

## Oxford Archaeology Ltd GENDER PAY GAP

The Gender Pay Gap results to April 2022 are as follows:

OA Headline Figures	2017		2018		2019		2020		2021		2022	
	Mean	Median	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%	8.8%	1.2%
Gender Bonus Gap	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Pay Quartile	2017		2018		2019		2020		2021		2022	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Upper	63%	37%	64%	36%	64%	36%	63%	37%	61%	39%	62%	38%
Upper Middle	64%	36%	54%	46%	58%	42%	56%	44%	43%	57%	50%	50%
Lower Middle	62%	38%	59%	42%	51%	49%	53%	47%	48%	52%	52%	48%
Lower	51%	49%	48%	52%	48%	52%	47%	53%	39%	61%	47%	53%

Detail Analysis			2017		2018		2019		2020		2021		2022	
Gender Pay Gap by Grade	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Senior Management	-9%	-2%	-9.1%	-2.3%	-4.7%	-3.2%	-4.7%	-3.2%	-9.9%	-3.2%	8.5%	-3.9%		
Lower-Middle Management (Managers/Officers)	5%	0%	6.9%	2.4%	5.8%	4.4%	4.1%	0.0%	4.9%	2.4%	5.4%	2.4%		
Technicians (Supervisory/Technical)	1%	1%	0.4%	0.0%	-0.7%	0.0%	-0.8%	0.0%	-0.4%	0.0%	-0.1%	0.0%		

Commentary on the results will follow.