Equity, Diversity and Inclusion at SOAS

Annual Report 2023/24

Overview of equity, diversity and inclusion (EDI) at SOAS

SOAS is committed to creating an inclusive environment within which every member of our community can belong and thrive. As a distinct institution, specialising in the study of Asia, Africa and the Near and Middle East, equity, diversity and inclusion (EDI) are part of our core values.

Our vision for EDI 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.

Accountability is a key enabler of the SOAS strategic plan 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 Vice Chancellor who works with the Executive Board and Senior Management Team to deliver outcomes.

Purpose of this report

This report provides relevant data and commentary on the SOAS community to highlight progress against our equality objectives and strategy. The report is scrutinised internally as per the governance structures set out above, and is published on our website for transparency and accountability.

This 2023/24 annual report is our penultimate against our current strategy and objectives. As we evaluate the impact and progress of the last four years, we will be creating our next strategy with updated objectives, ready to complement and continue our work from 2025/26 onwards.

In addition, the data and narrative below fulfil our responsibilities in relation to our reporting requirements under the Equality Act (2010). The report presents data from the previous year, which in this case is 2022/23. Our previous reports are available on our website here.

A note on student data
A different data extraction method has been used to get more accurate numbers for this year's report, but this means that the numbers are not directly comparable to 2018/19 – 2021/22. However, the data extraction used is a better method moving forward, and a reasonable comparison can be made to highlight trends and patterns.

Student Data

1. Students and Level of Study

The proportion of undergraduate students at SOAS has grown 15% in the last 5-year period. Year on year, there is a decline in the number of 2022/23 postgraduate taught students versus 2021/22. Postgraduate Research figures have remained within the same range year on year, although 2022/23 recorded a slight recovery from the dip in 2021/22.
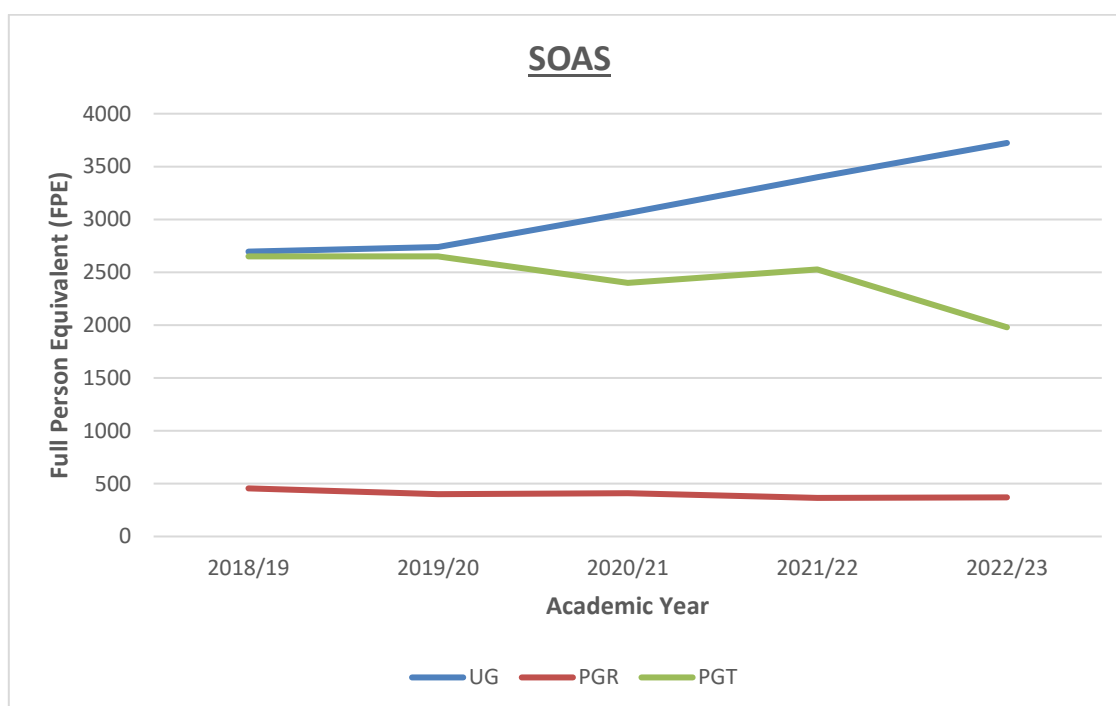
Due to issues caused by Data Futures, sector data for 2022/23 is unavailable from HESA, therefore sector/London comparison cannot be provided for 2022/23.

SOAS	2018/19	2019/20	2020/21	2021/22	2022/23
UG	46%	47%	52%	54%	61%
PGR	8%	7%	7%	6%	6%
PGT	46%	46%	41%	40%	33%
Grand Total	**100%**	**100%**	**100%**	**100%**	**100%**

London Institutions	2018/19	2019/20	2020/21	2021/22	2022/23
UG	66%	65%	64%	63%	-
PGR	6%	6%	5%	5%	-
PGT	29%	29%	31%	32%	-
Grand Total	**100%**	**100%**	**100%**	**100%**	**-**

UK Institutions	2018/19	2019/20	2020/21	2021/22	2022/23
UG	75%	75%	73%	71%	-
PGR	5%	5%	4%	4%	-
PGT	20%	21%	23%	24%	-
Grand Total	**100%**	**100%**	**100%**	**100%**	**-**

2. Students and Age

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

At UG level, SOAS' female students tend to be younger than their male counterparts. Although, the 25-29 year old age band shares similar proportions for both sexes across the five-year period. The most prominent age for both sexes at UG level were 19 year old students.

SOAS Student Age, UG Female

Year	18 years and under	19 years	20 years	21-24 years	25-29 years	30 years and over
2018/19	9%	13%	17%	23%	3%	2%
2019/20	14%	14%	14%	20%	3%	2%
2020/21	15%	16%	14%	16%	3%	1%
2021/22	14%	16%	15%	15%	2%	1%
2022/23	15%	15%	15%	17%	2%	1%

SOAS Student Age, UG Male
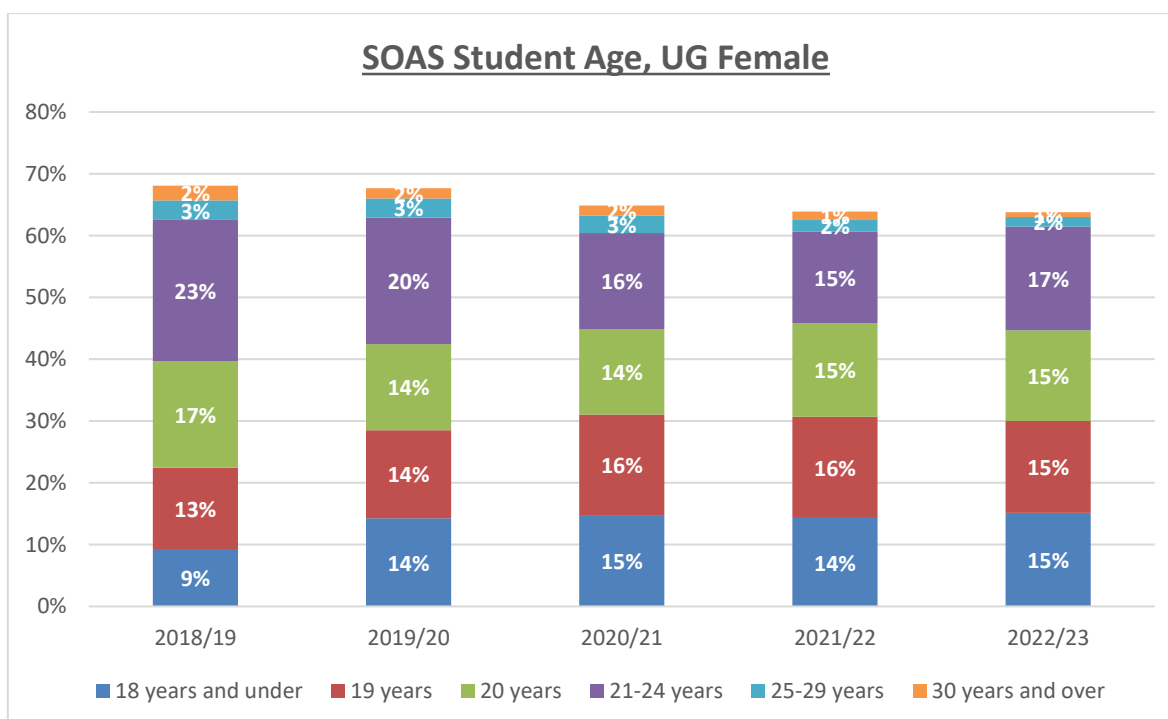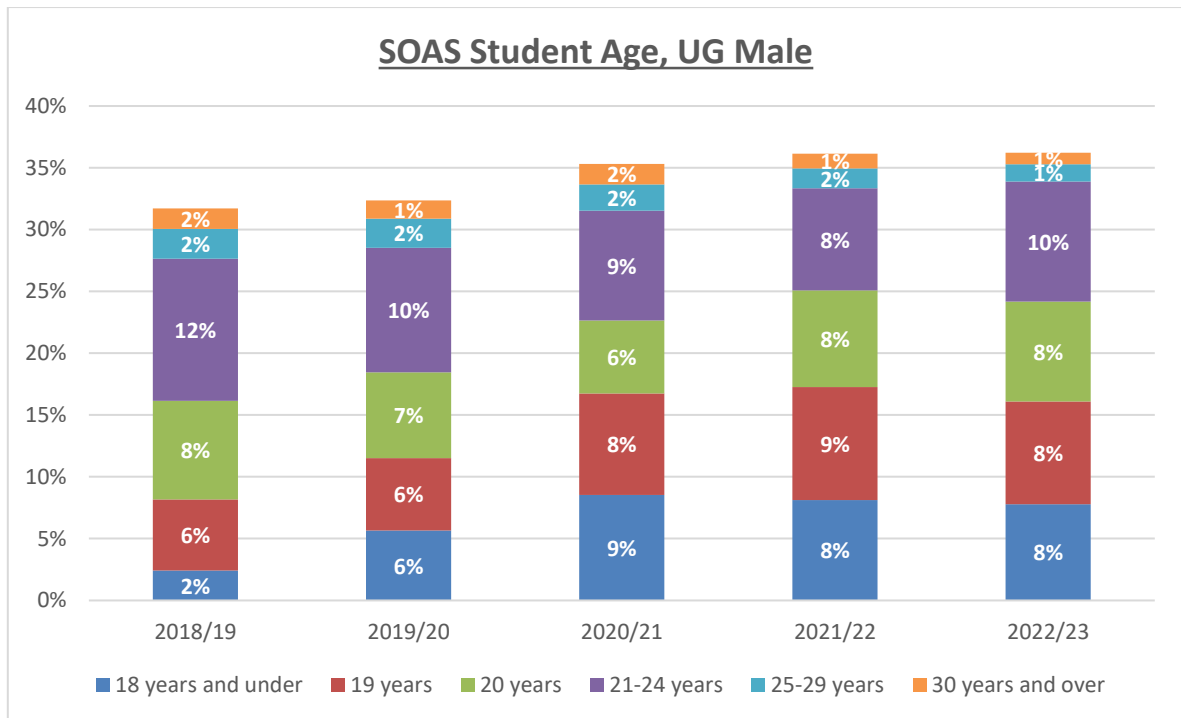
At PGT level, 63% of our students are female and within that cohort 43% are aged 21-24 and 27% are 30 and over. Our male PGT students have a slightly older profile, comprising 35% of all PGT students, and within that cohort, 34% are aged 21-24 while 37% are aged 30 and over.
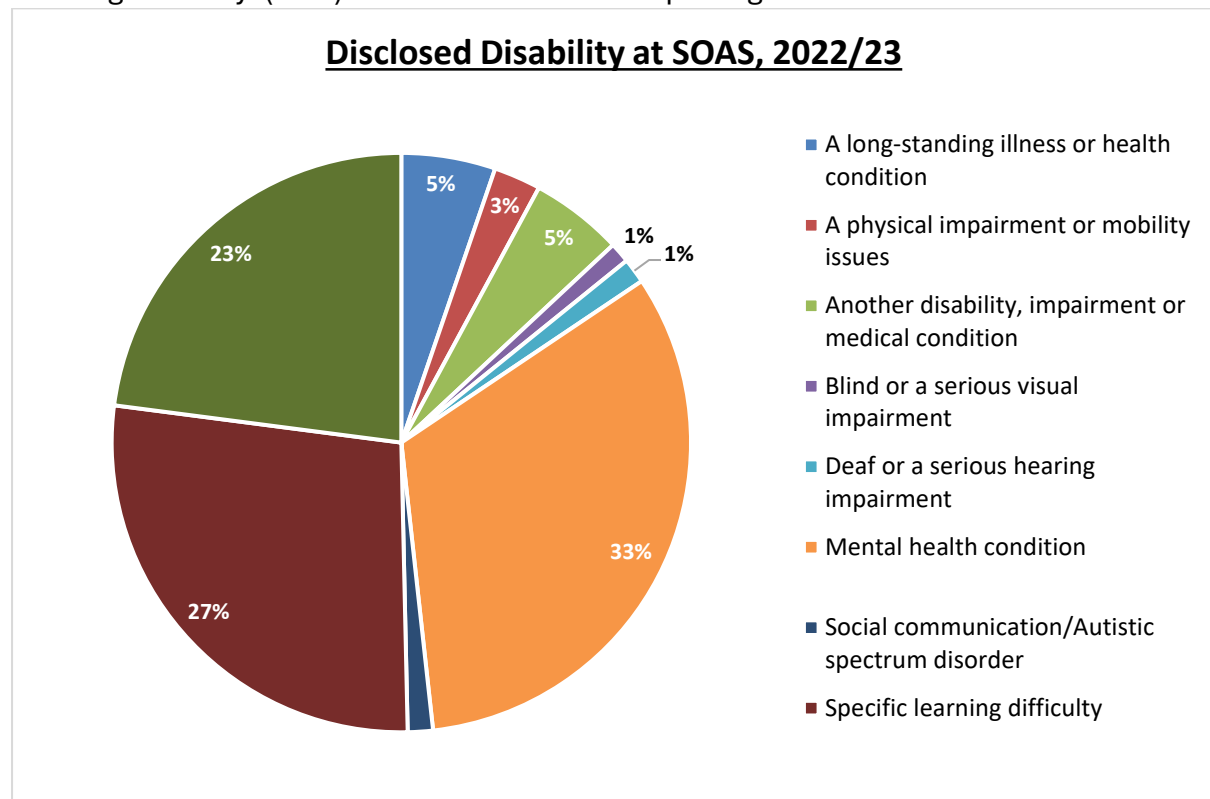
SOAS Student Age, PGT Female

SOAS Student Age, PGT Male

	2018/19	2019/20	2020/21	2021/22	2022/23
30 years and over	14%	13%	14%	14%	13%
25-29 years	9%	10%	9%	10%	10%
21-24 years	11%	11%	12%	11%	12%

Legend: ■ 19 years ■ 20 years ■ 21-24 years ■ 25-29 years ■ 30 years and over
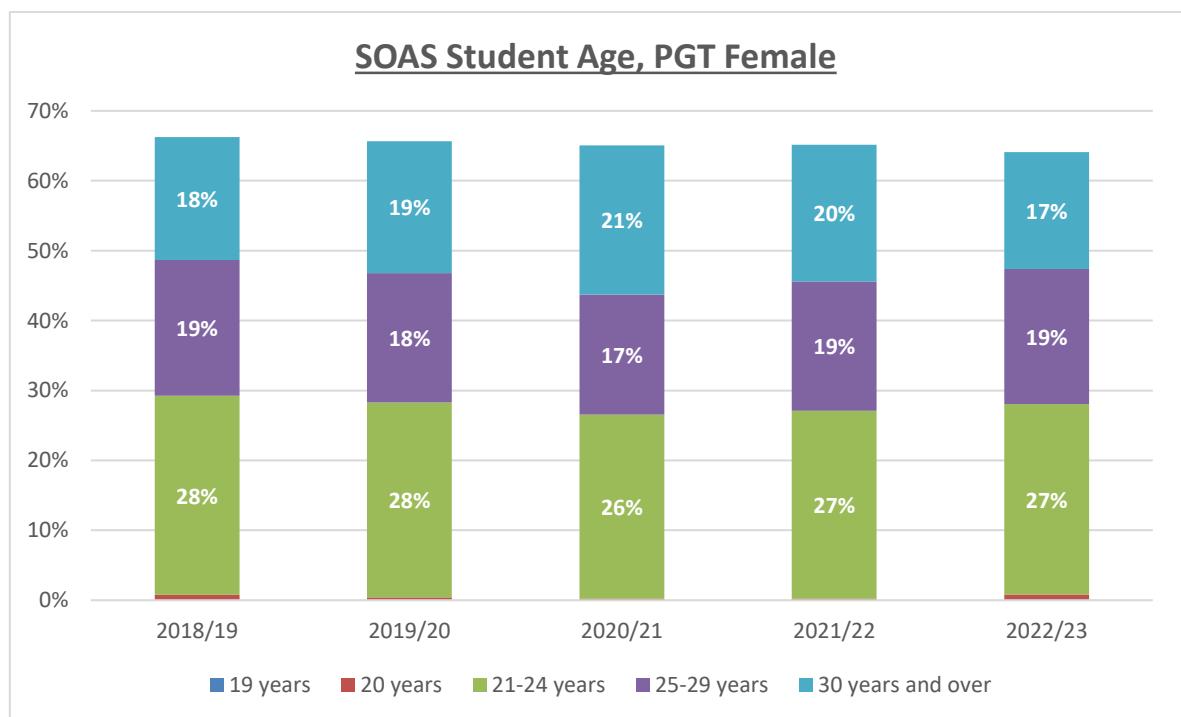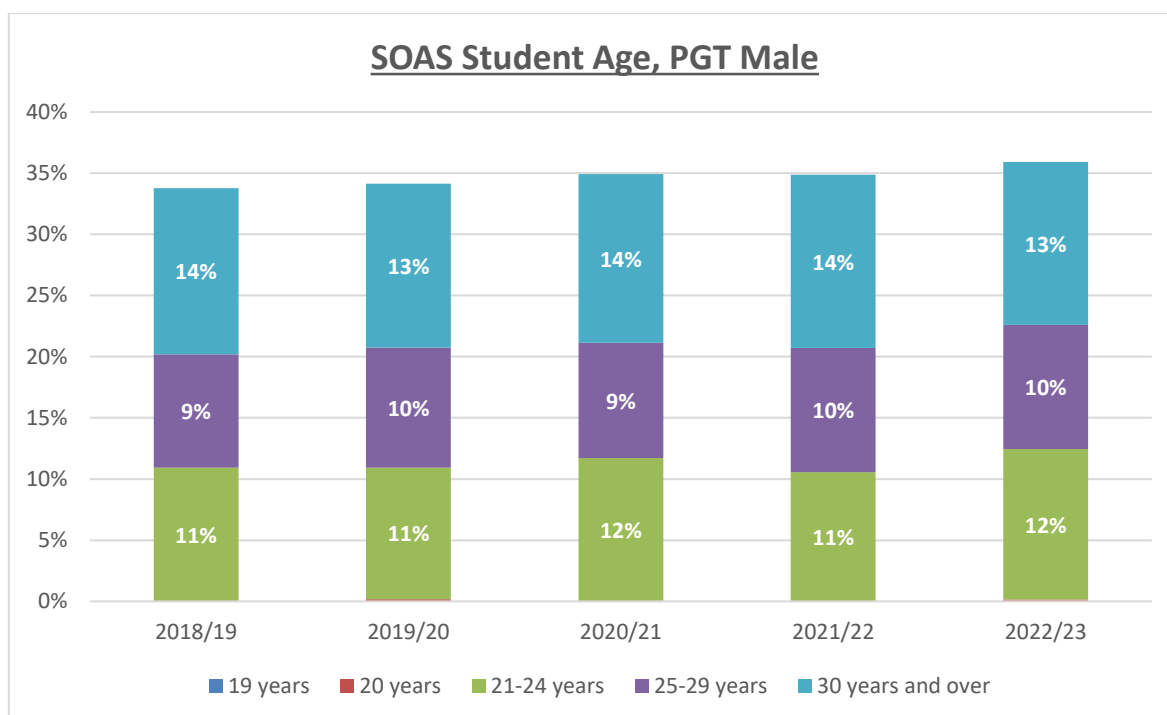
3. Students and Disability

19% of SOAS' students reported a disability in 2022/23. This is the highest it has been in the five-year period, +5% vs 2018/19. Against the sector, SOAS' 2022/23 position (19%) is higher than where the sector was in 2021/22.

% Known Disability	2018/19	2019/20	2020/21	2021/22	2022/23
SOAS	14%	15%	17%	17%	19%
London Institutions	12%	12%	12%	13%	-
UK Institutions	14%	15%	15%	16%	-

% Known Disability

Legend: — SOAS — London Institutions — UK Institutions
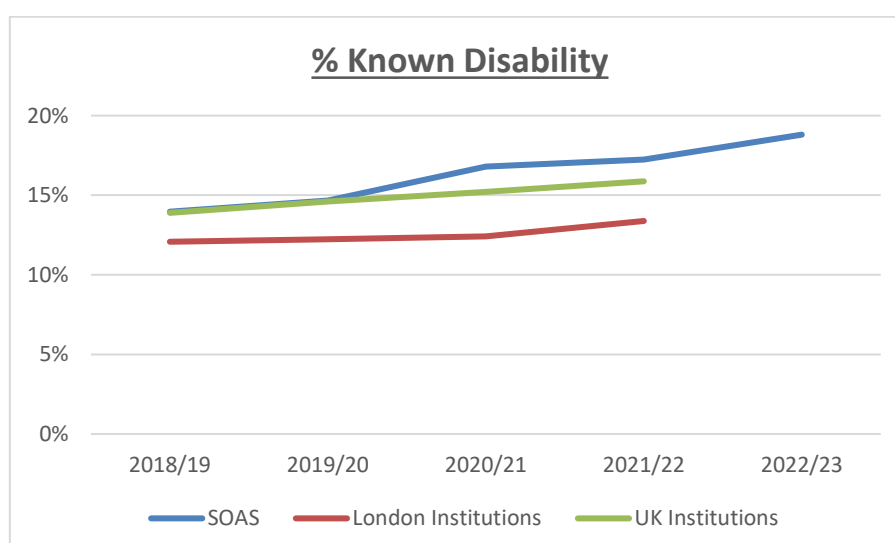
The following graph shows the disclosed disability split at SOAS in 2022/23. Students mostly reported a 'Mental health condition' (33%), followed by students with a 'Specific learning difficulty' (27%) and 23% of students reporting 'Two or more conditions'.

Disclosed Disability at SOAS, 2022/23

Legend:
- A long-standing illness or health condition
- A physical impairment or mobility issues
- Another disability, impairment or medical condition
- Blind or a serious visual impairment
- Deaf or a serious hearing impairment
- Mental health condition
- Social communication/Autistic spectrum disorder
- Specific learning difficulty

SOAS is committed to furthering support for disabled students and staff, and is committed to applying for the Disability Standard during the scope of the next EDI and Staff Wellbeing Strategy. Engaging with the charter mark will enable us to take an holistic deep dive into disability equity at SOAS, and to take a systematic approach to tackling the challenges we find.
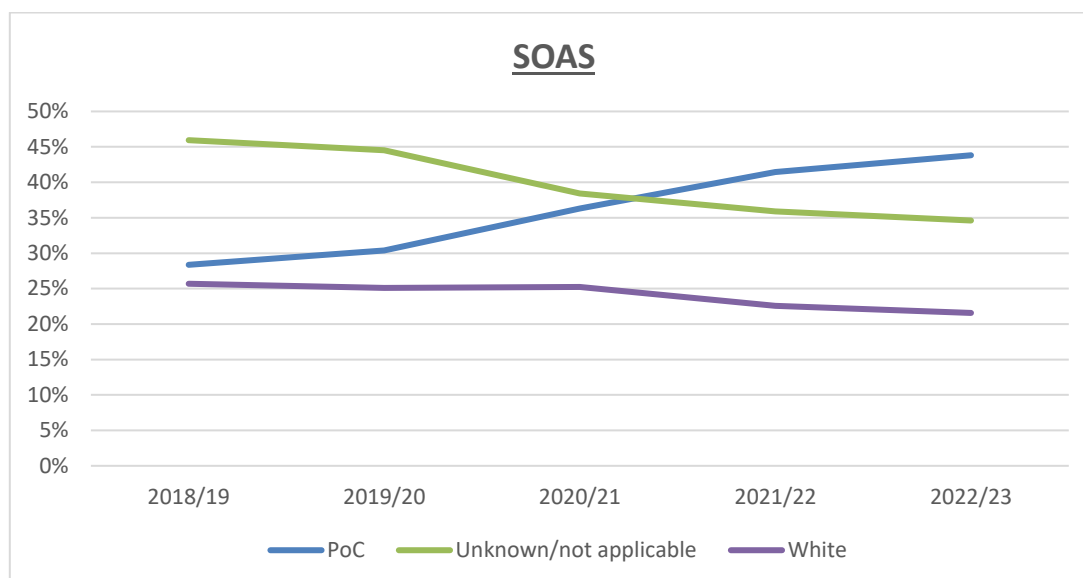
4. Students and Ethnicity

'PoC - People of Colour'

Our ethnicity analysis is primarily based on known information, but we acknowledge that the large proportion of unknown ethnicity data for our students is a challenge we need to tackle, and improving our data collection is one of the areas highlighted in our current application for the Race Equality Charter.

Positively, in 2022/23, the proportion of students of colour is the highest it has been in the previous 5-year period, a 20% increase vs 2018/19. Although London and UK sector wide figures are unavailable for 2022/23, SOAS's proportion of people of colour is comfortably higher than the sector's in 2021/22.

PoC %	2018/19	2019/20	2020/21	2021/22	2022/23
SOAS	24%	26%	31%	35%	44%
London Institutions	34%	33%	33%	33%	-
UK Institutions	19%	19%	20%	20%	-

The following pie chart shows the ethnicity split of SOAS' students in 2022/23. Although 35% of students' ethnicities are unknown, the student population is predominantly made up of White students (22%), followed by Asian students (14%). Black and Mixed students make up 8% and 9% of SOAS' student population respectively.
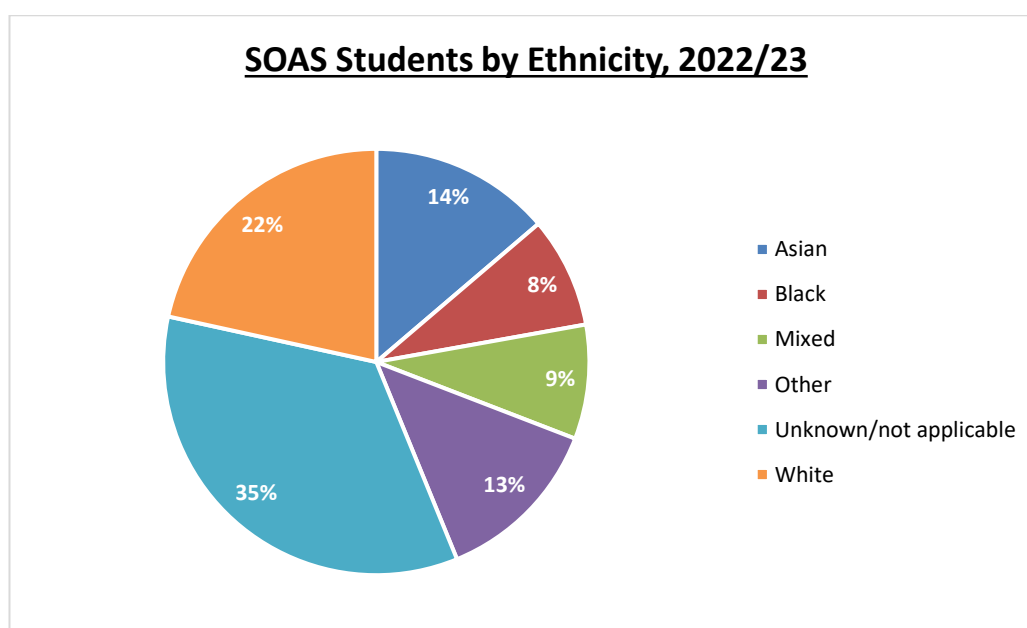
We are committed to ensuring all students have a positive experience at SOAS and we are in the process of applying for the Race Equality Charter in March 2025 to specifically

ensure we are pushing forward race equity and creating an inclusive environment for our students and staff of colour.

5. Students and Gender

Note: SOAS did not record any students for the gender category 'Other' before 2020/21. There were less than five in 2022/23 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 in the last three academic years. Pre-2020/21, SOAS' student population was over two thirds female.

Sex	2018/19	2019/20	2020/21	2021/22	2022/23
Female	66%	66%	64%	63%	63%
Male	34%	34%	36%	36%	37%
Other	0%	0%	0%	0%	0%
Grand Total	**100%**	**100%**	**100%**	**100%**	**100%**

Although 2022/23 figures are not available for London and UK institutions, the following chart shows that the proportion of the UG Female population at SOAS in 2022/23 is larger than previous years in both London and UK institutions.
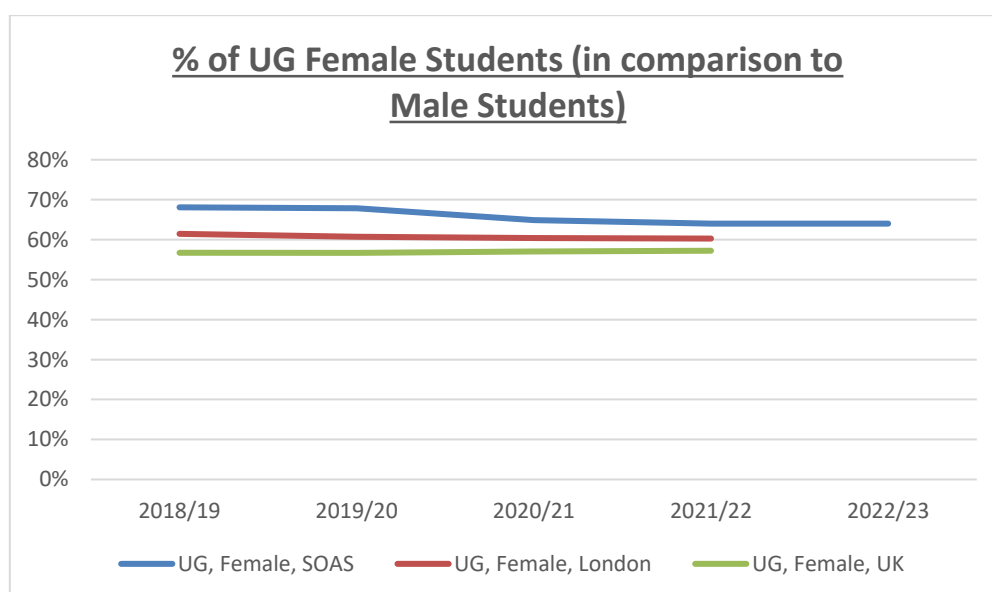
At PGT level, proportions differ slightly to UG, but nonetheless the same comment can be made. *"The proportion of the female population at SOAS in 2022/23 is larger than previous years in both London and UK institutions"*.

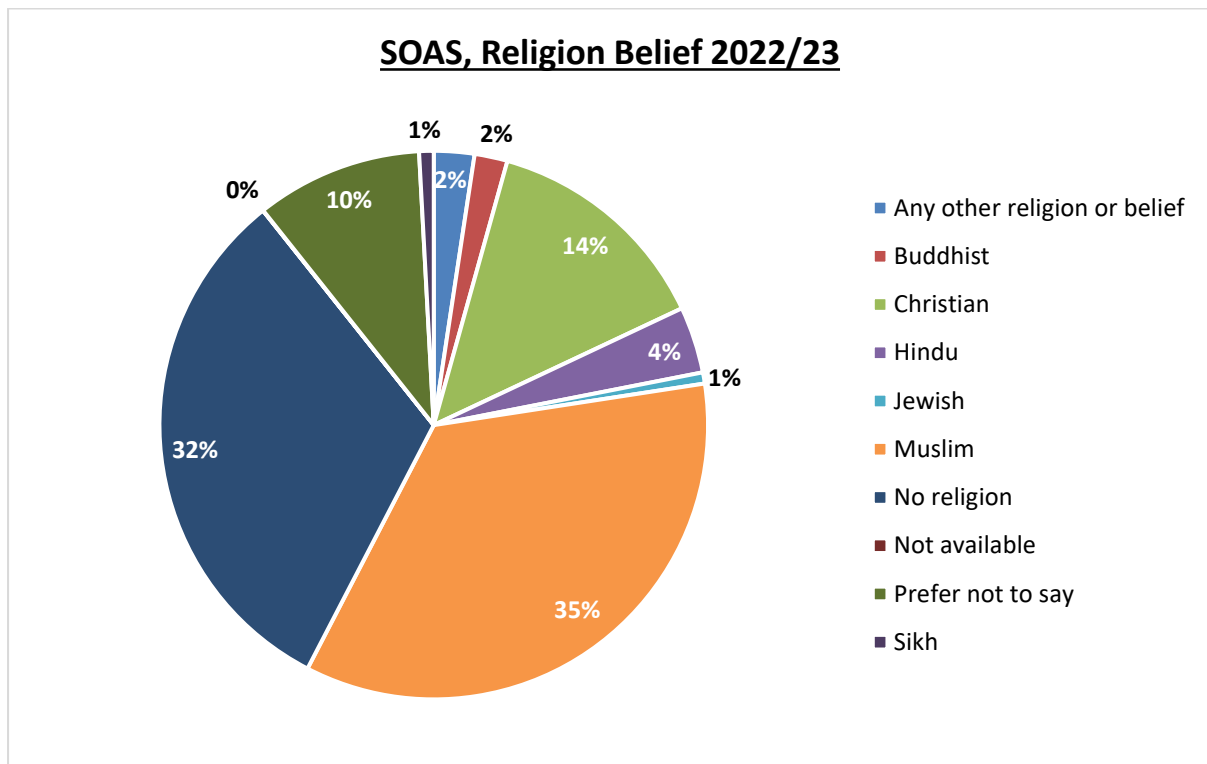**% of PGT Female Students (in comparison to Male Students)**
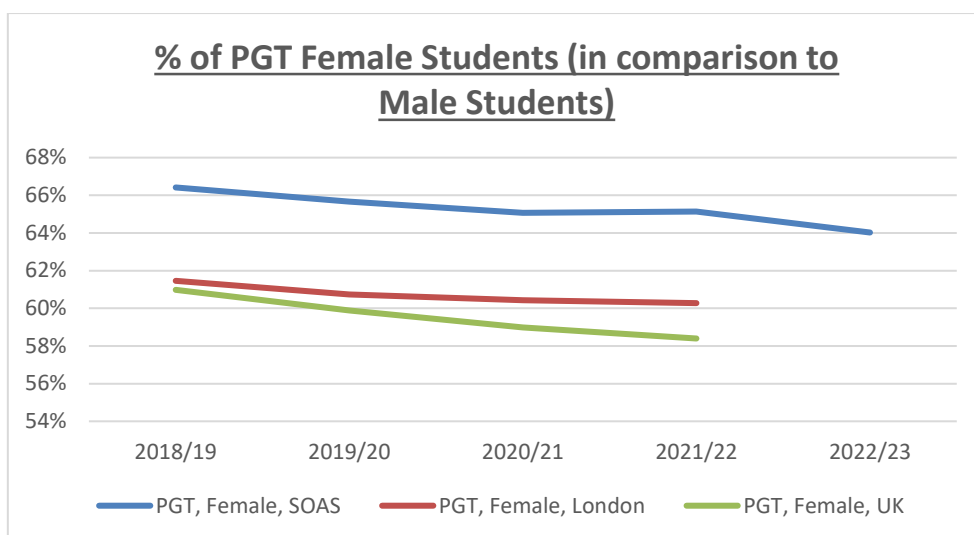
The proportion of female PGR students at SOAS has increased by 2% in 2022/23 vs the dip in 2021/22. When compared to 2021/22, SOAS' PGR female student proportions in 2022/23 are above UK institutions but below London institutions.

% of PGR Female Students (in comparison to Male Students)
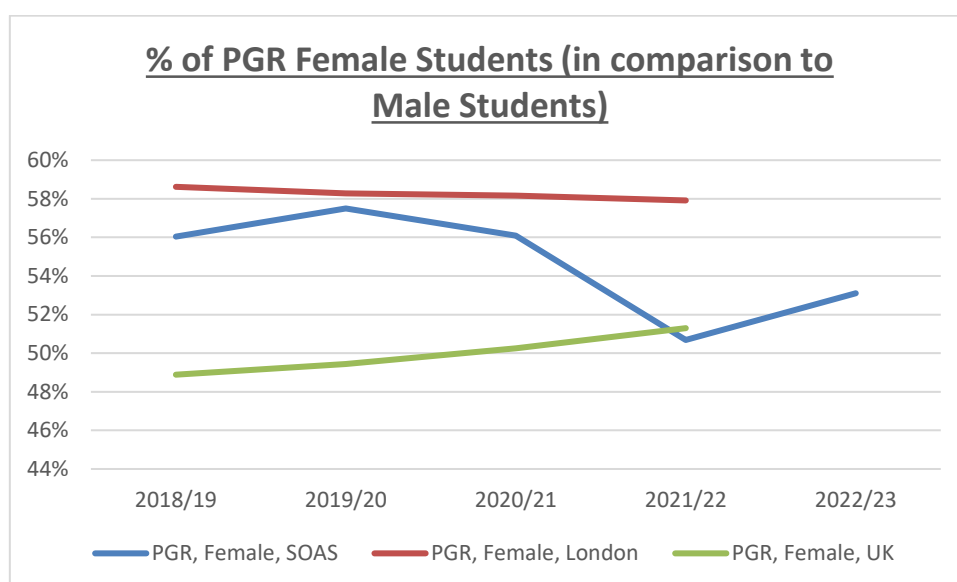
6. Students and Religion and Belief

SOAS students who reported 'No religion' made up 32% of the 2022/23 population. Most students who reported a religious belief were mainly 'Muslim' (35%), followed by Christian (14%).

SOAS, Religion Belief 2022/23

■	Any other religion or belief
■	Buddhist
■	Christian
■	Hindu
■	Jewish
■	Muslim
■	No religion
■	Not available
■	Prefer not to say
■	Sikh

Pie chart values: 1%, 2%, 0%, 10%, 2%, 14%, 4%, 1%, 32%, 35%

Staff Data

1. Staff and overall demographics

This section 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 2022/23.

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 22/23 was 10.1% overall, the majority of turnover is within Professional Services, with 3.0% in the same period being Academic only. UCEA Workforce Report 2019 suggests 11.8% for Professional Services and 8% for academics. At SOAS there is therefore less Academic leavers compared to 8% across the UK. Turnover only includes natural wastage, resignations.

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.

1.1 Academic and professional services staff

- In 2022/23, 53% of SOAS staff were academic, 47% were professional services. In 2018/19, Campus Services were brought in-house, which increased the percentage of professional services staff at SOAS.
- 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
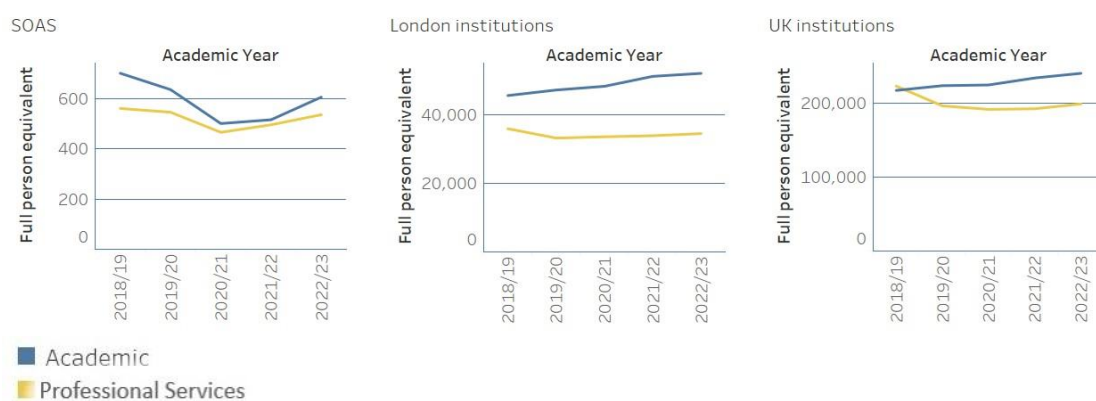
Source: Heidi Plus

Table 1: Numbers of Academic and Professional Services Staff

SOAS	Academic	Professional Services	Academic	Professional Services	Total	Total %
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%
2022/23	605	535	53%	47%	1,140	100%
London	Academic	Professional Services	Academic	Professional Services	Total	Total %
2018/19	45,675	35,990	56%	44%	81,665	100%
2019/20	47,295	33,255	59%	41%	80,550	100%
2020/21	48,380	33,635	59%	41%	82,015	100%
2021/22	51,285	33,945	60%	40%	85,230	100%
2022/23	52,120	34,565	60%	40%	86,685	100%
UK	Academic	Professional Services	Academic	Professional Services	Total	Total %
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	233,875	192,260	55%	45%	426,135	100%
2022/23	240,145	198,825	55%	45%	438,970	100%

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

2. Staff and Age

3.1 Academic staff by age groups

- At UK institutions, the proportion of male academics to female academics has been higher in every age group in previous years but in 2022/23 females are higher in the under 50 age groups. 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 slightly less than the number of male academics.

- At SOAS, the number of female academics in the age groups 35 and under and 36-50 years has increased in recent years after previously decreasing. The number of male academics in these age groups has followed a similar pattern between these years. Due to low turnover in Academic staff at Lecturer level and above the numbers remain constant over 40 years of age.

- Most 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 had been more than the number of part-time female academics but in 2022/23 the split is even (49% full-time and 51% part-time).
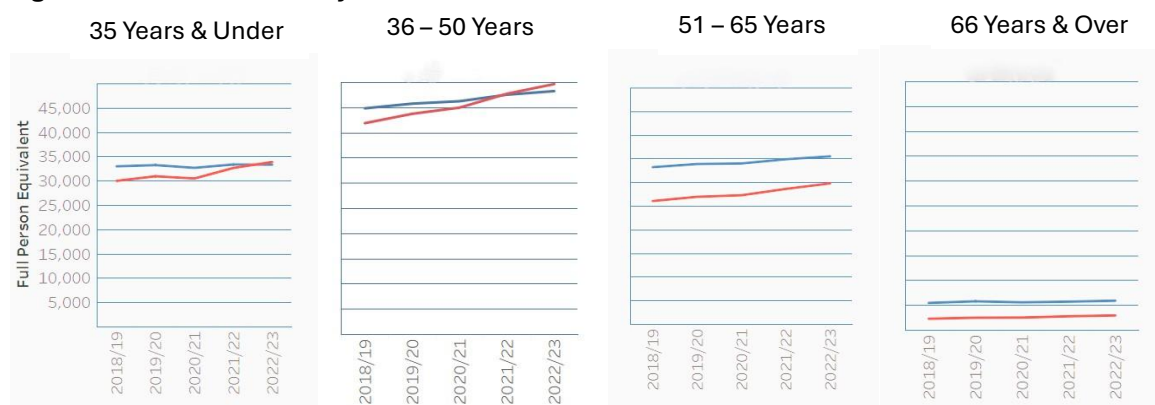
Figure 5a: Academic staff by age group at SOAS
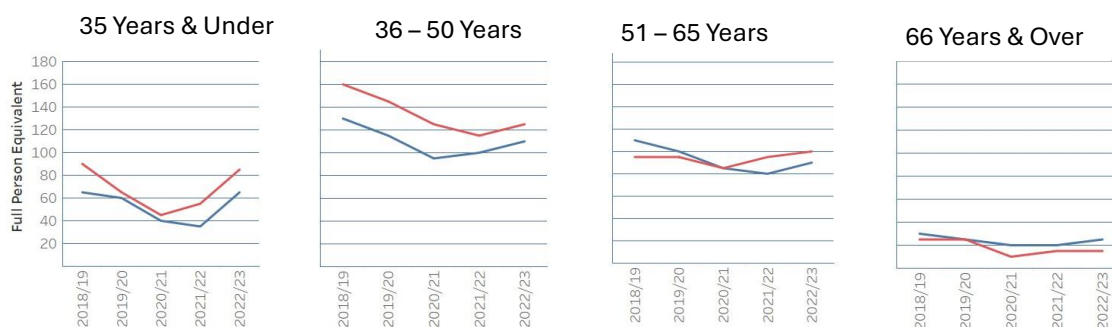
Source: Heidi Plus

At UK institutions, the number of female academics in the age group 66 years & over has risen the fastest, by around 6%.

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, 2018/19 to 2022/23

		35 years and under	36-50 years	51-65 years	66 years & over
Female	2018/19	90	160	95	25
	2019/20	65	145	95	25
	2020/21	45	125	85	10
	2021/22	55	115	95	15
	2022/23	85	125	100	15
Male	2018/19	65	130	110	30
	2019/20	60	115	100	25
	2020/21	40	95	85	20
	2021/22	35	100	80	20
	2022/23	65	110	90	25

Source: Heidi Plus

3.2 Professional Services staff by age groups

- The number of professional services female staff in the age group 35 years and younger has increased between 2021/22 and 2022/23.

Table 4b: Number of Professional Services Staff by Age group and Gender at SOAS, 2018/19 to 2022/23

|		35 years and under	36-50 years	51-65 years	66 years & over
Female	2018/19	105	130	85	5
	2019/20	95	125	85	5
	2020/21	85	110	75	5
	2021/22	95	120	80	5
	2022/23	120	120	90	0
Male	2018/19	70	85	75	5
	2019/20	60	95	70	5
	2020/21	55	75	60	0
	2021/22	55	75	70	0
	2022/23	55	80	70	0

Source: Heidi Plus

3. Staff and Disability

4.1 Staff who have disclosed a disability.

- 7.4% of staff at SOAS have declared a disability in 2022/23, which is an increase by 3.0 percentage points compared to 2018/19. 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 7.2% in 2022/23. 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.
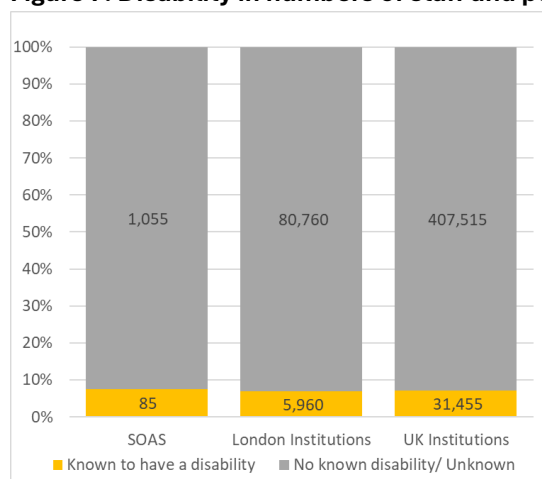
Figure 6: Percentages of Staff who have declared a disability.
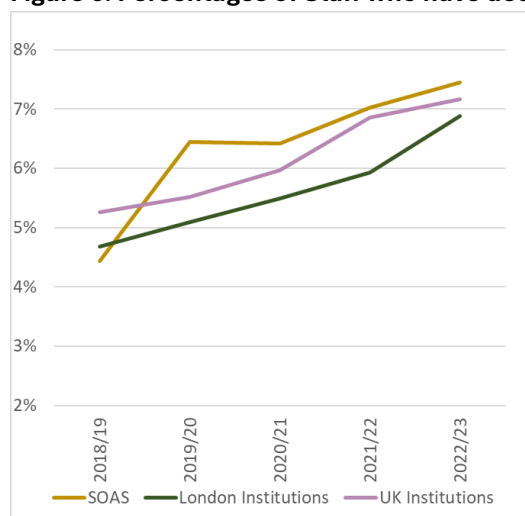
Source: Heidi Plus

The number of staff with a declared disability is 85 at SOAS in 2022/23. SOAS internal data shows that the declaration rate for this indicator is very high, as this information is only unavailable for 99 employees.

Figure 7: Disability in numbers of staff and percentages

Source: Heidi Plus

Table 5: SOAS Numbers and Percentages of Staff with a Disability

Disability (basic), SOAS	2018/19	2019/20	2020/21	2021/22	2022/23
Known to have a disability	55	75	60	70	85
No known disability/unknown	1,205	1,105	905	940	1,055
Total	1,265	1,180	965	1,010	1,140
Known to have a disability (%)	4.4%	6.4%	6.4%	7.0%	7.4%

Source: Heidi Plus

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 8.6%.

4. Staff and Ethnicity

5.1 Detailed Ethnicity

- SOAS has an ethnically more diverse workforce than UK institutions, with 50% of academic staff being from Black (excl. Mixed Black), Asian, Mixed and Other backgrounds. This compares to 20% 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: 11.9%), Other Asian background (8.9%), Asian or Asian British – Indian (7.8%), Black or Black British – African (7.2%) and Chinese (5.8%).

- Among professional services staff, the largest minority groups are Black or Black British – African (10.3%), Other (incl. Arab: 10.1%), Mixed (7.1%), Black or Black British – Caribbean (5.4%) 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, 2022/23

Source: Heidi Plus

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

Academic 2022-23	SOAS	UK	SOAS	UK
Black or Black British – African	45	5,480	7.2%	2.3%
Black or Black British – Caribbean	10	1285	1.3%	0.5%
Other Black background	5	505	0.5%	0.2%
Asian or Asian British – Bangladeshi	5	1130	1.2%	0.5%
Asian or Asian British – Indian	45	8,440	7.8%	3.5%
Asian or Asian British – Pakistani	5	2,870	1.1%	1.2%
Other Asian background	55	6,135	8.9%	2.6%
Chinese	35	9,490	5.8%	4.0%
Mixed	25	6,470	4.3%	2.7%
Other	70	6,290	11.9%	2.6%
Unknown/not applicable	35	25,040	5.9%	10.4%
White	270	167,015	44.1%	69.5%
Total	605	240,145	100.0%	100.0%
Academic 2022-23	**SOAS**	**UK**	**SOAS**	**UK**
Black (excl. Mixed Black)	55	7,270	9.1%	3.0%
Asian	150	28,060	24.7%	12%
Mixed and Other	95	12,760	16.2%	5%
Unknown	35	25,040	5.9%	10.4%
White	270	167,015	44.1%	69.5%

Table 6b: Numbers and Percentages of Professional Services Staff by Ethnicity

| Professional Services 2022-23	SOAS	UK	SOAS	UK
Black or Black British – African	55	4,110	10.3%	2.1%
Black or Black British – Caribbean	30	2,320	5.4%	1.2%
Other Black background	5	455	0.9%	0.2%
Asian or Asian British – Bangladeshi	10	1,370	2.1%	0.7%
Asian or Asian British – Indian	25	5,535	4.6%	2.8%
Asian or Asian British – Pakistani	15	2,080	2.5%	1.0%
Other Asian background	20	2,785	3.6%	1.4%
Chinese	10	2,745	2.2%	1.4%
Mixed	40	4,710	7.1%	2.4%
Other	55	2,150	10.1%	1.1%
Unknown/not applicable	25	14,930	4.5%	7.5%
White	250	155,630	46.6%	78.3%
Total	535	198,825	100.0%	100.0%
Professional Services 2022-23	**SOAS**	**UK**	**SOAS**	**UK**
Black (excl. Mixed Black)	90	6,885	16.7%	3.5%
Asian	80	14,520	15.0%	7.3%
Mixed and Other	95	6,860	17.2%	3.5%
Unknown	25	14,930	4.5%	7.5%
White	250	155,630	46.6%	78.3%

Source: Heidi Plus

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

- 9.1% of SOAS academic staff are Black (excl. Mixed Black), while 16.7% of SOAS professional services staff are Black (excl. Mixed Black). If we include the Mixed Black heritage, 9.4% of SOAS academic staff are Black (incl. Mixed Black) and 19.5% of SOAS professional services staff are Black (incl. Mixed Black).
- 24.7% of academic staff are Asian, compared to 15.0% of professional services staff.
- Slightly less than half of both academic and professional services staff are White.

Figure 9: Ethnicity for Academic and Professional Services Staff

SOAS Academic Staff by Ethnicity

SOAS Professional Services Staff by Ethnicity
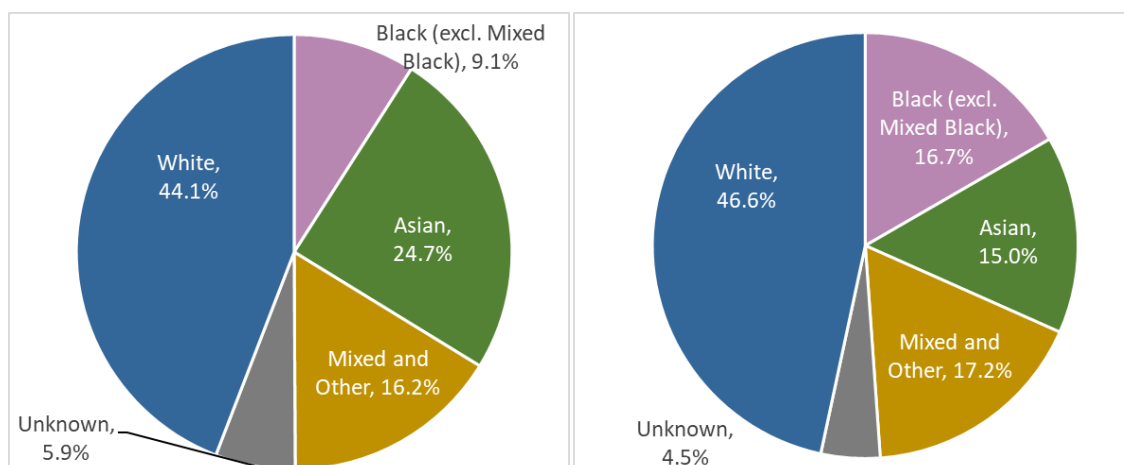
Source: Heidi Plus

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 4.4% (4.9% male), 15.8% are female Asian academic staff (8.9% male), and 21.7% are female White academic staff (22.4% 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, 2022/23

Academic 2022-23	Female	Male	Total	Female	Male	Total
Asian	95	55	150	15.8%	8.9%	24.7%
Black	25	30	55	4.4%	4.9%	9.4%
Mixed	15	10	25	2.1%	1.8%	4.0%
Other	35	35	70	6.1%	5.8%	11.9%
Unknown/not applicable	15	20	35	2.6%	3.3%	5.9%
White	130	135	270	21.7%	22.4%	44.1%
Total	320	285	605	52.9%	47.1%	100.0%
Professional Services 2022-23	Female	Male	Total	Female	Male	Total
Asian	50	30	80	9.0%	6.0%	15.0%
Black	70	35	105	13.1%	6.4%	19.5%
Mixed	15	10	25	2.8%	1.5%	4.3%
Other	35	20	55	6.7%	3.4%	10.1%
Unknown/not applicable	10	10	25	2.2%	2.2%	4.5%
White	145	100	250	27.5%	19.1%	46.6%
Total	330	205	535	61.4%	38.6%	100.0%

Source: SOAS internal HESA data

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

5. Staff and Gender

2.1 Academic and professional services female and male staff numbers

- In 2022/23, there were 320 academic women and 285 academic men at SOAS. Since 2018/19 both numbers of female and male academic staff at SOAS were decreasing at a similar rate but both have increased in 2022/23 at a similar rate.
- There are more academic men than women at London and UK institutions, but the gap is narrowing.
- The apparent decrease for professional services staff in UK institutes is due to some institutions not reporting professional services staff data to HESA anymore since 2019/20.

Figure 2a: Academics by Gender

Figure 2b: Professional Services by Gender

Female
Male   **Source: Heidi Plus**

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

SOAS	2018/19	2019/20	2020/21	2021/22	2022/23
Academic, Female	370	335	265	275	320
Academic, Male	335	300	240	240	285
Professional Services, Female	325	315	270	300	330
Professional Services, Male	235	230	190	200	205
Total	1,265	1,180	965	1,010	1,140
London	**2018/19**	**2019/20**	**2020/21**	**2021/22**	**2022/23**
Academic, Female	21,520	22,565	23,280	25,125	25,655
Academic, Male	24,140	24,455	24,845	26,080	26,240
Professional Services, Female	21,840	20,080	20,425	20,875	21,145
Professional Services, Male	14,135	13,040	13,075	13,010	13,295
Total	81,630	80,145	81,625	85,090	86,340
UK	**2018/19**	**2019/20**	**2020/21**	**2021/22**	**2022/23**
Academic, Female	100,365	104,275	105,390	111,910	116,415
Academic, Male	116,640	118,825	118,645	121,650	123,145
Professional Services, Female	139,850	122,905	119,595	120,325	124,655
Professional Services, Male	82,940	73,065	71,550	71,645	73,770
Total	439,790	419,070	415,180	425,530	437,990

Source: Heidi Plus

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

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

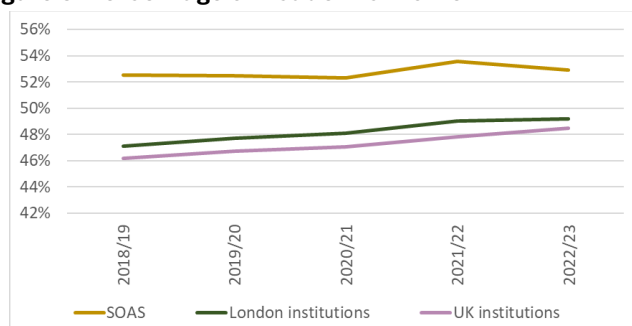| SOAS	2018/19	2019/20	2020/21	2021/22	2022/23
Academic, Female	24%	21%	17%	18%	21%
Academic, Male	24%	22%	17%	17%	20%
Professional Services, Female	21%	20%	18%	19%	21%
Professional Services, Male	22%	22%	18%	19%	19%
Total	100%	100%	100%	100%	100%
London	**2018/19**	**2019/20**	**2020/21**	**2021/22**	**2022/23**
Academic, Female	18%	19%	20%	21%	22%
Academic, Male	19%	19%	20%	21%	21%
Professional Services, Female	21%	19%	20%	20%	20%
Professional Services, Male	21%	20%	20%	20%	20%
Total	100%	100%	100%	100%	100%
UK	**2018/19**	**2019/20**	**2020/21**	**2021/22**	**2022/23**
Academic, Female	19%	19%	20%	21%	22%
Academic, Male	19%	20%	20%	20%	21%
Professional Services, Female	22%	20%	19%	19%	20%
Professional Services, Male	22%	20%	19%	19%	20%
Total	100%	100%	100%	100%	100%

Source: Heidi Plus

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

2.2 Academic staff only:

- In 2022/23 the split between female and male academics was 52.9% versus 47.1% respectively, which was slightly lower than the previous year.

Figure 3: Percentage of Academic Women

**Table 3: Percentages of Academic Women**

	2018/19	2019/20	2020/21	2021/22	2022/23
SOAS, Academic, Female	52.5%	52.5%	52.3%	53.6%	52.9%
London, Academic, Female	47.1%	47.7%	48.1%	49.0%	49.2%
UK, Academic, Female	46.2%	46.7%	47.0%	47.8%	48.5%

Source: Heidi Plus

2.3 Percentage of all SOAS staff by gender

- In 2022/23, the proportion of staff groups compared to the previous year had all increased except male professional service staff which only increased slightly. There were 28% female academics, 25% male academics, 29% female professional services and 18% male professional services.

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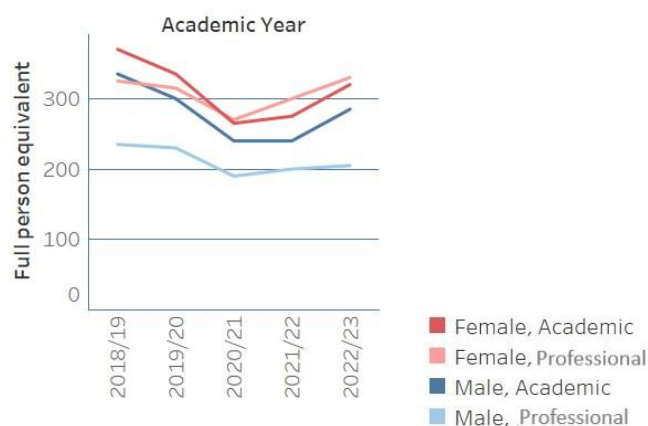
Source: Heidi Plus

6. Religion and belief

- At SOAS the percentage of staff who have answered the question regarding their religion or belief has increased from 49% in 2020 to 72% in 2024. This may have been due to employees filling in the annual reminder or new staff providing this information.
- 72% of SOAS staff now declare their religion, compared to 48% in the HE sector.
- 37% of SOAS staff have declared a particular religion, which is higher than the UK sector (25%).
- At SOAS, 27% declare that they have no religion, 20% opt for Christianity, 7% are Muslim, 2% are Hindu.

Table 9: Percentage of SOAS Staff by Religion

|	S0AS		UK	
Unknown	415	36%	206,010	48%
No religion	305	27%	112,965	27%
Christian	230	20%	77,070	18%
Muslim	85	7%	9,440	2%
Hindu	25	2%	4,915	1%
Any other religion or belief	35	3%	10,390	2%
Jewish	20	2%	1,505	0%
Buddhist	20	2%	2,265	1%

Sikh	5	1%	1,435	0%
Total	1,145	100%	425,985	100%

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

7. Sexual Orientation

- 8.2% of SOAS staff declared themselves as LGBT+, compared to 4.3% 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
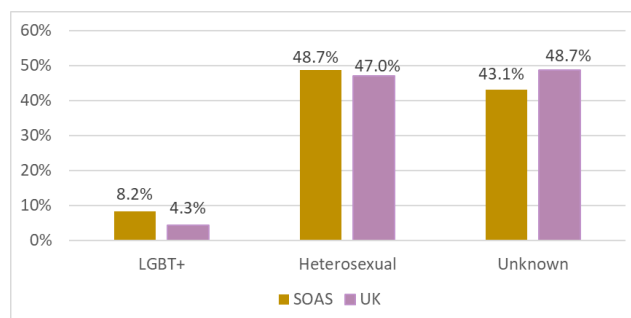
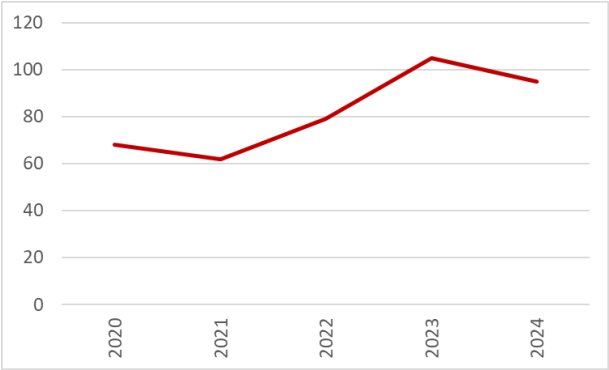**Table 8: Numbers and Percentage of Staff by Sexual Orientation**

	Numbers		In percent	
	SOAS	UK	SOAS	UK
LGBT+	95	18,385	8.2%	4.3%
Heterosexual	555	200,110	48.7%	47.0%
Unknown	495	207,495	43.1%	48.7%
Total	1,145	425,985	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 68 in 2020 to 95 in 2024. 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 52% in 2020 to 67% in 2024. 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