

Oxford Archaeology Gender Pay Gap Report

Oxford Archaeology Gender Pay Gap Report (April 5th, 2022)

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 2022.

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
2021	9.4%	4.6%
2022	8.8%	1.2%

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 2022 (14.9%¹). While our median pay gap figure has reduced considerably since 2021, the mean figure has only fallen slightly. It should be noted that 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).

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

¹ According to the Office for National Statistics – Annual Survey of Hours and Earnings (ASHE)

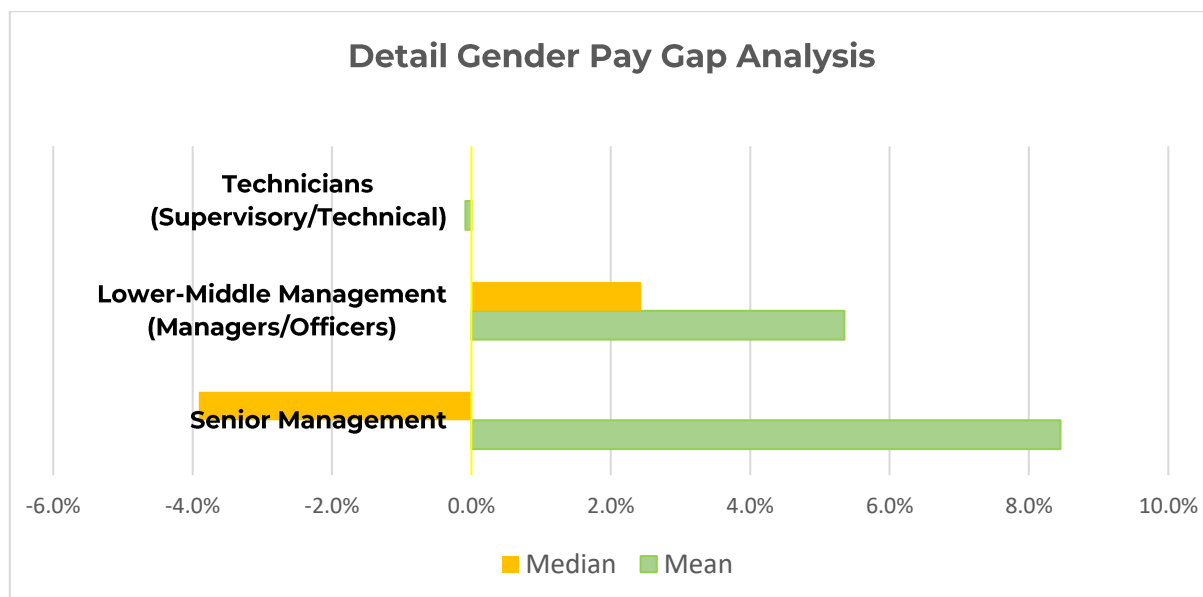
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- work of equal value.

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).

More detailed analysis of OA's figures for 2022 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 a minimal gap for both mean and median at our lower grades (supervisory and technical), and this is 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 more complex, with a negative median figure and a positive mean figure. 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 2021		April 2022	
	Male	Female	Male	Female
Upper	61%	39%	62%	38%
Upper Middle	43%	57%	50%	50%

Lower Middle	48%	52%	52%	48%
Lower	39%	61%	47%	53%

The quartile distributions show some change from last year, with this year’s figures showing roughly equal proportions of men and women in Lower, Lower Middle and Upper Middle quartiles. Men remain in the majority in the Upper quartile. This seems to show that OA’s focus on removing barriers to progression over recent years has had a positive impact, resulting in a more even distribution of men and women throughout the first three quartiles. In the Upper quartile, there has been very little change over a number of years and it is clear that more needs to be done to ensure that more women progress through to higher paid roles.

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.

Recent changes we have implemented include changes to our maternity provision and we now offer an enhanced level of maternity pay to qualifying staff. We have also recently launched a new Hybrid Working policy which ensures that staff are able to continue to work flexibly while at the same time maintaining team cohesion and support.

As has previously been reported, the nature of archaeological fieldwork often requires staff to stay away from home during the week. While doing all we can to improve conditions for field staff, we recognise that the effect this can have on work/life balance has a particular impact on those with responsibility for dependents and influences the decisions that some staff make about their career paths. We are working with Prospect union to revise our pay grade structure and it is hoped that this will better reflect the aspirations and needs of those who choose not to work in the field.

Other issues currently being looked at include a range of improvements to OA’s policies and procedures, such as:

- flexible working arrangements for field staff,

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- 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.

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