

Wessex Archaeology Gender Pay Gap reporting – April 2022

Reported April 2023

This report sets out the gender pay gap details and analysis for April 2022 for Wessex Archaeology. It also sets out targets for improving our gender pay performance and, more widely, some approaches to longer-term talent acquisition and retention.

We continue to build on progress to close the gender pay gap at Wessex Archaeology. The actions taken are helping us to address equality and diversity targets, enhance our working environment, strengthen our sustainable business plan, and develop and upskill staff. We believe that, over time, our commitment to developing our staff and fostering inclusion, fairness and flexibility in our working, will continue to positively impact our gender pay gap figures.

We are continuously working to build a culture that promotes a sense of belonging and ensures everyone is valued for the differences they bring. Continued progress is being driven through cross-organisational initiatives at every level of our business and changes in every aspect of our management approach, from recruitment to progression opportunities.

Summary of the results

- There is continued improvement in the median pay gap, decreasing from 7.3% in 2020, 1.3% in 2021 to 0.8% in 2022, this is useful to indicate what the 'typical' situation is.
- The mean (average) pay gap has also seen a significant reduction from 7.4% in 2021 to 3.7% in 2022.
- The percentage of females at Manager grade has significantly increased in recent years from 38% to 48% remaining stable at 48% in 2022.
- The percentage of females in the Upper Quartile has increased to the highest percentage in several years at 42%
- The percentage of females in both SMT and EMT has seen a significant improvement. SMT from 50% in 2021 to 60% in 2022, and EMT from 20% in 2021 to 33% in 2022.
- The percentage of females at Senior Technician grade had increased from 17% in 2019 to 40% in 2022. At Assistant Supervisor, having dropped to 43% in 2021, has increased to 57% in 2022.
- Greater equality at the Assistant Supervisor and the Supervisor grade (up to 61% in 2022) shows investment in the grassroots of the teams, this will reflect greater parity in the future of the organisation.
- In the lowest Quartile of the business, there has been a reduction in the number of women, and this is likely as a result of efforts to promote, recruit and pay women in line with their male colleagues into leadership roles within the business.

Background

The gender pay gap is a measure of the labour market or workplace disadvantage, expressed in terms of a comparison between men's and women's average hourly rates of pay. While it is about pay, it's also about other factors that impact these results, such as societal trends or norms. Gender pay gap reporting doesn't specifically ask who earns what, but what women earn as compared with men. It provides a framework within which gender pay gaps can be surfaced so that we can examine constructively why the gaps exist within our business and decide what to do about them. We know that closing the gap will take time and that this progress will not be linear.

The metrics

Employers must report four different measures annually we only report on three, based on a snapshot of pay data on a specific date, as set out by the Government Equalities Office. The metrics are:

- Mean gender pay gap – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- Median gender pay gap – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

- Quartile pay bands – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.
- Bonus pay gaps – as Wessex doesn't offer a bonus scheme this is not relevant to our reporting.

Government guidance states that we must not count any employee as a “full-pay relevant employee” if they are paid less than their usual basic pay or piecework rate, or none, during the pay period in which the snapshot date falls (the relevant pay period). They would still count as relevant employees.

Detailed gender pay gap results

The full results are provided in the tables below. The figures reported on the government website will be those set out below as they provide the most accurate measure of the pay gap at the time of analysis.

Mean

	Apr 2021 data	As of Apr 2022, data
Sum is (A-B)/A x 100		
A=Male	£2850.41/ 178 = £16.06	£3350.67/ 200 = £16.75
B=Female	£2156.03/ 145 = £14.87	£2776.44/ 172 = £16.14
	£16.06-£14.87/ £16.06 x100 = 7.4%	£16.75-£16.14/ £16.45 x 100 = 3.7%

Median

	Apr 2021	As of Apr 2022, data
Sum is (A-B)/A x 100		
A= Male	£13.95	£14.61
B= Female	£13.77	£14.49
	£13.95-£13.77/ £13.95 x 100 = 1.3%	£14.61-£14.49/ £14.61 x 100 = 0.8%

Quartiles – employees are ranked in order of pay, then divided into quarters, the calculations work out the percentage of men and women in each quarter. Q1 is the lowest and Q4 the highest.

April 2021 data	As of April 2022
323 staff in 4 quarters	372 staff in 4 quarters
Q1 = 81	Q1 = 93
Q2 = 81	Q2 = 93
Q3 = 81	Q3 = 93
Q4 = 80	Q4 = 93

Sum is

- A/C x 100
- B/C x 100

A = Male

B = Female

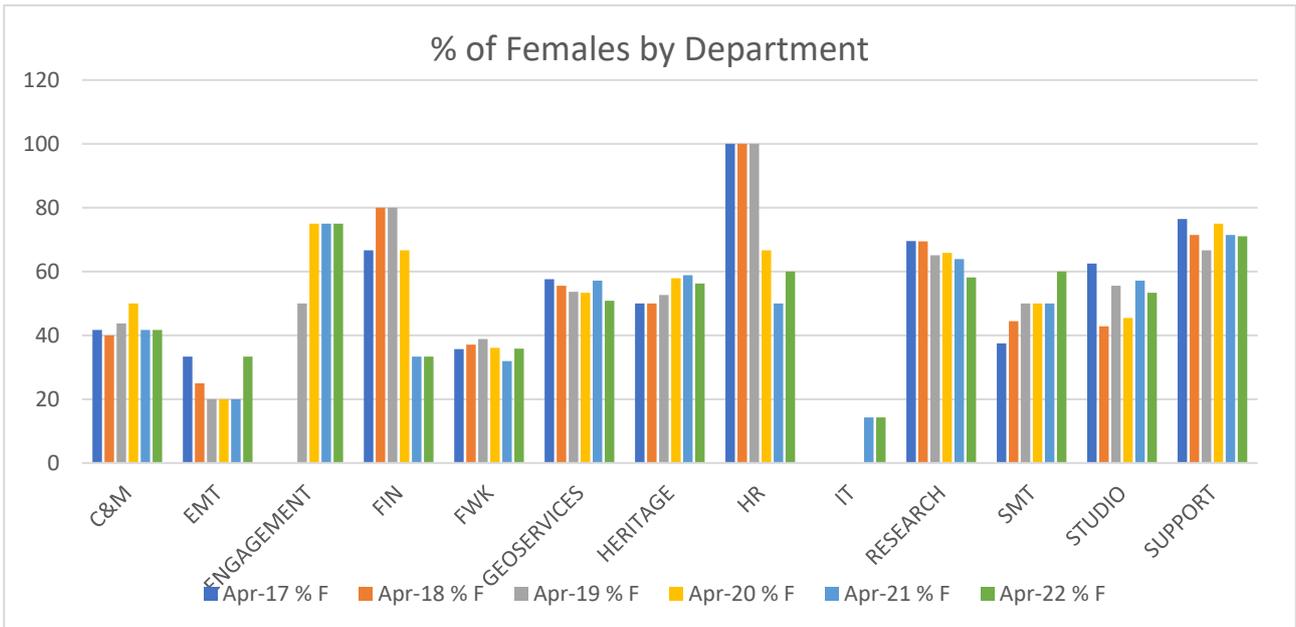
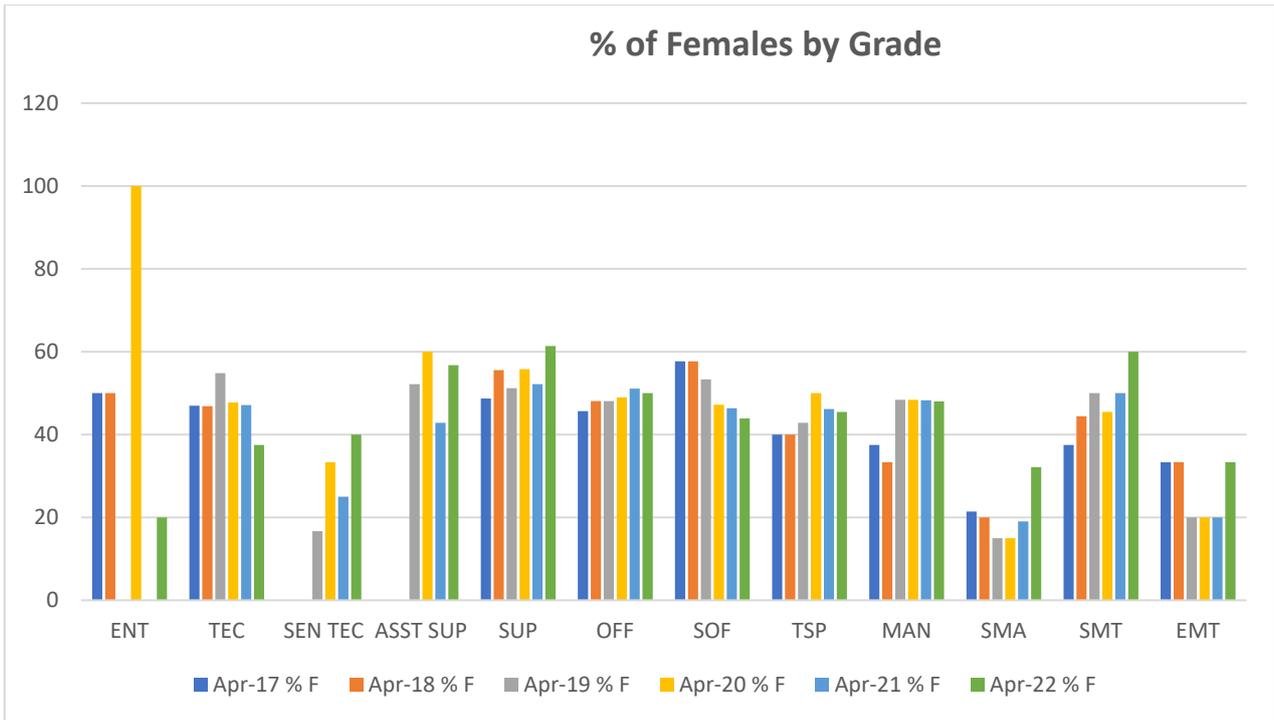
C = Total

	April 2021 data	As of April 2022
Q1		
A	44/81 x 100 = 54%	56/93 x 100 = 60%
B	37/81 x 100 = 46%	37/93 x 100 = 40%
Q2		
A	44/81 x 100 = 54%	42/93 x 100 = 45%
B	37/81 x 100 = 46%	51/93 x 100 = 55%
Q3		
A	39/81 x 100 = 48%	48/93 x 100 = 52%

B	$42/81 \times 100 = 52\%$	$45/93 \times 100 = 48\%$
Q4		
A	$51/80 \times 100 = 64\%$	$54/93 \times 100 = 58\%$
B	$29/80 \times 100 = 36\%$	$39/93 \times 100 = 42\%$

Year on year analysis

	2017		2018		2019		2020		2021		2022
Mean Pay Gap	6.9%		7.6%		9.4%		8.9%		7.4%		3.6%
Median Pay Gap	2.1%		2.2%		5.8%		7.3%		1.3%		0.8%
Lower Quartile	50% Male 50% Female		51% Male 49% Female		44% Male 56% Female		52% Male 48% Female		54% Male 46% Female		60% Male 40% Female
Lower Middle Quartile	56% Male 44% Female		56% Male 44% Female		54% Male 46% Female		43% Male 57% Female		54% Male 46% Female		45% Male 55% Female
Upper Middle Quartile	54% Male 46% Female		52% Male 48% Female		50% Male 50% Female		55% Male 45% Female		48% Male 52% Female		52% Male 48% Female
Upper Quartile	59% Male 41% Female		59% Male 41% Female		62% Male 38% Female		62.5% Male 37.5% Female		64% Male 36% Female		58% Male 42% Female



Results against targets set in 2022

In 2022 we posted a series of actions to decrease gender imbalance. There were:

1. Commit to increasing the top quartile from **38** to **41%** within 2 years
 - a. We have achieved and exceeded this in year one.
2. Commit to addressing the shortage of women within the fieldwork team from **35%** to **45%** in 3 years
 - a. We have seen an increase in percentage and are on target to meet that increase in 2025.
3. Senior manager level from 0 to 2 thereby making up **20%** of the group.

- a. We have yet to see any effect for this target and it remains a key targeted metric for the fieldwork team.
4. Team reviews – make these a KPI for the team
 - a. This is an ongoing target for 2023/4
5. Recruitment practice review externally and internally to remove gender identifiers from recruitment pool, shortlisting to include at least one female applicant (where possible).
 - a. This is current practice
6. Review the interview process and recommend that interviewing assesses for skills performance, tasks can be standardised so that there is equality of application.
 - a. This is a task for 2023/4
7. Pay transparency and understanding
 - a. Parental leave and Flexible working – we have significantly increased and enhanced our parental policies to support families both those thinking of starting a family and those with families through enhanced parental pay and day one rights and carers leave allowances on top of normal annual leave.
 - b. Mentoring and sponsorship – we have a mentoring programme due to be launched in 2023.