

Oxford Archaeology Ltd GENDER PAY GAP

The Gender Pay Gap results to April 2021 are as follows:

OA Headline Figures	2017		2018		2019		2020		2021	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Gender Pay Gap	5.2%	0.0%	7.1%	4.8%	7.4%	7.1%	6.5%	8.3%	9.4%	4.6%
Gender Bonus Gap	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Pay Quartile	Male	Female	Pay Quartile	Male	Female	Pay Quartile	Male	Female	Pay Quartile	Male	Female	Pay Quartile	Male	Female
Upper	63%	37%	Upper	64%	36%	Upper	64%	36%	Upper	63%	37%	Upper	61%	39%
Upper Middle	64%	36%	Upper Middle	54%	46%	Upper Middle	58%	42%	Upper Middle	56%	44%	Upper Middle	43%	57%
Lower Middle	62%	38%	Lower Middle	59%	42%	Lower Middle	51%	49%	Lower Middle	53%	47%	Lower Middle	48%	52%
Lower	51%	49%	Lower	48%	52%	Lower	48%	52%	Lower	47%	53%	Lower	39%	61%

Detail Analysis			Detail Analysis			Detail Analysis			Detail Analysis			Detail Analysis		
Gender Pay Gap by Grade	Mean	Median	Gender Pay Gap by Grade	Mean	Median	Gender Pay Gap by Grade	Mean	Median	Gender Pay Gap by Grade	Mean	Median	Gender Pay Gap by Grade	Mean	Median
Senior Management	-9%	-2%	Senior Management	-9.1%	-2.3%	Senior Management	-4.7%	-3.2%	Senior Management	-4.7%	-3.2%	Senior Management	-9.9%	-3.2%
Management	5%	0%	Management	6.9%	2.4%	Management	5.8%	4.4%	Management	4.1%	0.0%	Management	4.9%	2.4%
Technicians	1%	1%	Technicians	0.4%	0.0%	Technicians	-0.7%	0.0%	Technicians	-0.8%	0.0%	Technicians	-0.4%	0.0%

Pay Quartile	2017		2018		2019		2020		2021	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Upper	63%	37%	64%	36%	64%	36%	63%	37%	60%	40%
Upper Middle	64%	36%	54%	46%	58%	42%	56%	44%	45%	55%
Lower Middle	62%	38%	59%	42%	51%	49%	53%	47%	48%	52%
Lower	51%	49%	48%	52%	48%	52%	47%	53%	40%	60%

Commentary on the 2019 - 2021 results will follow.