

## Profiling the Profession 2019-20 individuals

### Profiling the Profession

Dear Colleague,

**Profiling the Profession 2020** is a survey of employment and training in professional archaeology in the United Kingdom. This is the fifth in a series of surveys, which began in 1997-98, and the results of which can be seen at [profilingtheprofession.org.uk](http://profilingtheprofession.org.uk).

The archaeological sector is now facing two, 'once in a lifetime', events that could alter the sector beyond anything seen before - the Covid-19 pandemic and Brexit. This project will capture the time-sensitive critical data required to understand how these events will impact upon the sector.

The project is being undertaken in a different way from previous versions. Data about people are being gathered from individuals themselves, not from their employers.

This is the **INDIVIDUALS** questionnaire.

This is gathering information about the people who are, who have been or who will be professional archaeologists.

It asks everyone the same three sets of questions - about

- ascribed, personal characteristics
- demographic information
- your health and wellbeing

And it then asks different questions depending on whether you are currently working in archaeology, are a student or are a former archaeologist.

In preparation for answering the questionnaire, a copy of the full set of questions in PDF format can be downloaded [HERE](#).

To complete the **EMPLOYERS** questionnaire, please click

<https://novisurvey.net/ns/n/PTP2020organisations.aspx>

This project is funded by Historic England, with support from Historic Environment Scotland, FAME and the Chartered Institute for Archaeologists.

Your responses are fully confidential and will not be seen by anyone outside the Landward Research Ltd project team.

If you require further advice or information, please email [enquiries@landward.eu](mailto:enquiries@landward.eu)

Please complete the questionnaire by 31<sup>st</sup> December 2020. Your contribution is enormously valued.

**Landward Research Ltd is Registered as a Data Controller with the Information Commissioner's Office and is a regulated Company Partner of the Market Research Society. All data received will be used only for research purposes. No information that could be used to identify any individual or organisation will be available to any other organisation.**

## Profiling the Profession 2019-20 individuals

### Individual Characteristics

All questions are optional. If there is a question you do not wish to answer please skip it and move on to the next question.

- what is your age?

age

- what is your gender?

female  male  prefer not to say  other

- what is your ethnic group?

(choose one option that best describes your ethnic group or background)

	mark one box only
<b>White</b>	
English / Welsh / Scottish / Northern Irish / British	<input type="radio"/>
Irish	<input type="radio"/>
Gypsy or Irish Traveller	<input type="radio"/>
any other White background, please describe in the box below	<input type="radio"/>
<b>Mixed / Multiple ethnic groups</b>	
White and Black Caribbean	<input type="radio"/>
White and Black African	<input type="radio"/>
White and Asian	<input type="radio"/>
any other Mixed / Multiple ethnic background, please describe in the box below	<input type="radio"/>
<b>Asian / Asian British</b>	
Indian	<input type="radio"/>
Pakistani	<input type="radio"/>
Bangladeshi	<input type="radio"/>
Chinese	<input type="radio"/>
any other Asian background, please describe in the box below	<input type="radio"/>
<b>Black / African / Caribbean / Black British</b>	
African	<input type="radio"/>
Caribbean	<input type="radio"/>
any other Black / African / Caribbean background, please describe in the box below	<input type="radio"/>
<b>other ethnic group</b>	
Arab	<input type="radio"/>
any other ethnic group, please describe in the box below	<input type="radio"/>

further description

- which of the following options best describes how you think of yourself?

heterosexual or straight  gay or lesbian  bisexual  other  prefer not to say

- do you have a physical or mental impairment that has a long-term negative effect on your ability to carry out normal daily activities?

*this includes progressive conditions like cancer, HIV and multiple sclerosis*

yes  no

• check the category(s) that best describe your condition

physical – including but not limited to: non-visible (like chronic pain, chronic fatigue, etc.); visual impairment; hearing impairment; limited mobility; trouble lifting, carrying or moving objects, etc.

progressive conditions – eg cancer, HIV or multiple sclerosis

information processing – including but not limited to: dyslexia; dysgraphia; dyscalculia; auditory processing disorder, etc.

autism spectrum disorders

emotional - including but not limited to: anxiety; schizophrenia; bipolar; obsessive-compulsive; depression, etc.

other

• were / are your condition(s) caused by or exacerbated by work?

yes  no

• which of these best describes you?

carer for children,  
yours or others

carer for non-children -  
partner, parent, etc.

carer for children and for  
non-children

not a  
carer

• what job(s) did your parent(s) or guardians have when you were 14?

*please check all that apply*

higher professional and managerial occupations

lower managerial and professional occupations

intermediate occupations

small employers and own account workers

lower supervisory and technical occupations

semi-routine occupations

routine occupations

never worked or long-term unemployed

## Profiling the Profession 2019-20 individuals

### Individual Demographics

- where are you based?

*this is where you consider your home is. if you are temporarily working away please check your home location*

- what citizenships do you hold?

*check all that apply*

UK  EU country  non-UK or EU country

- what is the highest qualification you have obtained?

## Profiling the Profession 2019-20 individuals

### Individual Health and Wellbeing

- how satisfied are you with the income of your household?

0 to 6 scale (completely unsatisfied [0] to completely satisfied [6])

- how satisfied are you with your general health?

0 to 6 scale (completely unsatisfied [0] to completely satisfied [6])

- did you take any sickness absence from work or studies in the year before March 1<sup>st</sup> 2020? If so, for how long?

- no sickness absence
- up to one week
- up to two weeks
- up to four weeks
- more than four weeks

- do you drink alcohol?

yes  no

- how many units of alcohol did you drink last week?

one unit of alcohol can be considered to be the equivalent of half a pint of beer, a glass of wine, or a measure of spirits

units

- have you experienced any of the following while working in or studying archaeology?

	directed at:		how many times did this happen?		
	yourself	others	once	between two and five times	more than five times
unwanted behaviour of a sexual nature	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
a hostile work environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
offensive, intimidating malicious or insulting behaviour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
inappropriate comments on appearance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
racially-motivated comments or actions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- how long ago did you experience this?

(most recently, if there has been more than one event)

- currently or in the last year
- up to two years ago
- between two and five years ago
- more than five years ago

- when these occurred, did you report any of them?

yes  no

- was any action taken against the perpetrators?

yes  no  don't know

- do you feel confident in reporting any such incidents to your employer or educational institute, and that they would address the issues?

*(your current or most recent employer - your employer on 1<sup>st</sup> March 2020)*

yes  no

## Profiling the Profession 2019-20 individuals

### Employment Status

- what best described your employment status on 1<sup>st</sup> March 2020, before COVID-19.
  - employed or self-employed as an archaeologist
  - studying archaeology
  - a former archaeologist
  - both employed or self-employed as an archaeologist and studying archaeology

## Profiling the Profession 2019-20 individuals

### Former Archaeologist

[only shown if Employment Status = a Former Archaeologist]

- what year did you start paid employment in archaeology?

started in archaeology

- what year did you stop being in paid employment in archaeology?

stopped working in archaeology

- why did you stop working in archaeology?

*check all that apply*

- financial reasons
- couldn't find work or steady enough work
- discrimination
- unacceptable work / professional environment
- incompatible with family commitments
- no longer liked the work
- retired
- lack of career progression
- other

would you like to give further details?

- would you ever consider going back to work in archaeology?

yes  no

would you like to discuss your answer in further detail?

## Profiling the Profession 2019-20 individuals

### Studying Archaeology

[only shown if Employment Status = Studying Archaeology]

- where are you currently studying?

*(the academic institution you are enrolled at)*

- what is the qualification you are currently studying towards?

- are you studying part-time or full-time?

part-time  full-time

- before you started your course, why did you choose to study archaeology?

career - I wanted to work in archaeology  interest in the topic - but not in pursuing a career in it  other reason

- have you done any of the following

- visited your university or college's careers service?
- taken a module on careers in archaeology?
- attended a workshop, webinar, seminar or talk on careers in archaeology?
- discussed careers in archaeology with your tutor or another member of staff?

- are you familiar any of these tools or organisations?

- BAJR (British Archaeological Jobs Resource)
- ClfA (Chartered Institute for Archaeologists)
- CSCS card
- Jobs Information Service & Training Bulletin (JIST)
- Archaeology Skills Passport

- do you currently intend to pursue a career as an archaeologist?

yes  no  don't know

- which areas of archaeology would you like to work in?

*check all that apply*

- [CONTRACTOR] development-led field investigation and research (including invasive and non-invasive fieldwork together with post-fieldwork analysis and reporting)
- [LOCAL HERITAGE MANAGEMENT] provision of historic environment advice and information to local planning authorities and/or management of historic environment records
- [CONSULTANCY] provision of historic environment advice and information to clients or customers
- [NATIONAL HERITAGE AGENCY] provision of historic environment advice and information at a national level, including curation of scheduled monuments, provision of grant support and policy development
- [MUSEUM OR HERITAGE / CULTURAL ATTRACTION] museum, gallery, heritage site, archive or visitor / user services
- [ACADEMIA] academic research, teaching or training
- [PUBLIC ARCHAEOLOGY] public engagement / public archaeology / community archaeology / community engagement

- what do you expect to earn, per year, starting out in your archaeology career?

*please round to the nearest thousand pounds and include all zeros.*

yearly earnings £

• how willing or able are you to move to get a position in archaeology?

- can't or won't move
- could move up to an hour away
- could move anywhere in the UK
- could move anywhere in the world

• have you had any fieldwork experience as part of your studies?

- yes  no

• how many weeks fieldwork experience have you had?

*as part of your studies*

fieldwork weeks in total

• has your fieldwork experience made you more or less likely to want a career in archaeology?

- made me more likely to want a career in archaeology
- made me less likely to want a career in archaeology
- I still want a career in archaeology but not one involving as much (or any) fieldwork

## Profiling the Profession 2019-20 individuals

### Job Details

[only shown if Employment Status = Employed or Self-Employed in Archaeology]

- what is the title of the post that you are providing information about?

*if you have another job you would also like to provide details about, you will have the opportunity to do so later*

- what is the principal area of your work?

*please select only one area only*

- [CONTRACTOR] development-led field investigation and research (including invasive and non-invasive fieldwork together with post-fieldwork analysis and reporting)
- [LOCAL HERITAGE MANAGEMENT] provision of historic environment advice and information to local planning authorities and/or management of historic environment records
- [CONSULTANCY] provision of historic environment advice and information to clients or customers
- [NATIONAL HERITAGE AGENCY] provision of historic environment advice and information at a national level, including curation of scheduled monuments, provision of grant support and policy development
- [MUSEUM OR HERITAGE / CULTURAL ATTRACTION] museum, gallery, heritage site, archive or visitor / user services
- [ACADEMIA] academic research, teaching or training
- [PUBLIC ARCHAEOLOGY] public engagement / public archaeology / community archaeology / community engagement

- what is your role as a [CONTRACTOR] development-led field investigation and research (including invasive and non-invasive fieldwork together with post-fieldwork analysis and reporting)?

*which of these do you feel best describes your job?*

- Trainee, Apprentice or Intern
- Technician - entry level position in development-led archaeology
- Supervisor - responsible for running the whole or part of a site or team
- Project Officer - managing projects / middle management
- Senior Manager
- Executive - organisation director
- Specialist - e.g. specialist in archaeological finds, scientific analysis, geomatics, illustration
- Consultant
- any other role, please describe in the box below

- what is your role in [LOCAL HERITAGE MANAGEMENT] provision of historic environment advice and information to local planning authorities and/or management of historic environment records?

*which of these do you feel best describes your job?*

- Trainee, Apprentice or Intern
- Archaeological Curator - responsible for liaising with planning departments and applicants for planning permission
- Historic Environment Record Officer - managing historic environment record
- Conservation Officer - responsible for advising on listed buildings and / or conservation areas
- any other role, please describe in the box below

- what is your role in [CONSULTANCY] provision of historic environment advice and information to clients or customers?

*which of these do you feel best describes your job?*

- Trainee, Apprentice or Intern
- Consultant
- Specialist - e.g. specialist in archaeological finds, scientific analysis, geomatics, illustration
- any other role, please describe in the box below

- what is your role in [NATIONAL HERITAGE AGENCY] provision of historic environment advice and information at a national level, including curation of scheduled monuments, provision of grant support and policy development?

*which of these do you feel best describes your job?*

- Trainee, Apprentice or Intern
- Technician or Administrator – fundamental position in a team
- Officer – responsibility for running project teams / tasks and liaison
- Manager – with overall team management responsibilities
- Senior manager or Executive – with organisational decision-making capacity as Head of Department or Head of Organisation
- any other role, please describe in the box below

- what is your role in [MUSEUM OR HERITAGE / CULTURAL ATTRACTION] museum, gallery, heritage site, archive or visitor / user services?

*which of these do you feel best describes your job?*

- Trainee, Apprentice or Intern
- Museum officer - e.g. documentation officer, assistant curator, collections assistant, museum education officer
- Museum liaison officer - with wider liaison responsibilities (e.g. Finds Liaison Officer employed by the PAS; museum development officer)
- Manager - with overall strategic and business responsibilities
- Specialist - e.g. specialist in archaeological finds, scientific analysis, geomatics, illustration
- any other role, please describe in the box below

- what is your role in [ACADEMIA] academic research, teaching or training?

*which of these do you feel best describes your job?*

- Trainee, Apprentice or Intern
- Faculty - e.g. Lecturer / Senior Lecturer / Reader
- Senior Faculty - e.g. Professor / Head of Department
- Specialist - e.g. specialist in archaeological finds, scientific analysis, geomatics, illustration
- Other Staff - e.g. Research Assistant / Researcher / Technician
- any other role, please describe in the box below

- what is your role in [PUBLIC ARCHAEOLOGY] public engagement / public archaeology / community archaeology / community engagement?

*which of these do you feel best describes your job?*

- Trainee, Apprentice or Intern
- Technician or Administrator – fundamental position in a team
- Officer – responsibility for running project teams / tasks and liaison
- Manager – with overall team management responsibilities
- Senior manager or Executive – with organisational decision-making capacity as Head of Department or Head of Organisation
- any other role, please describe in the box below

## Profiling the Profession 2019-20 individuals

### Working Terms and Conditions

[only shown if Employment Status = Employed or Self-Employed in Archaeology]

Remember, these questions relate to your primary job. If you have another job you would also like to provide details about, you will have the opportunity to do so later.

- were you working in this job as an employee or were you self employed?

*an employee is someone who works under an employment contract*

*a person is self-employed if they run their business for themselves and take responsibility for its success or failure*

- employee  
 self-employed

- what was your salary on 1<sup>st</sup> March 2020?

*per annum e.g. 25000*

annual salary £

- how many hours per week were you contracted to work in this job?

working hours per week

- how long was / is your contract for?

permanent contract  fixed term  zero hours

- how many months was / is your fixed term contract for?

years

months

- before March 2020, how long had been working for this organisation?

years

months

- before March 2020, how long had you been working (in paid roles) in archaeology?

years

months

- which of the following benefits did you receive?

*check all that applied*

- more than 28 days statutory paid holiday leave per annum  
 occupational sick pay (paid sickness leave over and above Statutory Sick Pay)  
 paid maternity leave over and above Statutory Maternity Leave  
 paid paternity leave over and above Statutory Paternity Leave  
 financial support to cover costs of training  
 paid training time i.e. paid as if you were working, while taking training  
 access to mentoring  
 reviewing professional development goals at appraisal  
 professional organisational fees paid by employer  
 occupational health services  
 any other benefits

[please provide details of any other benefits](#)

• do you have another job that you would like to provide information on?

yes  no

## Profiling the Profession 2019-20 individuals

Thank you for completing this survey.

- If you have any final comments about employment in archaeology, or would like to explain why you have answered some of the questions that way you have, please tell us here.

