

Oxford Archaeology Gender Pay Gap Report (April 5th, 2018)

OA's gender pay gap report measures the differences in the average and median hourly pay for males and females within the organisation (regardless of individual roles) and the results are expressed relative to male earnings. From April 2017, all companies with 250 or more employees were required to publish their gender pay gap. This is the second year of reporting and therefore we include comparative figures.

In addition, employers are required to disclose the distribution of gender by pay quartile – in other words splitting our workforce into four groups based on their pay and showing the proportion of men and women in each group.

This is OA's report for the snapshot date of 5 April 2018. Positive figures for the mean and median indicate males have greater pay and conversely negative figures indicate females have greater hourly pay as calculated by means and medians.

Gender Pay Gap

Gender Pay Gap Year	Mean	Median
2017	5.2%	0.1%
2018	7.1%	4.8%

No member of staff received a bonus in the years 2016-17 and 2017-18.

Table 2: Pay Quartile Data

Pay Quartile	As at April 2017		As at April 2018	
	Male	Female	Male	Female
Upper	63%	37%	64%	36%
Upper Middle	64%	36%	54%	46%
Lower Middle	62%	38%	59%	41%
Lower	51%	49%	48%	52%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

How does Oxford Archaeology's gender pay gap compare with that of other organisations?

Most if not all organisations have a gender pay gap, and we are pleased to report that Oxford Archaeology's gap still compares very favourably with that of other organisations (the latest reported median figure reported nationally is 9.6%). It is however disquieting to see that our gender pay gap has widened slightly over the year despite the focus and work to reduce it. What is becoming clear is that, certainly in smaller organisations, apparently minor changes can significantly affect the results, such as the retirement of senior staff. The statistics are obviously very sensitive to minor changes and the volatility of the figures needs to be understood.

The increase in the pay gap at April 2018 is also a reflection of the employment of an increased number of employees at the most junior positions, and this should be construed positively; OA has attracted a disproportionate number of females into its trainee grades. The challenge will be to develop these employees so that they move up through the organisation.

What are the underlying causes of Oxford Archaeology's gender pay gap?

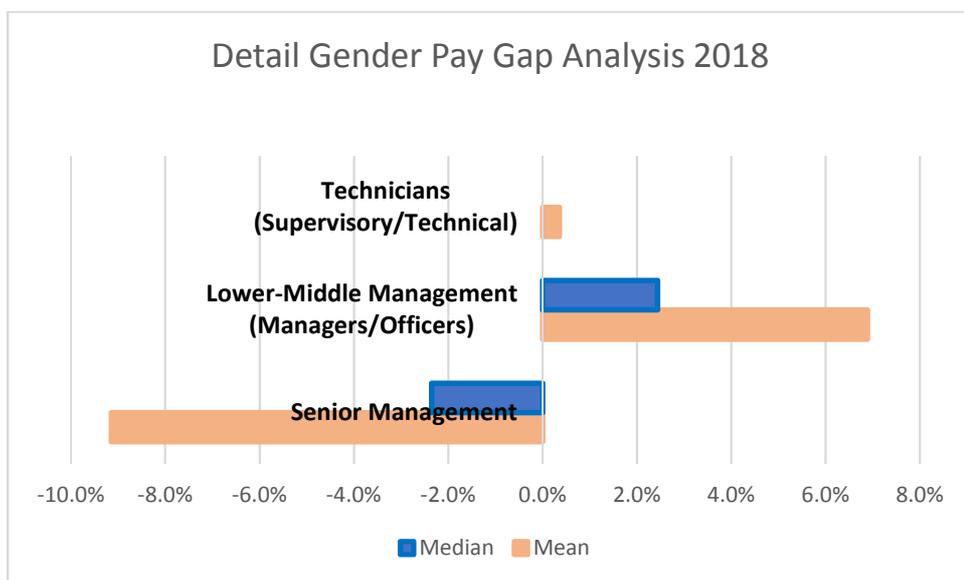
Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Oxford Archaeology is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

Further and more detailed analysis of OA's figures give a fuller and more illuminating picture of OA's gender pay gap (Table 3). The results follow last year's pattern with either a minimal gap for the mean, or no pay gap for the median at our lower grades (supervisory and technical), and these are predominantly due to female graduates who are part of our archaeological field teams and are starting out on their archaeological careers. The quartile distributions show that in the lower quartile male and females are equally distributed. In the quartiles above this the proportion of men to women starts to widen. While OA is able to attract equal numbers of males and females for site works it historically sees fewer women moving to higher grades within this part of the business.

Table 3: Gender Pay Gap - detail



For differences in rates of pay, a positive % indicates that men in OA receive a higher rate than women; a negative % indicates that men in OA receive a lower rate than women in OA.

As reported last year OA is heavily dependent on 'archaeological contracting' (undertaking excavations in advance of development). Many of these projects are based away from our home offices, with the requirement to stay-away during the week. In addition, the work is often on construction sites which can be challenging environments. We suspect that both these factors influence decision making in our employees' career progression with many of our female staff not opting for the career paths leading to the management of these projects. Little comparative evidence of gender pay-gaps in the archaeology profession exists but a recent survey (*Survey of Archaeological Specialists 2016-17, Kenneth Aitchison, 2017*) suggests that females may well choose office-based specialist roles rather than follow the fieldwork management career path; OA's data support this analysis.

OA is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather OA's gender pay gap is the result of the roles in which men and women work within the organisation, perhaps reflecting lifestyle choices, and the salaries that these roles attract.

It is gratifying to see that when female staff do proceed into more senior management levels, the gender pay gap is in the women's favour.

What is Oxford Archaeology doing to address its gender pay gap?

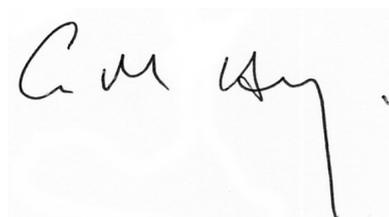
Our analysis also tells us that the under-representation of women in the middle to higher paid fieldwork management roles is one of the main drivers of our gender pay gap. There are no quick or easy ways to close the gap and as the figures show they have slightly deteriorated since last year. However, we are taking steps that can address these issues in the longer term.

We have been mindful of the recent guidance report published by the Government Equalities Office's 'Reducing the gender pay gap and improving gender equality in organisations: Evidence-based actions for employers' and have undertaken various actions:

- investigating ways to create a more supportive environment for staff, including delivering tool box talks on equality and diversity;
- revising and very actively promoting our bullying and harassment policies;
- encouraging debate about gender and other equality issues in our Consultation Boards and elsewhere.
- senior managers have undertaken the ACAS courses on equality and diversity;
- looking at ways to enhance our induction and training processes;
- looking at how we can be more flexible in the workplace to encourage those with young families;
- conducting a survey of site staff to canvass their views about how we can improve the on-site working environment.
- contributing to advocacy in this area within the archaeological profession.

None of these initiatives will, of themselves, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, Oxford Archaeology is committed to annual reporting on its gender pay gap and is fully committed to removing barriers that prevent its reduction.

I, Gill Hey, CEO, confirm that the information in this statement is accurate.

A handwritten signature in black ink, appearing to read 'Gill Hey', is written over a light grey rectangular background.

Date

26th March 2019