

Gender Pay reporting – April 2023 data for reporting April 2024

This report sets out the gender pay gap details and analysis for April 2023 for Wessex Archaeology. It also sets out targets for improvement of our gender pay performance and, more widely, some approaches to consider in the longer term to achieve optimal talent acquisition and retention.

Background

The gender pay gap is defined as the difference between the mean or median hourly pay rate that female and male staff receive. The mean pay gap is the difference between hourly earnings, taking the sum of all hourly rates divided by the total number of female or male staff in the sample. The median pay gap is the difference between the midpoints in the ranges of hourly earnings it takes all salaries in the sample, in order from lowest to highest, and picks the middle-most salary.

These figures provided in the charts below are based on hourly rates of pay during the April 2023 pay period.

A pay gap report provides an opportunity to focus organisational attention on parts of the business where there may be underrepresentation in gender and commit to reviewing and reducing that gap through changes in practice, providing support and monitoring processes, and where equality exists to celebrate our achievements.

Results

The table below provides a definition of what the results below represent, the full results are provided in the tables below.

Key word	Definition
Pay gap	Difference in the average pay between two groups.
Mean gap	Difference between the mean hourly rate for female and male employees. Mean is the sum of the values divided by the number of values.
Median gap	Difference between the median hourly rate of pay for female and male employees. Median is the middle value in a sorted list of values. It is the middle value of the pay distribution, such that 50% of employees earn more than the median and 50% earn less than the median.
Mean bonus gap	Difference between the mean bonus paid to female and male employees. Mean is the sum of the values divided by the number of values.
Median bonus gap	Difference between the median bonus pay paid to female and male employees. Median is the middle value in a sorted list of values. It is the middle value of the bonus pay distribution, such that 50% of employees earn more than the median and 50% earn less than the median.
Bonus proportions	Proportions of female employees who were paid a bonus, and the proportions of male employees who were paid a bonus.

Quartile pay bands	Proportions of female and male employees in the lower, lower middle, upper middle and upper quartile pay bands. Quartile is the value that divides a list of numbers into quartiles.
Equal pay	Being paid equally for the same/similar work.

Mean

	Apr 2022 data	As at Apr 2023 data
Sum is $(A-B)/A \times 100$		
A=Male	$\pounds 3350.67 / 200 = \pounds 16.75$	$\pounds 3357.76 / 193 = \pounds 17.49$
B=Female	$\pounds 2776.44 / 172 = \pounds 16.14$	$\pounds 2956.52 / 177 = \pounds 16.70$
	$\pounds 16.75 - \pounds 16.14 / \pounds 16.45 \times 100 = 3.7\%$	$\pounds 17.49 - \pounds 16.70 / \pounds 17.49 \times 100 = 4.5\%$

Median

	Apr 2022 data	As at Apr 2023 data
Sum is $(A-B)/A \times 100$		
A= Male	$\pounds 14.61$	$\pounds 15.33$
B= Female	$\pounds 14.49$	$\pounds 14.83$
	$\pounds 14.61 - \pounds 14.49 / \pounds 14.61 \times 100 = 0.8\%$	$\pounds 15.33 - \pounds 14.83 / \pounds 15.33 \times 100 = 3.3\%$

Quartiles

April 2022	As at April 2023
372 staff in 4 quarters	370 staff in 4 quarters
Q1 = 93	Q1 = 93
Q2 = 93	Q2 = 92
Q3 = 93	Q3 = 93
Q4 = 93	Q4 = 92

Sum is

- $A/C \times 100$
- $B/C \times 100$

A = Male

B = Female

C = Total

	April 2021 data	As at April 2022	As at April 2023
Q1			
A	$44/81 \times 100 = 54\%$	$56/93 \times 100 = 60\%$	$53/93 \times 100 = 56\%$
B	$37/81 \times 100 = 46\%$	$37/93 \times 100 = 40\%$	$41/93 \times 100 = 44\%$
Q2			
A	$44/81 \times 100 = 54\%$	$42/93 \times 100 = 45\%$	$40/93 \times 100 = 43\%$

B	$37/81 \times 100 = 46\%$	$51/93 \times 100 = 55\%$	$52/93 \times 100 = 57\%$
Q3			
A	$39/81 \times 100 = 48\%$	$48/93 \times 100 = 52\%$	$50/93 \times 100 = 54\%$
B	$42/81 \times 100 = 52\%$	$45/93 \times 100 = 48\%$	$43/93 \times 100 = 46\%$
Q4			
A	$51/80 \times 100 = 64\%$	$54/93 \times 100 = 58\%$	$51/93 \times 100 = 55\%$
B	$29/80 \times 100 = 36\%$	$39/93 \times 100 = 42\%$	$41/93 \times 100 = 45\%$