

Gender pay reporting – April 2025 data for reporting April 2026

This report sets out the gender pay gap details and analysis for April 2025 for Wessex Archaeology.

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.

The figures provided in the charts below are based on hourly rates of pay during the April 2025 pay period.

A pay gap report provides an opportunity to focus organisational attention on parts of the organisation 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

	As at April 2024 data	As at April 2025 data
Sum is (A-B)/A x 100		
A=Male	£ 3631.62/190= £19.11	£3881.25/198=19.60
B=Female	£3229.56/177 = £18.25	£3631.12/188=£19.31
	(19.11-18.25)/19.11 x 100 = 4.5%	(19.60-19.31)/19.60 x 100 = 1.5%

Median

	As at April 2024 data	As at April 2025 data
Sum is (A-B)/A x 100		
A= Male	£16.95	£17.50
B= Female	£16.40	£17.07
	£16.95-£16.4)/£16.95 x 100 = 3.2%	(17.50-17.07)/17.50 x 100 = 2.5%

Quartiles

As at April 2024	As at April 2025 data
367 staff in 4 quarters	398 staff in 4 quarters
Q1 = 92	Q1 = 97
Q2 = 92	Q2 = 96
Q3 = 92	Q3 = 97
Q4 = 91	Q4 = 96

Sum is

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

A = Male

B = Female

C = Total

	As at April 2023	As at April 2024	As at April 2025
Q1			
A	53/93 x 100 = 56%	51/92x100 = 55%	55/97x100 = 57%
B	41/93 x 100 = 44%	41/92x100 = 45%	42/97x100 = 43%
Q2			
A	40/93 x 100 = 43%	38/92x100 = 41%	39/96 x 100 = 41%
B	52/93 x 100 = 57%	54/92x100 = 59%	57/96 x 100 = 59%
Q3			
A	50/93 x 100 =54%	50/92x100 = 54%	54/97 x 100 = 56%
B	43/93 x 100 = 46%	42/92x100 = 46%	43/97 x 100 = 44%

Q4			
A	$51/93 \times 100 = 55\%$	$51/91 \times 100 = 56\%$	$50/96 \times 100 = 52\%$
B	$41/93 \times 100 = 45\%$	$40/91 \times 100 = 44\%$	$46/96 \times 100 = 47\%$

Year on Year Analysis

Negative trend – this indicates that there has been a worsening of the pay gap between the current and previous years; the number is usually +/- 1% for it not to be considered a neutral trend.	
Positive Trend – this positive trend indicates that there has been an improvement in closing the gender pay gap between the current and previous years. The number is usually +/- 1% for it not to be considered a neutral trend.	
Neutral – there is a negligible difference of +/- 1% which indicates that the trend remains flat.	

	2018	2019	2020	2021	2022	2023	2024	2025
Mean Pay Gap	7.6%	9.4%	8.9%	7.4%	3.6%	4.5%	4.5%	1.5%
Median Pay Gap	2.2%	5.8%	7.3%	1.3%	0.8%	3.3%	3.2%	2.5%
Lower Quartile	51% Male 49% Female	44% Male 56% Female	52% Male 48% Female	54% Male 46% Female	60% Male 40% Female	56% Male 44% Female	55% Male 45% Female	57% Male 43% Female
Lower Middle Quartile	56% Male 44% Female	54% Male 46% Female	43% Male 57% Female	54% Male 46% Female	45% Male 55% Female	43% Male 57% Female	41% Male 59% Female	41% Male 59% Female
Upper Middle Quartile	52% Male 48% Female	50% Male 50% Female	55% Male 45% Female	48% Male 52% Female	52% Male 48% Female	54% Male 46% Female	54% Male 46% Female	56% Male 44% Female
Upper Quartile	59% Male 41% Female	62% Male 38% Female	62.5% Male 37.5% Female	64% Male 36% Female	58% Male 42% Female	55% Male 45% Female	56% Male 44% Female	52% Male 48% Female

Observations

- Senior Leadership Group (SLG) representation remained strongly female, with women making up 80% of the team.
- Executive Management Team (EMT) representation is balanced, with an equal split of 50% men and 50% women.
- Female representation within fieldwork roles has increased, reflecting continued progress in attracting and retaining women in operational and field-based positions.
- Whilst movement across some pay quartiles has been relatively modest, improvements in female representation at senior and fieldwork levels continue to contribute positively to the organisation's overall gender profile.

Results against targets set in 2024

In 2024 we set the following targets to decrease the gender imbalance.

1. Training and awareness-raising on unconscious bias
 - a. We have not accessed companywide gender bias training rather it has been undertaken in small teams. This continues to be a target for the future.
2. Ensuring equal access to development opportunities
 - a. We have made progress to ensure our adverts reflect opportunities for flexible working and used language to be more gender neutral.
 - b. Ongoing review of our recruitment practices so we can shortlist and select candidates based on talent and potential.
 - c. Auditing on a bi-annual basis against the recruitment figures and procedures
 - i. We have not reported on recruitment figures though the data exists
 - d. Spot checks on interviews and interview processes to provide understanding of how interviews are conducted and feeding back improvements.
 - i. We have not undertaken this audit
3. Providing targeted mentoring and coaching
 - a. Creating formal networks of mentoring and coaching for women in junior and senior positions to understand barriers and provide positive messaging.
 - i. We have not specifically targeted mentoring and training.
4. Creating and promoting an inclusive culture
 - a. This continues to be an organisational objective
5. We have continued to increase representation in the senior teams
 - a. This continues to be a target that we are making active progress with
6. We continue to commit to encouraging female representation in the fieldwork team
 - a. We have seen the number of female managers increase through in-house promotion.
 - b. We enhanced parental rights during the previous reporting period, strengthening the support available to employees with caring responsibilities and reinforcing our commitment to flexible, inclusive working practices.

Closing the Gender Pay Gap and targets for 2025-26

We are making steps towards closing the gender pay gap through our commitment to the development of our staff, and fostering inclusion, fairness, and flexibility. We continue to work to build a culture of belonging, seeking to improve opportunities and enhance the diversity profile of the company. Our focus will include:

- Examining our parental support processes to better understand where challenges exist for employees before, during and after family-related leave, and to identify practical improvements that support parents and carers more consistently.
- Reviewing how employees access and understand parental leave, flexible working and family-friendly policy information.
- Understanding the experience of employees returning from maternity, paternity, adoption, shared parental and other family-related leave, including whether further guidance, flexibility or manager support would be helpful.
- Exploring whether fathers, partners and co-parents feel able and encouraged to take up available leave and support.

- Continuing to seek ways to attract more women into the organisation, particularly within fieldwork and other areas where women are currently underrepresented.
- Increasing awareness of sexual harassment through training and communication to help ensure that all employees work in a safe, respectful and inclusive environment.
- Monitoring recruitment, promotion and retention data to better understand workforce trends and identify opportunities to improve representation across the organisation.
- We will continue to develop the role of the EDI Committee as a forum for reviewing progress, identifying barriers and supporting practical actions that promote inclusion and reduce the gender pay gap.
- We will review our safeguarding procedures alongside our work on sexual harassment, with a focus on ensuring that arrangements for working away from home are safe, supportive and inclusive, and do not create unnecessary barriers for women.