

## Landward Research

# Annual Monitoring of Staff and Directors Diversity

Landward Research is committed to encouraging equity, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

Our aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best performance.

To this end, we carry out annual monitoring diversity among our staff and directors. We map these data against published benchmarks for the UK archaeological sector and the entire UK workforce.

## 2021 Report

We have undertaken Statistical Disclosure Control when creating outputs for this report to reduce the risk of disclosure, specifically *Identification* – finding entities (individuals) in data and/or *Attribution* – associating data with an entity (an individual), and have followed the ONS SRS (Secure Research Service) threshold rule-of-thumb of not presenting any cells within tables with less than <10> units.

As a result, because sample sizes are so small, no tables or absolute numbers are presented in this report. Data are compared with sectoral figures (from [profilingtheprofession.org.uk](https://profilingtheprofession.org.uk)) and the entire UK workforce (from [ONS](https://ons.gov.uk)).

### Age

- Lower percentages of Landward's staff and directors are under 35 or over 56 than is the case for the archaeological sector and for the entire UK workforce.
- Approximately the same percentage of Landward's staff and directors are aged 41-45 as is the case for the archaeological sector and for the entire UK workforce.
- A higher percentage of Landward's staff and directors are aged 36-40 or 45-55 than is the case for the archaeological sector and for the entire UK workforce.

## **Gender**

- A lower percentage of Landward's staff and directors identify as female than is the case for the archaeological sector and for the entire UK workforce.

## **Ethnicity**

- A lower percentage of Landward's staff and directors identify as white British than is the case for the archaeological sector and for the entire UK workforce.

## **Disability**

- A higher percentage of Landward's staff and directors identify as disabled than is the case for the archaeological sector and for the entire UK workforce.

## **Parents employment at age 14**

- A lower percentage of Landward's staff and directors identify as having parents that worked in either 'lower managerial and professional occupations', 'intermediate occupations', 'semi-routine occupations', or 'never worked, unemployed, and not elsewhere classified' than is the case for the archaeological sector and for the entire UK workforce.
- Approximately the same percentage of Landward's staff and directors identify as having parents that worked in 'small employers and own account workers' as the entire UK workforce; this is a higher percentage than is the case for the archaeological sector,
- A higher percentage of Landward's staff and directors identify as having parents that worked in 'higher professional and managerial occupations', 'lower supervisory and technical occupations' or 'routine occupations' than is the case for the archaeological sector and for the entire UK workforce.