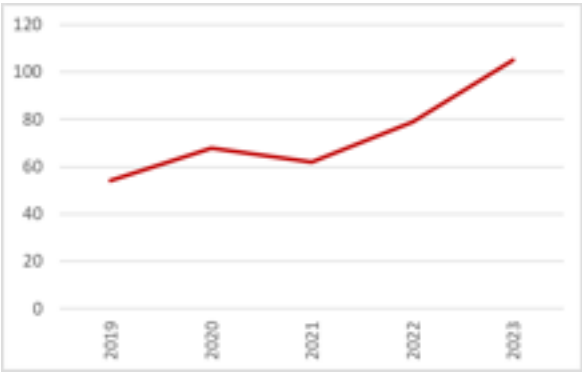
	Numbers		In percent	
	SOAS	UK	SOAS	UK
LGBT+	105	15,470	8.9%	3.7%
Heterosexual	565	190,220	47.9%	45.7%
Unknown	510	210,175	43.2%	50.5%
Total	1,180	415,860	100%	100%

Source: SOAS Data from ResourceLink, excludes casuals and atypicals, includes fractional teachers, UK data from AdvanceHE.

Note: Some figures may not add up to 100%, due to rounding.

- The number of staff who have declared their sexual orientation as LGBT+ has increased from 54 in 2019 to 105 in 2023. SOAS has an active e Student and Staff body supporting aspects of LGBT+ and Gender Identity and provides an inclusive environment and selection processes. We actively encourage all underrepresented groups to apply for roles at SOAS through positive action.
- The percentage of staff who have answered the question regarding their sexual orientation has increased from 24% in 2019 to 57% in 2023. This includes all Post Classes, including fractional teachers.

Figure 11: Number of SOAS Staff declared themselves as LGBT+ over time



Source: SOAS Data from ResourceLink, excludes casuals and atypicals, includes fractional teachers.

7. Religion and belief

- At SOAS the percentage of staff who have answered the question regarding their religion or belief has increased from 27% in 2019 to 63% in 2023. This may have been due to employees filling in the annual reminder or new staff providing this information.
- 63% of SOAS staff now declare their religion, compared to 49% in the HE sector.
- 37% of SOAS staff have declared a particular religion, which is higher than the UK sector (24%).
- At SOAS, 26% declare that they have no religion, 20% opt for Christianity, 8% are Muslim, 2% are Hindu.

Table 9: Percentage of SOAS Staff by Religion

Unknown	440	37%	212,785	51%
No religion	305	26%	103,985	25%
Christian	235	20%	73,330	18%
Muslim	90	8%	7,945	2%
Hindu	20	2%	4,250	1%
Any other religion or belief	20	2%	6,280	2%
Spiritual	25	2%	2,615	1%
Jewish	20	2%	1,395	0%
Buddhist	20	2%	2,010	0%
Sikh	5	1%	1,255	0%
Total	1,180	100%	415,860	100%

Source: SOAS Data from ResourceLink, excludes casuals and atypicals, includes fractional teachers,
UK data from AdvanceHE

1. Students by level of study

The proportion of undergraduate students at SOAS has increased in the last two academic years. Academic year 2021/22 has the larger numbers of students during this five years period. Postgraduate taught figures have fluctuated in the last two years and although there was a recovery in 2021/22, the number of students did not reach pre-2020/21 levels. This is due to a well-documented under recruitment of home students. Postgraduate research experienced a dip in 2021/22 which represent the lowest figures in the five-year period.



In comparison to the sector, SOAS has a smaller proportion of UG students, but a larger proportion of PGT students. Both, London, and the UK sector show a continuous increasing trend in their proportion of PGT students.

SOAS	2017/18	2018/19	2019/20	2020/21	2021/22
UG	49%	47%	47%	51%	53%
PGT	43%	46%	47%	42%	41%
PGR	7%	7%	6%	7%	5%
Grand Total	100%	100%	100%	100%	100%

London Institutions	2017/18	2018/19	2019/20	2020/21	2021/22
UG	66%	66%	65%	64%	63%
PGT	28%	29%	30%	31%	32%
PGR	6%	6%	5%	5%	5%
Grand Total	100%	100%	100%	100%	100%

UK Institutions	2017/18	2018/19	2019/20	2020/21	2021/22
UG	76%	76%	75%	73%	72%
PGT	19%	20%	21%	23%	24%
PGR	5%	5%	4%	4%	4%
Grand Total	100%	100%	100%	100%	100%

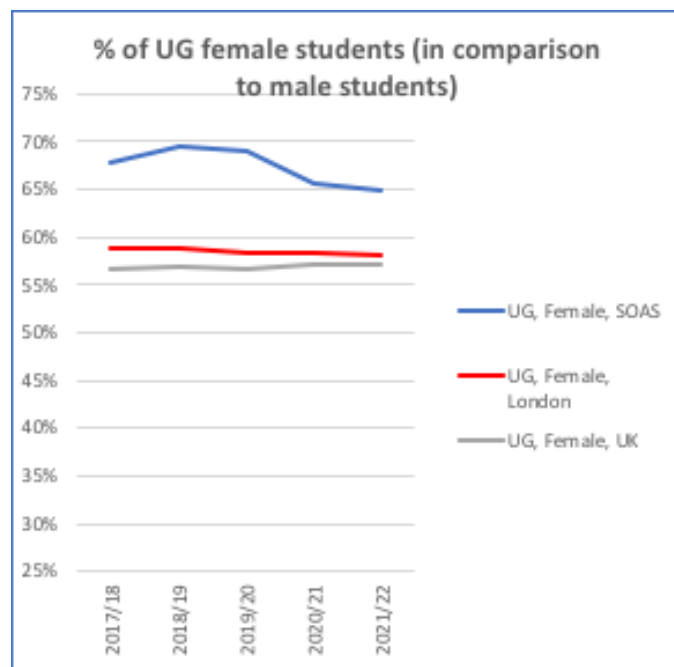
2. Students by gender and level of study

Note: SOAS did not record any students for the gender category 'Other' before 2020/21. There were less than five in 2021/22 which represented almost 0% percent of the population. As a result, they are not included in the following tables and charts.

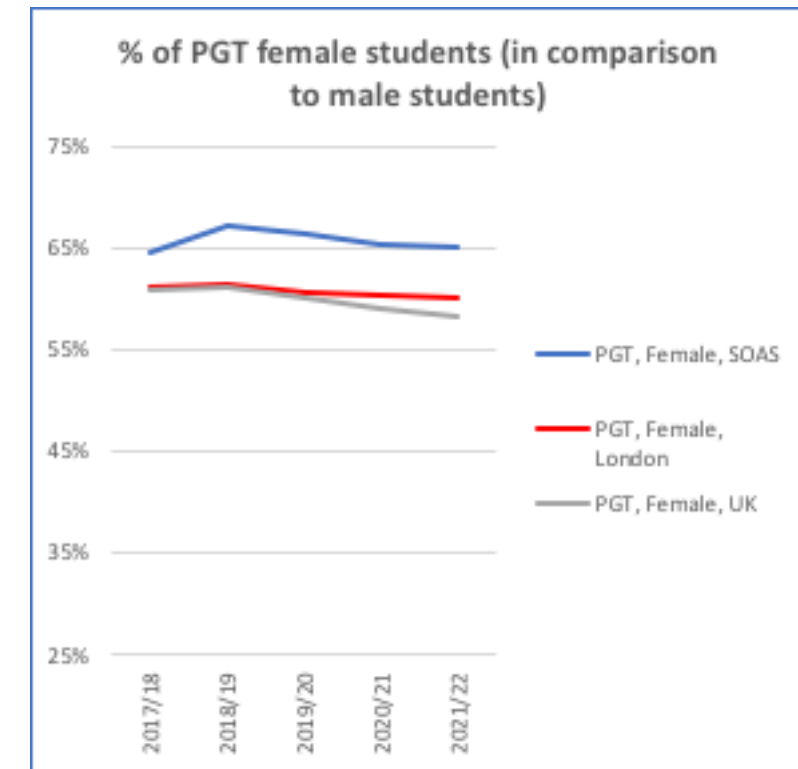
SOAS student population has consistently been near two thirds female. This trend has not changed in the last five academic years and has reached its peak in 2018/19.

Sex	2017/18	2018/19	2019/20	2020/21	2021/22
Female	66%	68%	67%	65%	64%
Male	34%	32%	33%	35%	36%
Other	0%	0%	0%	0%	0%
Grand Total	100%	100%	100%	100%	100%

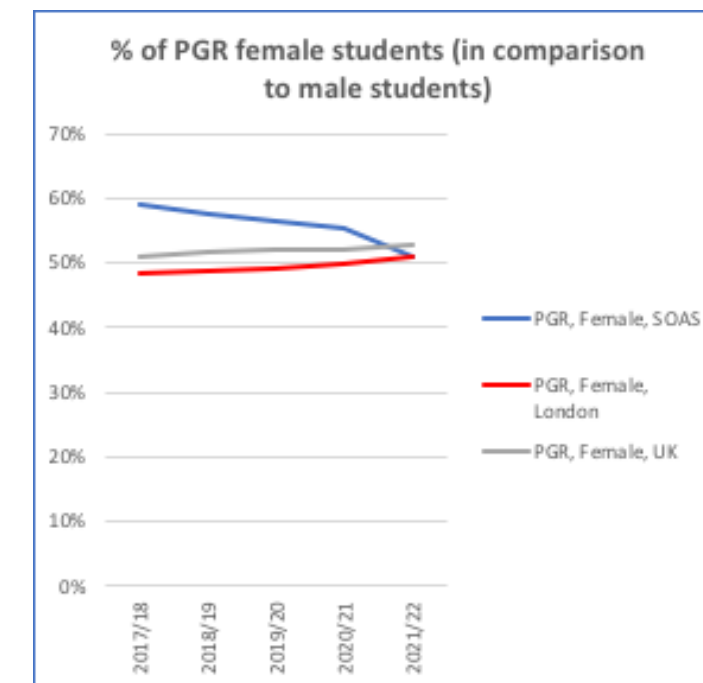
The following chart shows that the proportion of UG female population at SOAS has been larger (nearly 10 percent points) than in London and the UK, which have similar shares.



At PGT level, the proportion of female students at SOAS is similar to UG, but the differences with London and the UK are smaller (nearly 5 percent points)

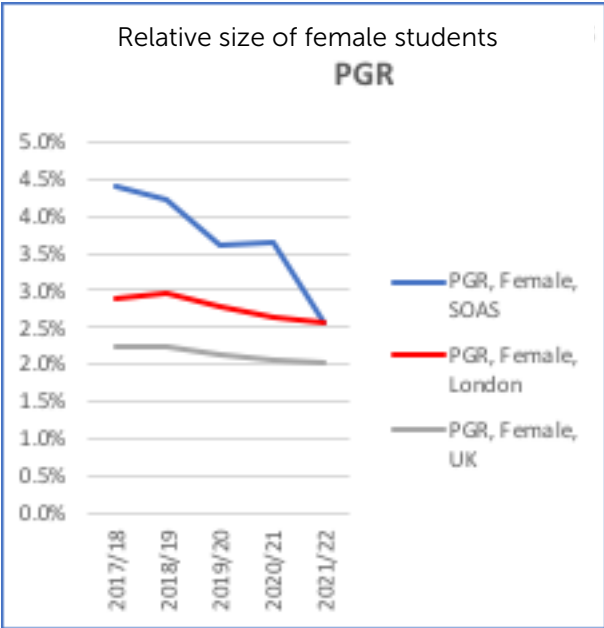
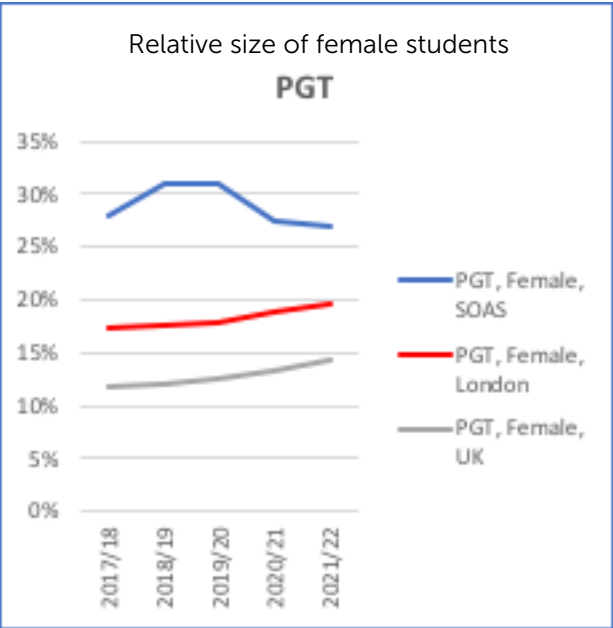
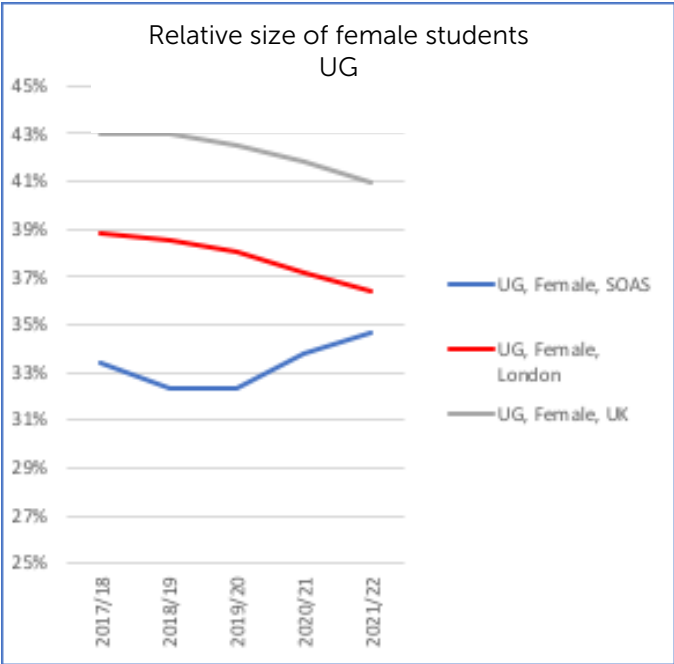


The picture at PGR level is completely different. The proportion of female students has decreased over the years and currently shows the same proportion as in London.



Relative size of female population by level of study

The following charts show the proportion of each intersection between level and gender (e.g. UG female students) of the total SOAS student body, with comparisons to the UK sector and London institutions. The proportions of female students at SOAS differs notably from both London and all UK institutions by level of study, reflecting SOAS' higher proportion of PG students. SOAS' percentage of UG female students is lower than these other groups, while at PGT level it is higher. SOAS' PGR proportion has been declining since 2017/18 and currently sits at similar levels as other London's institutions.



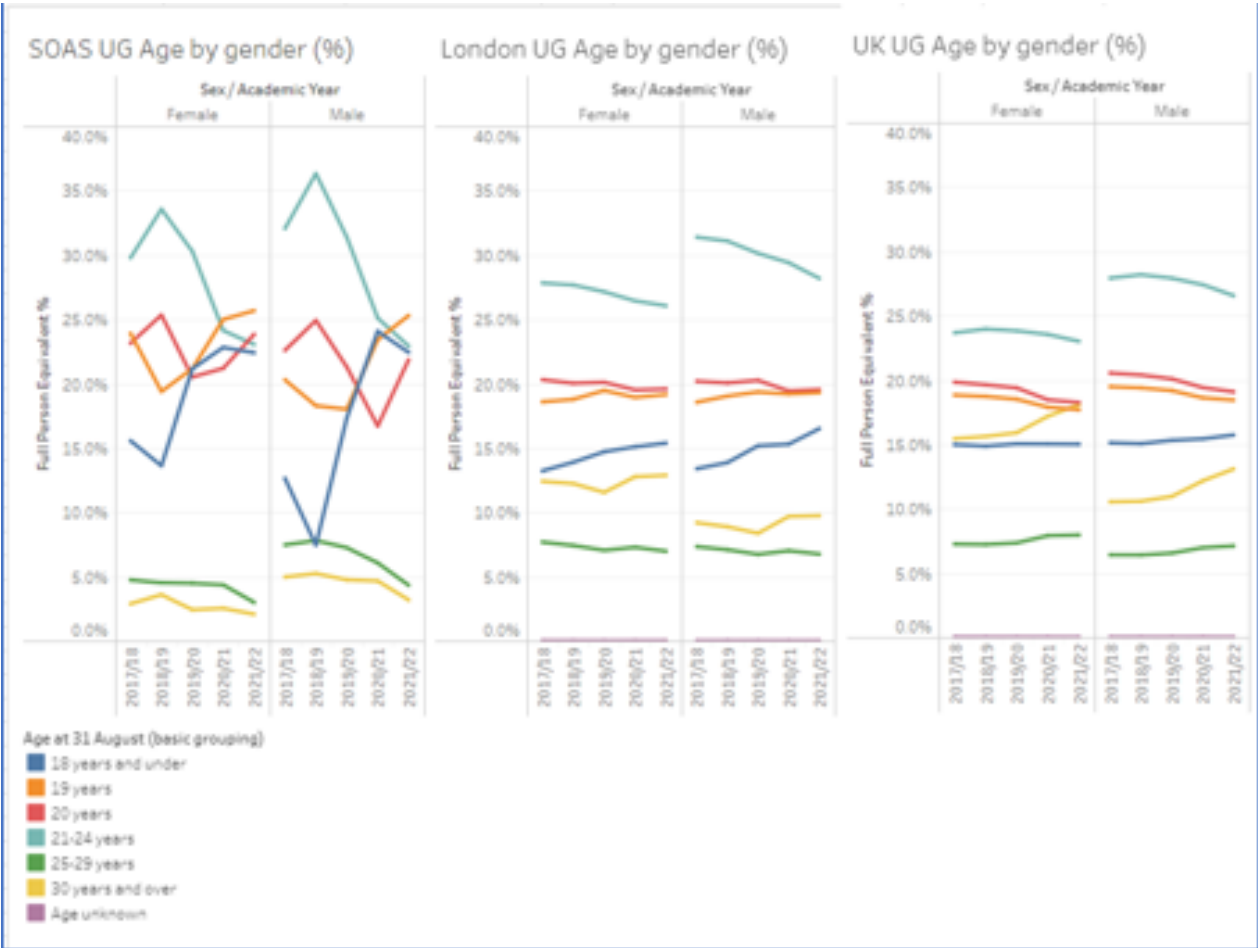
3. Students by age

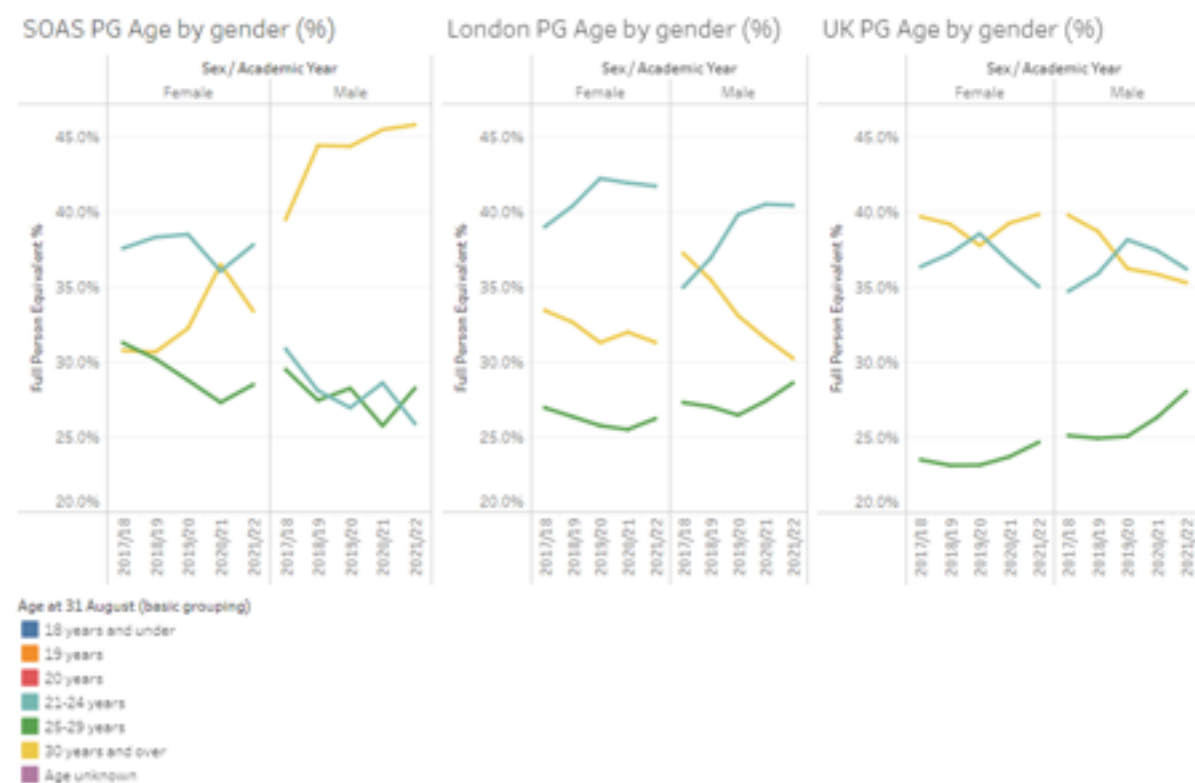
Note: Sex id 'Other' and Age 'Unknown' were excluded from this analysis.

Both London institutions and the sector wide show similar trends and proportions between male and female students in most age bands. By contrast, SOAS has a comparatively smaller proportion of females over 25 years old. SOAS has also seen a sharper decrease in the 21-24 age group, for both sexes.

At PGT level, SOAS female students tend to be younger than their male counterparts, but the 25-29 years group has similar proportions for both sexes. The male population of 30 years and over has risen at SOAS, in sharp contrast with London and the UK where it has been declining.

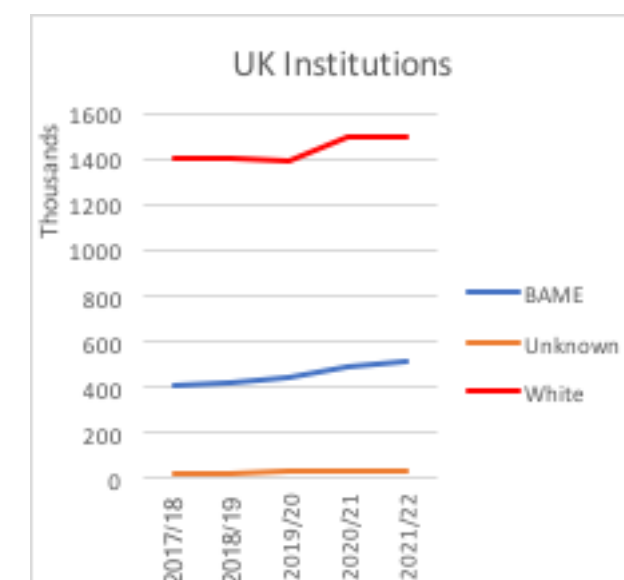
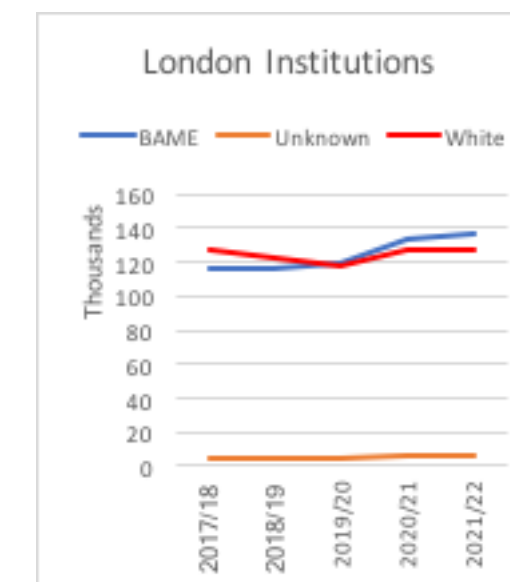
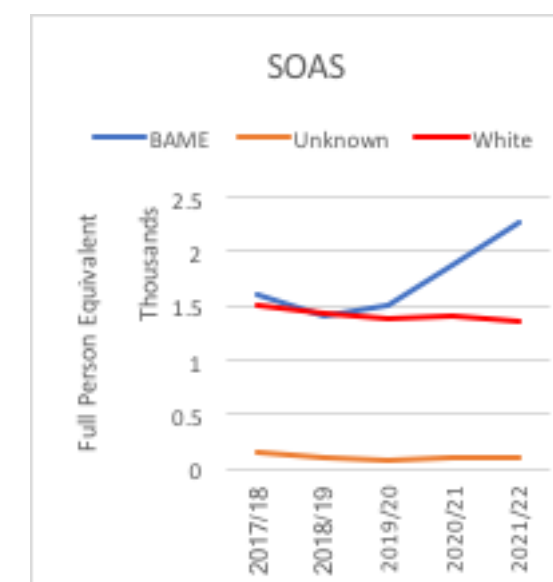
In the UK sector, the male trend shows a reduction in the gap between the proportion of students in the 21-24 years and the 30 and over bands. Meanwhile, this gap is getting larger for female students.





4. Ethnicity

UK-domiciled BAME (Black, Asian, and Minority Ethnic) population at SOAS has increased in the last three academic years while the White population has stayed relatively stable. In London, BAME students are in the majority since 2019/20. Both SOAS and London institutions have a more diverse picture than the UK sector, where the proportion of white students is almost four times that of BAME students.

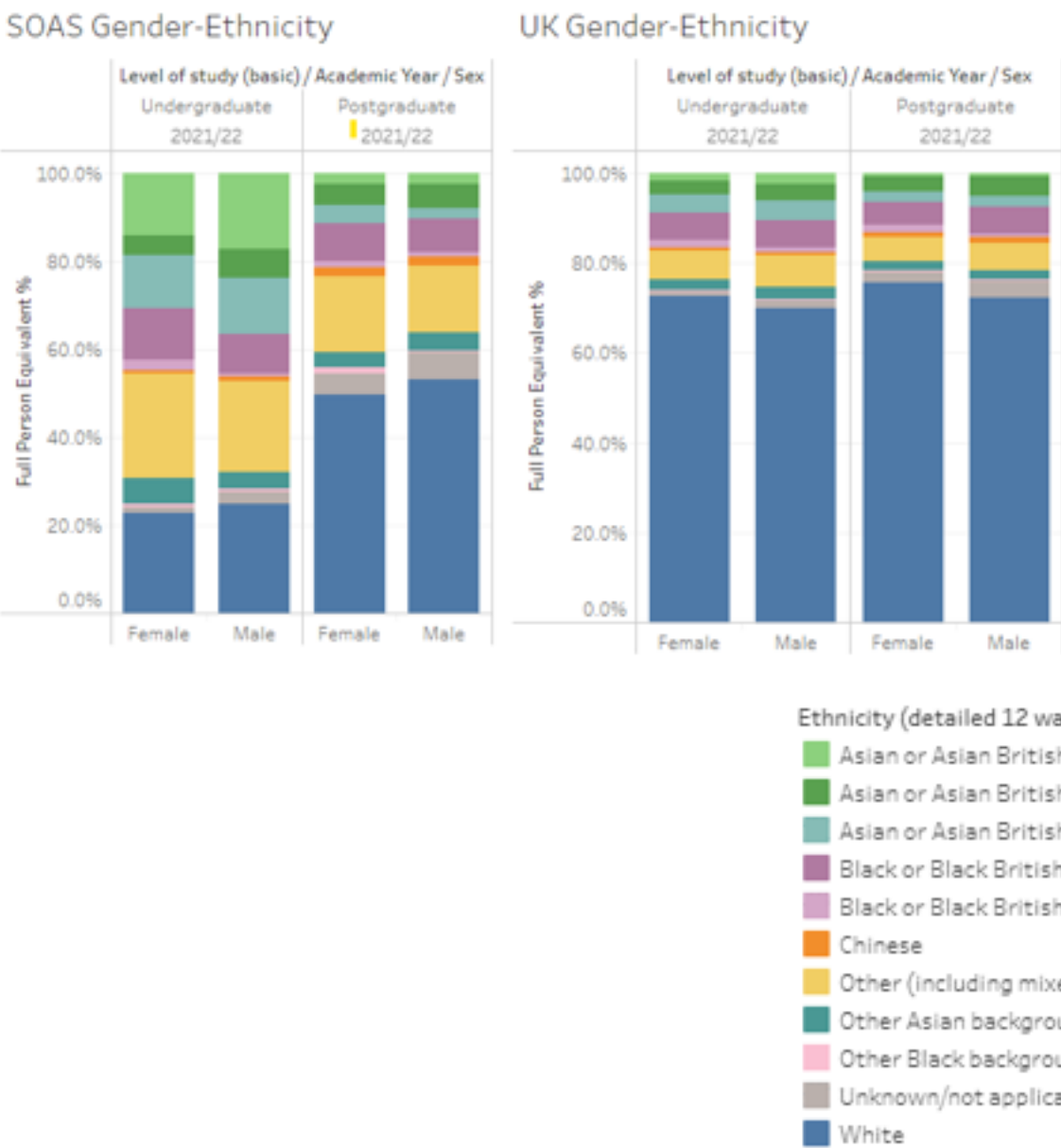
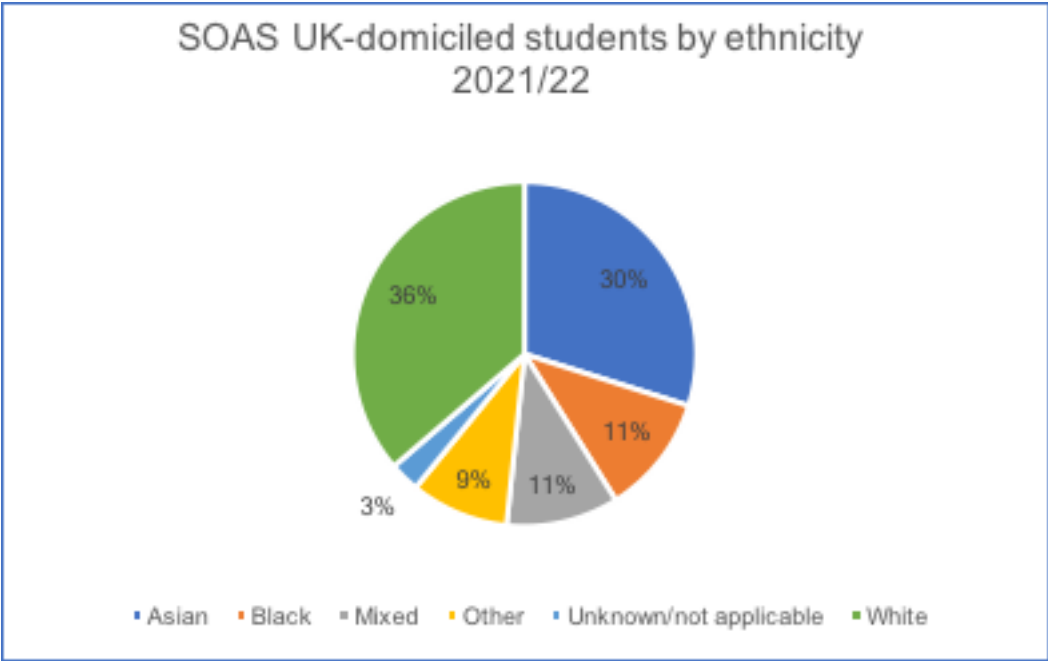


Looking at the ethnicity of UK-domiciled students, SOAS was grew from 49% in 2017/18 to 61% in 2021/22. Other London institutions showed a similar pattern with smaller increase (3ppt by 2021/22) as did the UK sector. The percentage of BAME for the sector was considerably lower though (25% in 2021/22).

BAME %	2017/18	2018/19	2019/20	2020/21	2021/22
SOAS	49%	48%	51%	55%	61%
London institutions	47%	48%	50%	50%	50%
UK institutions	22%	23%	24%	24%	25%

To break this down further at SOAS, the table below shows the proportions of UK-domiciled students by ethnic group, during the five years period. Most groups have been consistent over the period, but the proportion of White students has decreased in the last two years, from 47% to 36%, while the proportion of Asian students has increased from 21% to 30%.

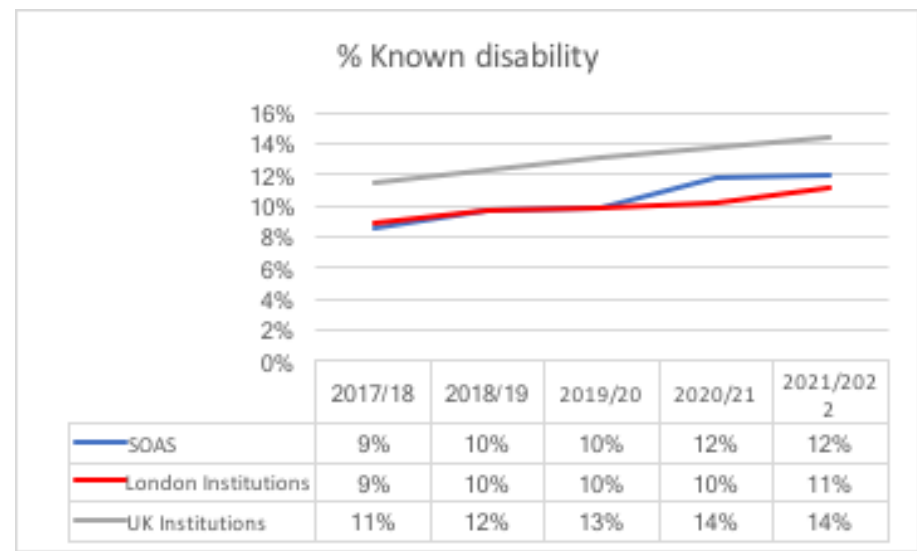
SOAS	2017/18	2018/19	2019/20	2020/21	2021/22
Asian	22%	20%	21%	26%	30%
Black	10%	11%	11%	10%	11%
Mixed	11%	11%	11%	11%	11%
Other	7%	7%	8%	8%	9%
Unknown/not applicable	5%	3%	3%	3%	3%
White	46%	48%	47%	42%	36%
SOAS Total	100%	100%	100%	100%	100%



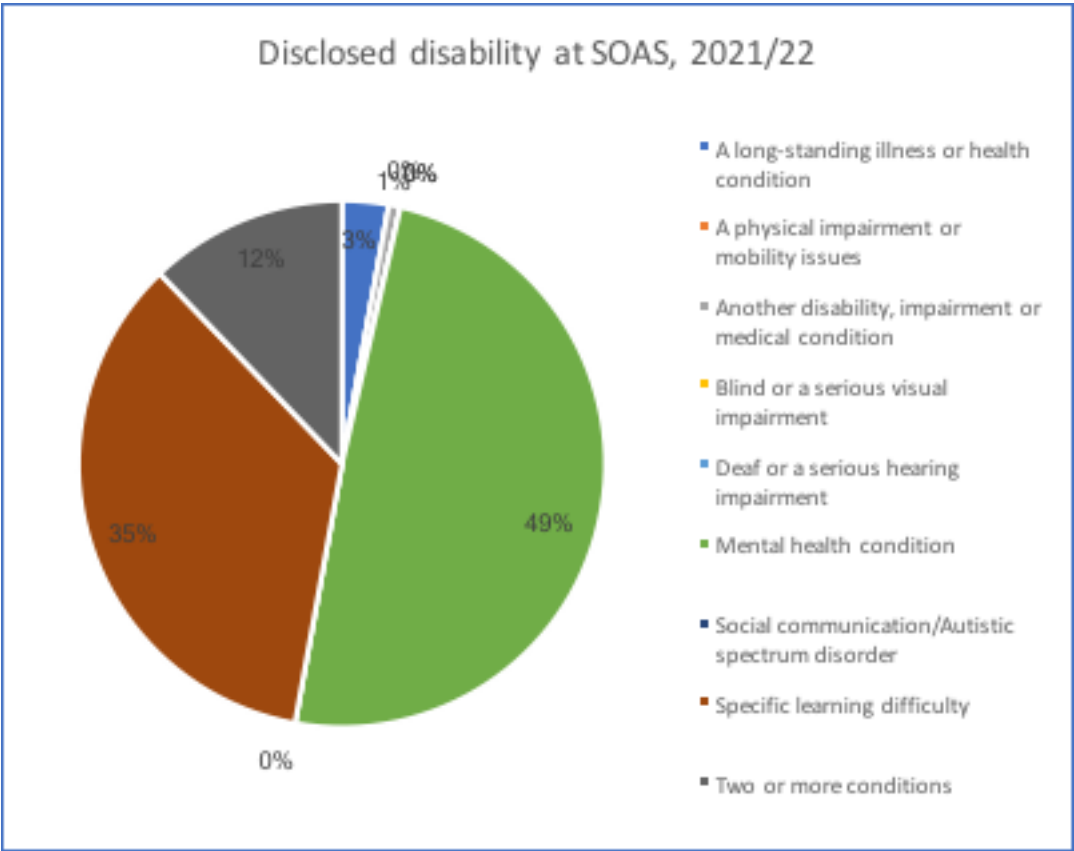
The intersectionality analysis of ethnicity and sex shows similar proportions of ethnic composition between female and male students at SOAS at both levels of study, these are also similar in the UK. SOAS shows greater differences between levels than the sector though: at SOAS Postgraduate over 50% are white for both sexes, while the undergraduate group is less than 30% white; in the rest of the UK both undergraduate and postgraduate are nearly 80% white.

5. Disability

The proportion of students with a disability has increased by 3 percentage points in SOAS over the five years period, from 9% in 2017/18 to 12% in 2021/22. These proportions are remarkably similar to those seen in London institutions (11% in 2021/22) but lower than the UK sector which showed 14% of students with disabilities in 2021/22.

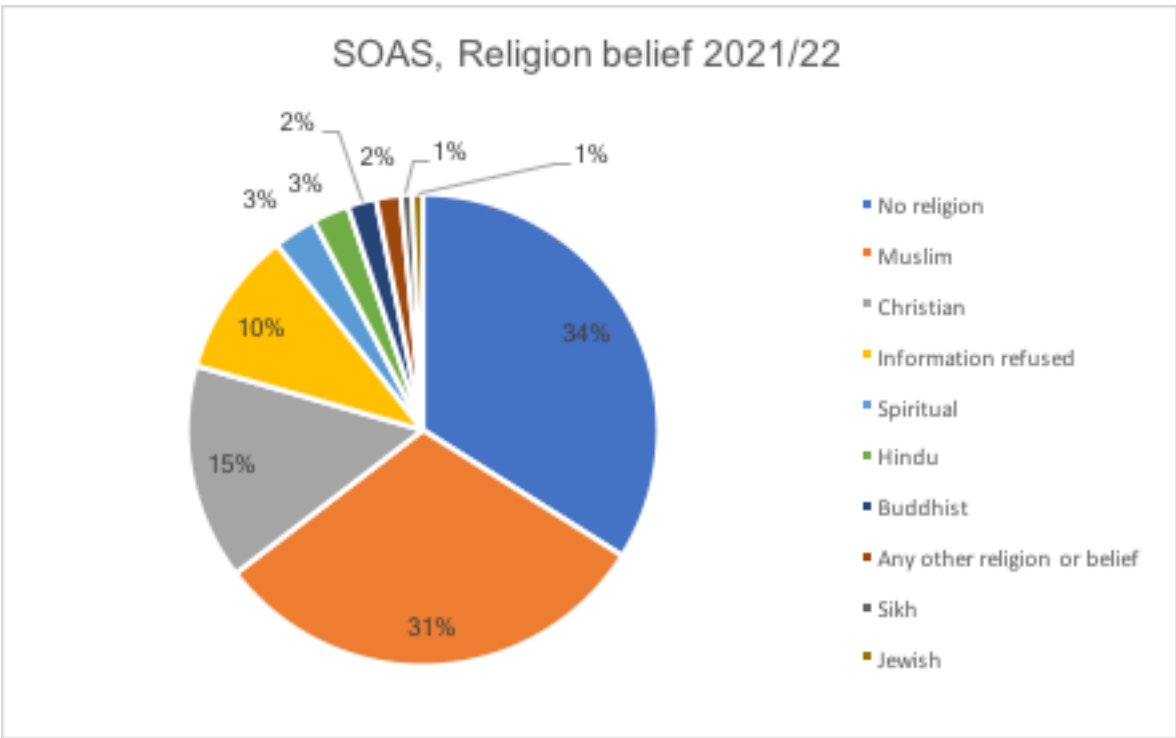


From the students who disclosed a disability, the largest groups were mental health conditions (49%) and specific learning difficulties (35%).



6. Religion

The majority of SOAS students have reported 'No religion' (36%). Students who specified a religious belief mainly said they considered themselves Muslim (31%) and Christian (15%). Sector level data on religious belief is not published, so sector comparisons are not possible.



Notes
All students' figures were extracted from Heidi Plus, except those related to Religion belief, which were derived from the institution's HESA Student Record from 2021/22.

