

Oxford Archaeology Gender Pay Gap Report (April 5th, 2021)

OA's gender pay gap report measures the differences in the average (or mean) 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 annually.

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 5th April 2021. The report includes reference to and figures for the previous snapshot dates of 5th April 2020 and 5th April 2019 (when, due to the Coronavirus pandemic, reporting requirements were suspended).

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.

Table 1: Gender Pay Gap

Gender Pay Gap Year	Mean	Median
2019	7.4%	7.1%
2020	6.5%	8.3%
2021	9.4%	4.6%

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, and perhaps all, organisations have a gender pay gap (almost always in favour of men) and Oxford Archaeology is no exception. Our headline median pay gap figure compares very favourably to the figure for the economy as a whole in April 2021 (15.4%¹). However, while our median pay gap figure has reduced considerably since 2020, the mean figure has increased. In organisations like ours, the figures are very sensitive to minor changes in our staff demographic (for instance, the retirement of one or two senior staff).

We continue to attract a higher number of females than males into our trainee grades, which is positive. However, our challenge remains to ensure that all employees develop and progress within the organisation, irrespective of their gender.

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.

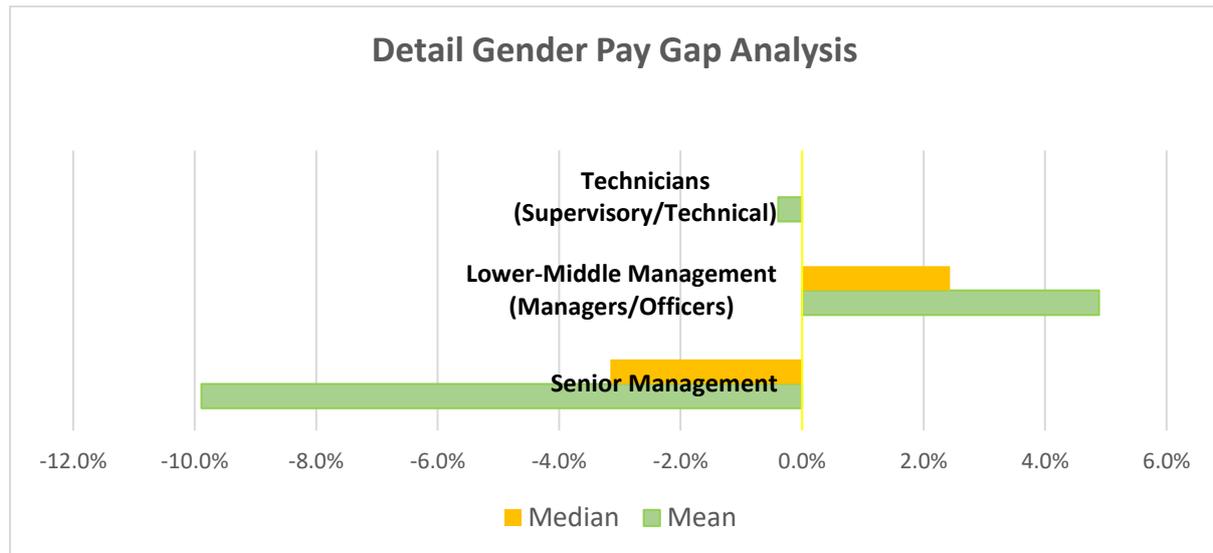
Oxford Archaeology is committed to the principle of equal opportunities and equal treatment for all

¹ According to the Office for National Statistics (ONS) provisional dataset for April 2021

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).

More detailed analysis of OA's figures for 2021 gives a more nuanced picture of OA's gender pay gap:

Table 2: Gender Pay Gap - detail



The results follow a similar pattern to that seen over the past few years 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 our success in attracting both female and male graduates who are part of our archaeological field teams and are starting out on their archaeological careers. For the middle grades, a larger pay gap is present and this reflects an historic under-representation of women in fieldwork management roles. At senior management level, the situation is reversed. In this case, the number of employees is very small and the pay gap figures are significantly affected by a single member of staff leaving or joining the Senior Management Team.

Table 3: Pay Quartile Data

Pay Quartile	April 2019		April 2020		April 2021	
	Male	Female	Male	Female	Male	Female
Upper	64%	36%	63%	37%	61%	39%
Upper Middle	58%	42%	56%	44%	43%	57%
Lower Middle	51%	49%	53%	47%	48%	52%
Lower	48%	52%	47%	53%	39%	61%

The quartile distributions show a marked change from previous years. Women are now in the majority in Lower, Lower Middle and Upper Middle quartiles whereas in previous years women were only in the majority in the Lower quartile. This seems to demonstrate that, while we have always been able to attract women to more junior grades, we are now seeing more women moving into higher grades. The reasons underlying this change are not entirely clear, but OA's focus on removing barriers to progression over recent years is likely to have had a positive impact. A similar effect may

also be at play in the Upper quartile where the percentage of women has increased year-on-year, albeit modestly.

Of course, as has previously been reported, the nature of archaeological fieldwork, with many projects requiring staff to stay away from home during the week and the consequent impact of work/life balance particularly for those responsible for dependents, continues to influence the decisions that some staff make about their career paths.

What is Oxford Archaeology doing to close the gender pay gap?

The under-representation of women in more senior fieldwork roles, especially at project manager level, continues to be the main driver behind our gender pay gap as can be seen in Table 2. The issue is a complex one and previous initiatives (including staff training on equality and diversity, encouraging staff to report bullying and harassment, and improving induction and other training processes), while certainly a move in the right direction, have so far only had a limited impact.

The Equality, Diversity and Inclusion Working Party, comprising members of the senior management team and staff representatives from Prospect trade union, has, as part of its remit, been tasked with identifying barriers to the advancement of women in commercial archaeology, especially in the field, and recommending appropriate actions to remove them.

Issues currently being looked at include a range of improvements to OA's policies and procedures, such as:

- flexible working arrangements for field staff,
- maternity and paternity provision,
- parental leave,
- improvements to our equality and diversity training at all levels
- mentoring schemes for more junior staff, and
- further support and encouragement to staff to report incidents of discrimination.

OA is committed to working with our staff to remove barriers to the progression of women in archaeology and, while closing the pay gap cannot be achieved overnight, the steps being taken by OA should continue to have a real impact over time.