

## SOAS Gender Pay Gap 2024- 2025

### Introduction

In 2017, the UK Government legislated that organisations with more than 250 employees need to calculate and return their gender pay gap annually. The gender pay gap is the difference in average pay between women and men in an organisation. 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.

### Reporting Period

The Gender Pay Gap covers data collected from 01 April 2024 to 31 March 2025. The snapshot date for staff being employed at the institution is 31 March 2025.

### Gender Pay Gap Analysis

SOAS	2024-25
Mean (average) Gender Pay Gap	7.66%

The Mean Gender Pay Gap 2024-25 at SOAS is 7.66%, which has decreased since 2023-24 when it was 8.70%.

SOAS	2020-21	2021-22	2022-23	2023-24	2024-25
Mean (average) Gender Pay Gap	5.60%	5.72%	7.13%	8.70%	7.66%

Looking at SOAS Gender Pay Gap over the years, the pay gap has been increasing over the last 5 years, with larger increases in 2022-23 and 2023-24 but a decrease this year back to the 2022-23 level. The increase in 2022-23 was due to the provost who was a women leaving and in 2023-24 there was an increase in the percentage of women in the lowest quartile and a decrease in the upper quartile causing an increase in the paygap.

As SOAS is a small institution the mean pay gap is sensitive to changes amongst higher paid individuals and any improvements in the pay gap could easily be “undone”. This year the decrease has come from the percentage of women decreasing in the lowest quartile and increasing in the upper quartile. In fact in the top 10 earners, the percentage of women has increased from 40% to 50%. These changes have decreased the pay gap so that it is a similar level to 2022-23.

The Appendix shows that there were 47.7% of women in the upper quartile this year which is an increase from last year (46.8%). In the upper quartile there were 14 women who left SOAS this year, but 16 women joining SOAS were in the upper quartile so the percentage of women increased.

There were more men leaving SOAS in the upper quartile (13) than joiners (11), so this decreased the proportion of men in the upper quartile and decreased the mean pay gap.

There were 60.2% of women in the lower quartile this year which is a decrease from last year (63.4%). In the lower quartile the net change from staff joining and leaving SOAS was the same for men and women (+20). However, as women are the majority in this quartile this has a larger effect on the percentage of men in the quartile than the percentage of women. This decreased the proportion of women in the lower quartile and decreased the mean pay gap.

The median pay gap has always been less sensitive to individual role changes and is affected by changes in the quartile proportions. This year the median Gender Pay Gap for SOAS is 8.52% which is a decrease from last year's value of 9.40%.

SOAS	2020-21	2021-22	2022-23	2023-24	2024-25
Median (average) Gender Pay Gap	6.00%	7.56%	7.43%	9.40%	8.52%

## 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 institution's size and its pay gap.

The Gender Pay Gap can be influenced by several factors, such as redundancies and restructurings, age profile of the workforce and gender of people likely to retire, or the job market for highly specialised individuals in a specific climate.

Another factor impacting on the gender pay gap is the type of subjects offered by universities. For example, Imperial College has large faculties in engineering, technology, medicine and physical sciences, which make up over half of its student population. Therefore, staff will be more concentrated in these traditionally male dominated subjects, and this leads to a larger pay gap than universities which are primarily focused on design and creative subjects such as The University of the Arts. SOAS does not have any STEM departments so has a lower pay gap than Imperial College and similar universities.

The table below shows last year's mean pay gaps for selected universities as this year's are not available yet.

Snapshot date	31/03/2021	31/03/2022	31/03/2023	31/03/2024	Number of Staff
In %	2020-21	2021-22	2022-23	2023-24	2023-24
SOAS	5.6	5.7	7.1	8.7	1100
U of the Arts	8.0	0.0	3.4	0.6	5k to 20k
Birkbeck	6.2	5.9	5.4	5.7	1k to 5k
UCL	13.8	11.7	11.5	3.0	5k to 20k
Royal Academy of Music	11.0	16.0	12.3	12.0	Under 1k
Kings College	14.8	15.1	13.2	12.2	5k to 20k
Imperial College	17.4	16.6	14.1	14.8	5k to 20k
Sch of Tropical Medicine & Hygiene	15.4	17.1	14.5	13.4	1k to 5k
City University	19.4	17.5	15.3	16.7	1k to 5k
LSE	22.9	24.7	24.6	24.0	1k to 5k

## Actions

One of the key pillars of the SOAS Strategic Plan 2026 – 2030 is Community, underpinned by the new Equity, Diversity, Inclusion and Staff Wellbeing Plan, with the aim to create *One SOAS: Diverse by nature, inclusive by design*.

Within this, we are committed to progressing gender equity across our university through our work on the Athena Swan Charter Mark (which progresses gender equity in higher education) and our HR Excellence in Research (HREiR) work.

Our key priorities within this include:

- increasing the proportion of racialised women at grade 8 and above through recruitment, development, progression, support;
- addressing gendered divisions in labour, which can particularly impact academic careers;
- and ensuring we have a safe and supportive work and study environment, free from bullying, harassment, discrimination and sexual and gender based violence (SGBV).

We have an Athena Swan action plan which is embedded into our governance structures and overseen by our EDIW Committee, an HREiR action plan overseen by our Research and Knowledge Exchange Directorate, and both are overseen by our Executive Board and Board of Trustees. Additionally, we have relevant policies and training in place to support implementation.

## Appendix

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

Gender pay gap 2024-25			
A positive pay gap is skewed in favour of men, a negative one in favour of women.			
<b>Gender pay gap</b>	<b>Women</b>	<b>Men</b>	<b>Pay Gap</b>
Mean hourly rate (£)	27.68	29.98	<b>7.66%</b>
Median hourly rate (£)	25.67	28.06	<b>8.52%</b>
The Mean Gender Pay Gap 2024-25 at SOAS is 7.66%, decreased from the previous year (8.70%)			
<b>Bonus (Reward) gender pay gap</b>	<b>Women</b>	<b>Men</b>	<b>Bonus Pay gap</b>
Mean Bonus (£)	68.98	59.97	<b>-15.03%</b>
Median Bonus (£)	83.33	50	<b>-66.67%</b>
Number of staff	36	19	
% Who received bonus	4.9%	3.8%	
The mean bonus pay gap is -15.03% and is in favour of women and the median bonus pay gap is -66.67% in favour of women. The number of staff receiving a bonus this year was low, 4.9% of females and 3.8% of males and so the significance of the pay gap is small.			
<b>Quartiles gender (number of staff)</b>	<b>Women</b>	<b>Men</b>	<b>% Women</b>
Q1 (lower quartile)	156	103	<b>60.2%</b>
Q2 (lower middle qu.)	176	83	<b>68.0%</b>
Q3 (upper middle qu.)	138	121	<b>53.3%</b>
Q4 (upper quartile)	123	135	<b>47.7%</b>
<b>Total</b>	<b>593</b>	<b>442</b>	<b>57.3%</b>
Women are the largest proportion of each quartile apart from the upper quartile and account for 57% of all staff. In the lower two quarters two thirds are women but in the upper half, only slightly more than half are women.			