



British Archaeological Jobs and Resources

November 2024

Poverty Impact Report: Front Matter

In July 2022, British Archaeological Jobs and Resources (BAJR) conducted an anonymous survey on the net income of archaeologists and their household to identify the impacts of financial difficulty on mental health, lifestyle and debt. This survey was repeated in the summer of 2024, which has resulted in this 2024 report.

We would like to thank everyone who responded to the survey. Without you, there would be no report.

The 2022 report outlines the headline quantitative figures and thematic qualitative data collected from the survey. 755 responses were recorded, representing just over 10% of the workforce. The reprised 2024 survey received 645 responses, representing 9.2% of the workforce.

A full data appendix is available separately and a data dictionary and respondent demographic split are provided at the end of the document. The survey comments have been redacted to remove any identifying remarks and are available separately as supporting context. The order in which they appear does not match the data file in order to protect respondents' identities.

Comparative percentages are provided where the same questions were asked of respondents, the value change versus the last report can be seen next to the appropriate visual. Additional questions were asked in the 2024 survey to expand our understanding of archaeologists' working and financial situations, and can be found after the comparative pages.

This report may be cited using the appropriate credit to the authors, and the data appendix is considered to be open access.

Trigger Warnings: Financial difficulty, mental health, suicide

© Lu Stanton-Greenwood, David Connolly, Liz Tideswell and Gwilym Williams



British Archaeological Jobs and Resources

November 2024

Poverty Impact Report: Support and Signposting

If you or someone you know are struggling with the cost of living and need help with debt, benefits entitlement, hardship funds, budgeting or self-employment financial advice, the below organisations offer these services for **free**:

- StepChange Debt Charity (www.stepchange.org)*
- National DebtLine (www.nationaldebtline.org)
- Christians Against Poverty (www.capuk.org)
- Citizen's Advice (www.citizensadvice.org.uk)
- Lightning Reach (www.lightningreach.org)

For specific support on housing, homelessness and tenancy advice:

- Shelter (www.shelter.org)

If you or someone you know are experiencing an impact on your wellbeing or mental health, or are supporting someone who is, the below organisations offer support for **free**:

- Mind (www.mind.org.uk)
- Shout (www.giveusashout.org, or text SHOUT to 85258)
- Samaritans (www.samaritans.org)
- Rethink (www.rethink.org)
- SANEline (www.sane.org.uk)

If you need help to locate your nearest foodbank:

- The Trussell Trust (www.trusselltrust.org)

*Disclosure: Lu Stanton-Greenwood is an employee of StepChange Debt Charity as of 2024, but receives no benefit, compensation or commission for signposting to the charity



British Archaeological Jobs and Resources

November 2024

Poverty Impact Report: Average Household Income

"The gap between myself and 'normal existence' gets wider every month."



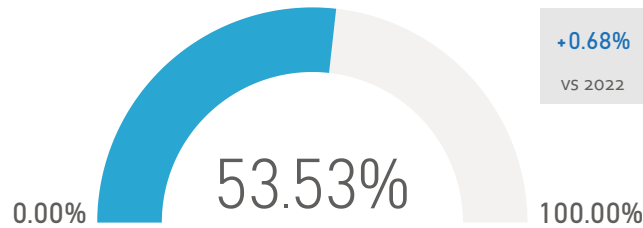
+14.36%
VS 2022

£25,197

is the average net household income for respondents living alone

The average rent (excluding Greater London) per month in October 2024 was £1,124pcm, representing 53.53% of the average net household income for respondents living alone (HomeLet 2024).

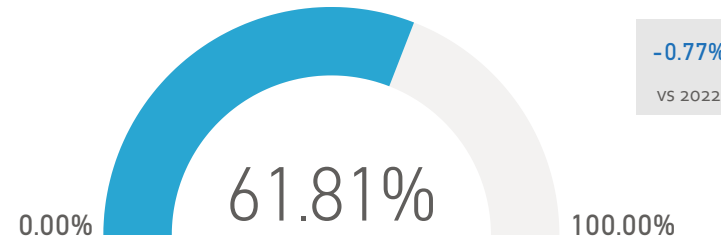
Indicative Percentage of Income Spent on Rent*



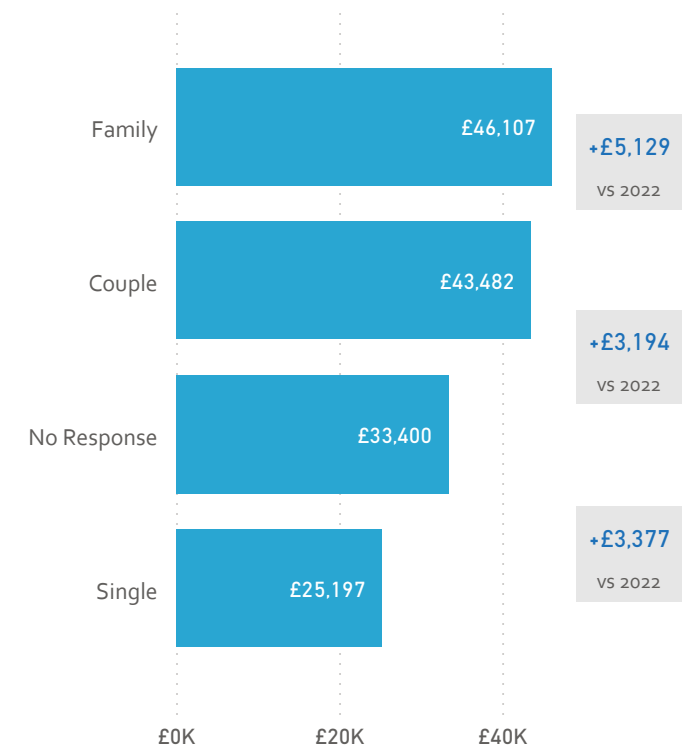
The average gas utility payment per month across the UK is £78.54, and electricity, £77.29. This reaches an average monthly expenditure of £155.83; this represents 61.81% of the average net household income for respondents living alone (Department for Energy Security and Net Zero 2024).

This means that the typical renting respondent in a single household will reach the required 60% of household cost expenditure to be considered on the poverty line after only their rent and energy bills are paid (Trust for London 2020). This situation is unchanged since the 2022 report.

Indicative Percentage of Income Spent on Rent and Energy*



Average Net Income by Household Type





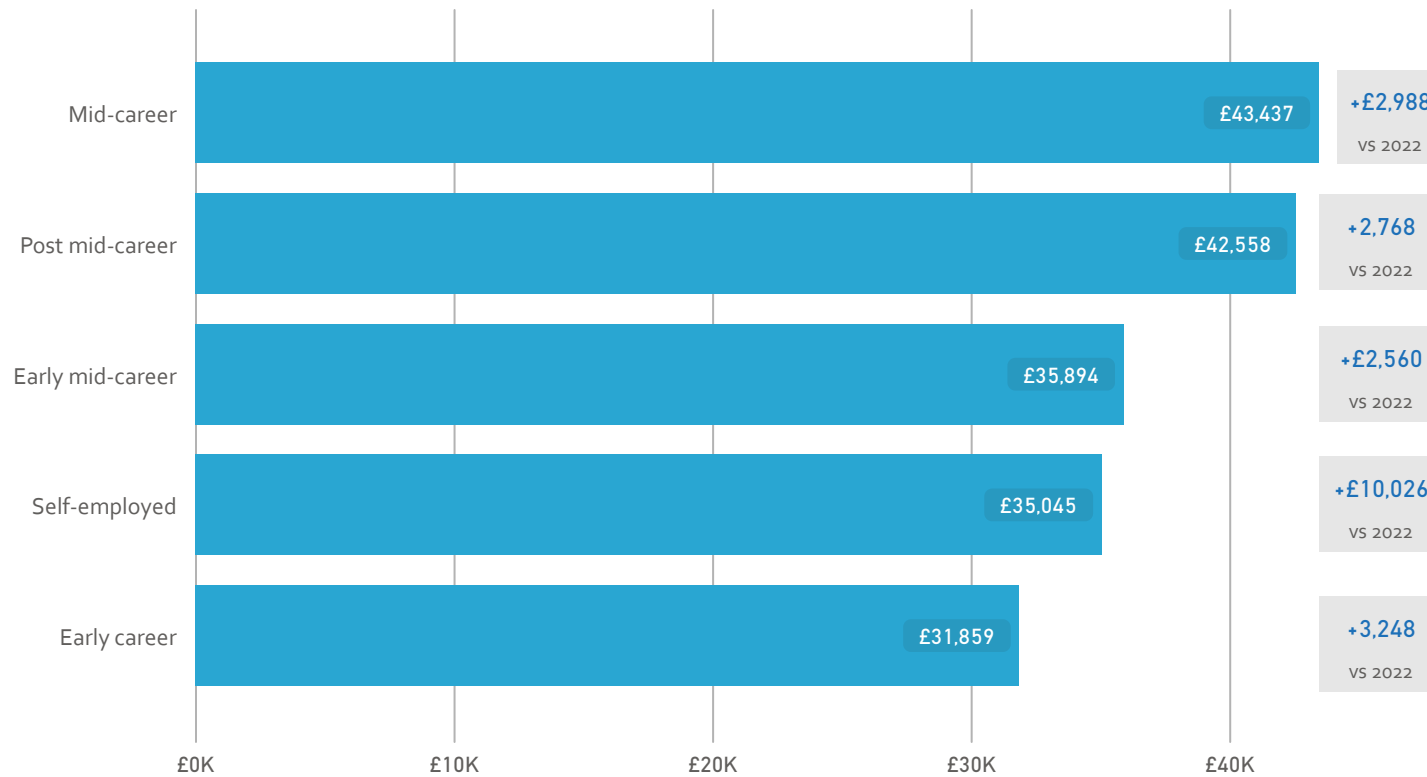
British Archaeological Jobs and Resources

November 2024

Poverty Impact Report: Average Household Income

"I am lucky to live with my partner."

Average Net Income by Career Level



Average Net Household Income* as Compared to the National Average

Career Level	Couple	Family	No Response	Single
Early career	↑ £39,085	↑ £37,263	↓ £30,500	↓ £20,896
Early mid-career	↑ £40,753	↑ £44,796	↑ £35,333	↓ £24,847
Mid-career	↑ £47,797	↑ £48,439		↓ £29,526
Post mid-career	↑ £45,470	↑ £48,486		↓ £25,694
Self-employed	↑ £46,800	↑ £31,900		↓ £20,500

The median net household income in 2023 was £34,500 (Office for National Statistics 2023).

The average income for company-employed single households surveyed falls beneath the national median by a maximum of £13,604 (39.43%) and an average of £9,259.25 (26.83%). These figures remain in line with the 2022 report.

When considered in the context of respondents' supporting comments, many archaeologists expressed that their partner's wage was higher than theirs, and that their continued professional capacity in archaeology was reliant upon this financial support. This is a continued trend from the 2022 report.

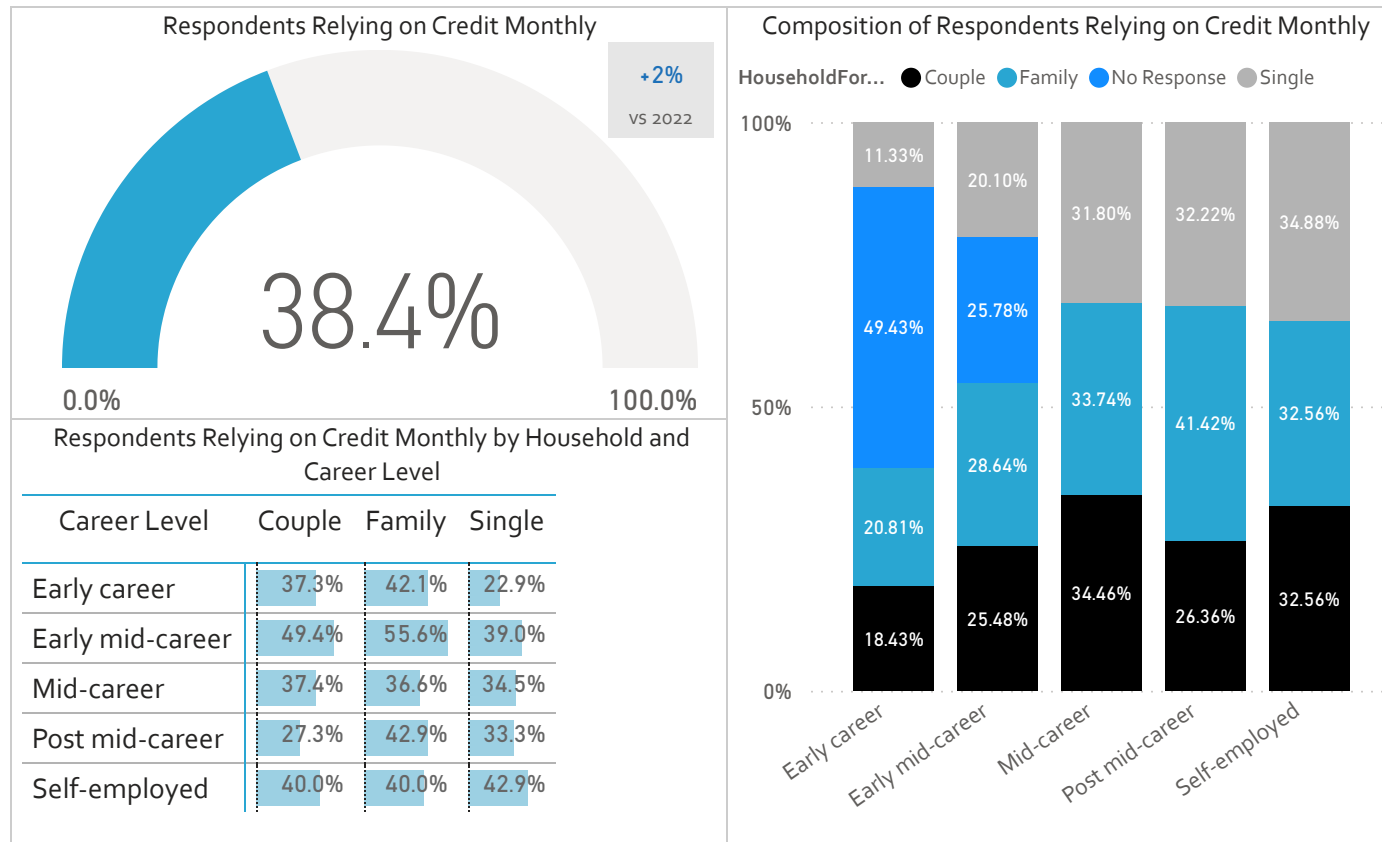


British Archaeological Jobs and Resources

November 2024

Poverty Impact Report: Monthly Credit Use

"Improvement in my financial situation hasn't made up for all of the debt I've accrued whilst on my lesser salary. I have been living out of my overdraft for a year and just can't get out of it."



Nearly 40% of responding archaeologists reported monthly reliance on credit products. Whilst monthly credit use itself is not necessarily an indicator of financial difficulty, reliance suggests that a 2/5 of surveyed households fall into a financial deficit each month. If the current economic climate remains the same, it will only take 4 more years for half of all archaeologists to be reliant on credit every month.

These households are in an unsustainable financial position of having more going out than they have coming in. Without remedy, this will lead to financial crisis.

The ongoing cost of living increase, particularly the rate of inflation and increasing availability of credit products, will only worsen this problem, forcing more households into crisis.

The most impacted respondent households are couples and those with children, however debt is steadily increasing in single households, with higher levels seen as careers progress. Archaeologists are facing the very real prospect of economic deprivation, with the outlook for their families looking bleak if there is no change.

This will force them to decide between their career and the available prospects for their children and families.



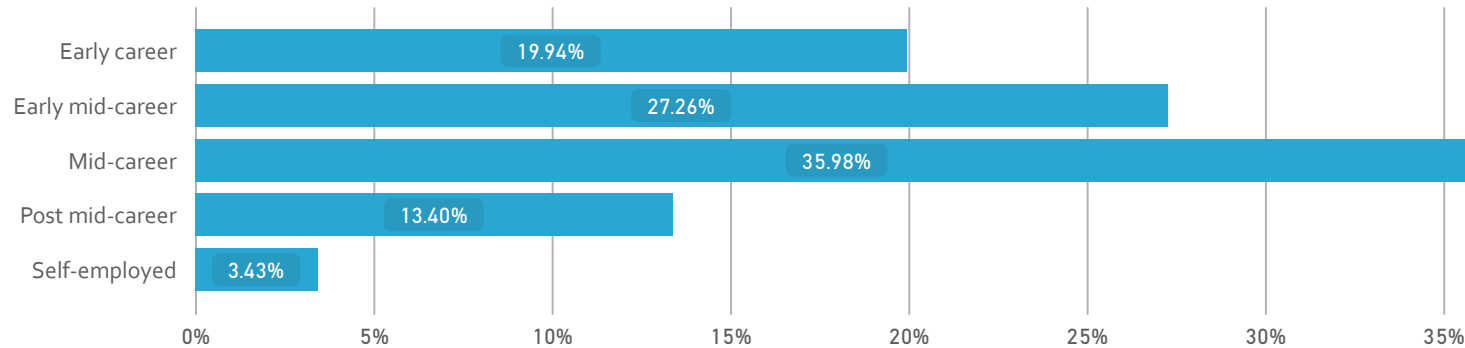
British Archaeological Jobs and Resources

November 2024

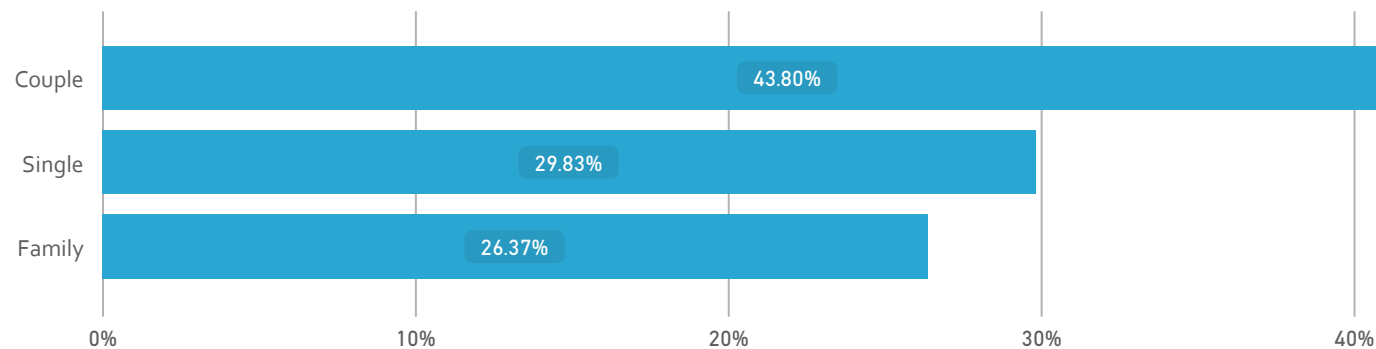
Poverty Impact Report: Food Poverty

"I am using my credit card to pay for food."

Composition of Respondents in Food Poverty by Career Level



Composition of Respondents in Food Poverty by Household



Respondent Households Reporting Food Poverty

Career Level	Couple	Family	Single
Early career	33.90%	26.32%	33.33%
Early mid-career	29.41%	40.74%	42.37%
Mid-career	17.58%	13.41%	27.59%
Post mid-career	6.06%	11.43%	16.67%
Self-employed	30.00%		42.86%

This survey defines food poverty as skipping meals or using food banks in order to cope financially. The most impacted group of respondents are early and early-mid career archaeologists, particularly families and single households. A quarter of all family households reported food poverty.

Our data correlates with international studies on the use of food banks in nutritionally impoverished households, which indicates low usage despite availability (Public Health Scotland 2021). Poverty already imposes considerable psychological and emotional pressure, and lack of adequate access to food compounds reduced physical and mental health. The volume of respondents reporting feelings of shame surrounding their financial circumstances may be a contributing factor to the limited use of food banks.



British Archaeological Jobs and Resources

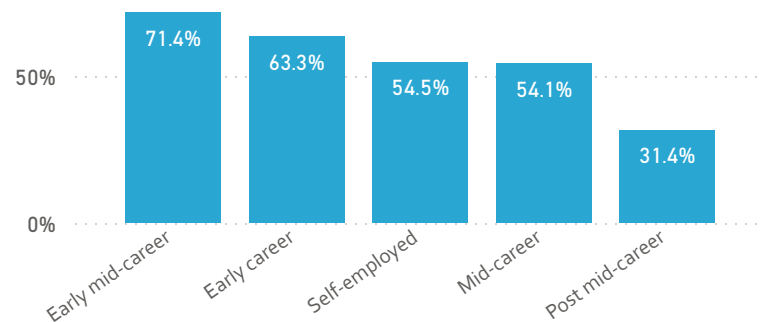
November 2024

Poverty Impact Report: Mental Health

"My mental health has significantly deteriorated whilst working in archaeology."

Percentage of Respondents Experiencing Mental Health Impact

Career Level	Couple	Family	Single
Early career	71.2%	47.4%	60.4%
Early mid-career	72.9%	74.1%	71.2%
Mid-career	56.0%	50.0%	56.9%
Post mid-career	21.2%	40.0%	33.3%
Self-employed	40.0%	60.0%	71.4%



-9.2%
VS 2022

57.4%

of respondents' mental health has been impacted by financial difficulty

-4.1%
VS 2022

51.8%

of respondents feel shame when discussing financial matters

-4.76%
VS 2022

67.91%

of respondents reported negative emotional impact from their financial situation

Over half of mid-career archaeologists reported that their financial situation has negatively impacted their mental health, rising to nearly three quarters for early-career respondents. The results of this survey indicate a deeply impacted workforce with the greatest distress falling on those in the earlier and middle phases of their career.

Financial crisis is a considerable contributing factor to poor mental health, and there is a direct correlation between financial deprivation and higher risk of suicide; 1 in 4 people who attempted suicide in 2018 were experiencing problem debt (Bond and Holkar 2018, 4).

Financial difficulty has a trifold effect on mental health; it exacerbates emotional stress, it isolates a person from seeking help and it delays recovery from existing mental health conditions. Emotional stress can lead to making less effective financial decisions due to distress impacting cognitive function (Money and Mental Health Policy Institute 2019), compounding the persistence of poor mental health in economically deprived communities and workforces.



British Archaeological Jobs and Resources

November 2024

Poverty Impact Report: Future Security

"I feel guilty that I do a job that I love but which, if my partner and I were on the same wage, would never allow us to have children and survive financially, or be able to save, or have anything above the most basic standard of living."

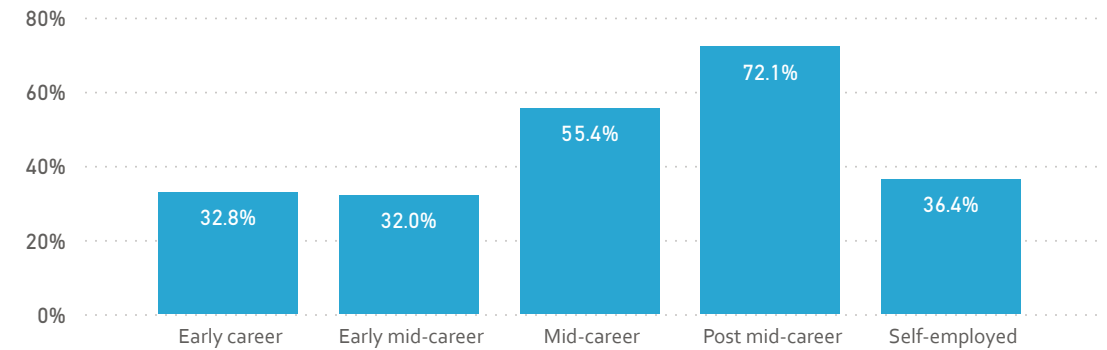
+11%
VS 2022

46.0%

of respondents feel confident that they can continue in archaeology

Percentage of Respondents Confident They Can Continue in Archaeology

Career Level	Couple	Family	Single
Early career	33.9%	36.8%	29.2%
Early mid-career	32.9%	33.3%	28.8%
Mid-career	56.0%	62.2%	44.8%
Post mid-career	66.7%	82.9%	61.1%
Self-employed	40.0%	40.0%	28.6%



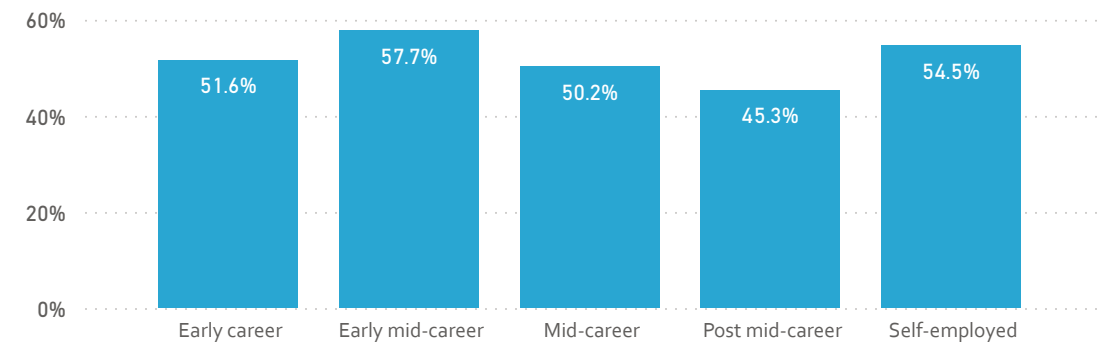
-0.8%
VS 2022

51.9%

of respondents don't have enough savings to cover 3 months' unemployment

Percentage of Respondents Without 3 Months' Savings

Career Level	Couple	Family	Single
Early career	49.2%	57.9%	50.0%
Early mid-career	60.0%	70.4%	47.5%
Mid-career	45.1%	54.9%	51.7%
No Response	100.0%		
Post mid-career	30.3%	62.9%	38.9%
Self-employed	70.0%	60.0%	28.6%





British Archaeological Jobs and Resources

November 2024

Poverty Impact Report 2024 Questions: Job Stability

"Fear and stress of contract insecurity caused me many sleepless nights."

3

average number of times fired and rehired

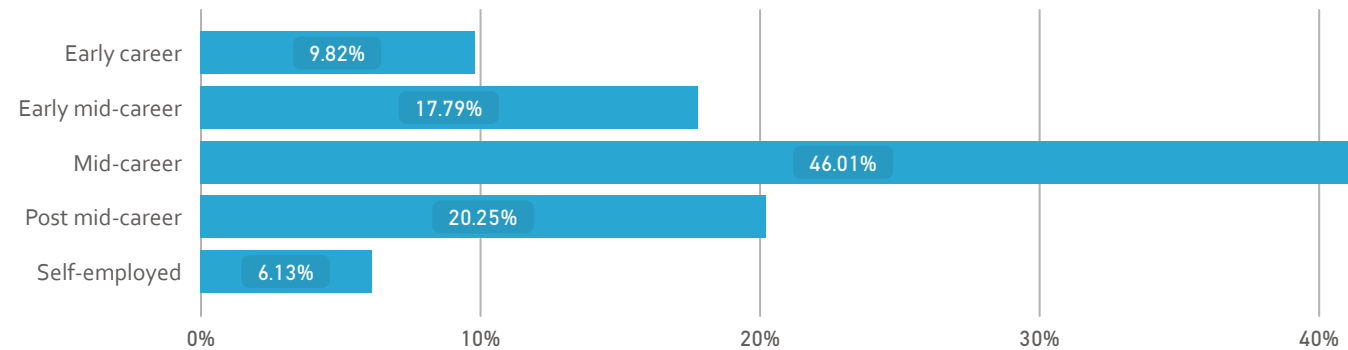
2.90

average redundancies over respondent career

18.29%

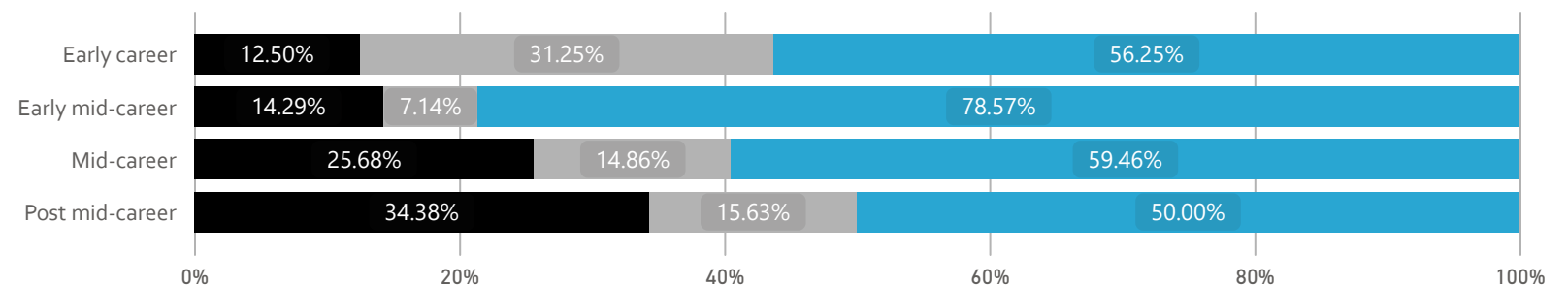
currently fear redundancy

% of Respondents Who Have Been Fired and Rehired



Mental Health in Those Fired and Rehired

Mental Health Affected ● No ● Not sure ● Yes





British Archaeological Jobs and Resources

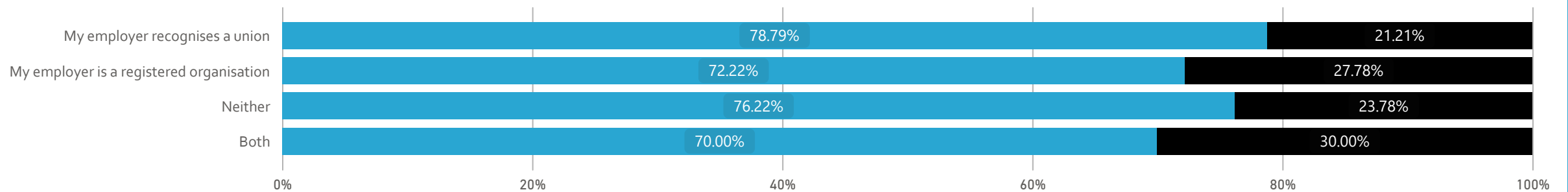
November
2024

Poverty Impact Report 2024 Questions: Job Stability and RO Status /Union Recognition

"Our company does not and will not recognise a union."

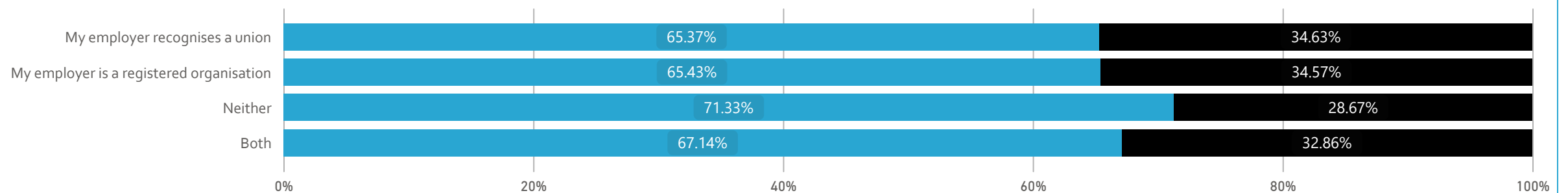
Have you ever been fired and rehired?

Have you ever been fired and rehired? ● No ● Yes



Have you ever been made redundant?

Have you ever been made redundant? ● No ● Yes





British Archaeological Jobs and Resources

November 2024

Poverty Impact Report 2024 Questions: Income and ClfA Membership

"I have been eligible for MCIfA for six years, but can't afford the extra fees, which are too high considering the wages in the sector."

Average Household Income by ClfA Membership Status

Career Level	1. PCIfA	2. ACIfA	3. MCIfA	None
Early career	£32,924	£23,250	£37,500	£31,520
Early mid-career	£35,145	£39,261	£47,083	£34,671
Mid-career	£37,794	£41,386	£52,150	£41,947
Post mid-career	£39,389	£36,188	£47,074	£40,443
Self-employed	£47,500	£32,500	£36,000	£33,364

Average Single, Full-Time Household Income by ClfA Membership Status

Career Level	1. PCIfA	2. ACIfA	3. MCIfA	None
Early career	£19,786	£19,750	£32,500	£21,267
Early mid-career	£25,161	£27,333	£32,500	£23,583
Mid-career	£26,462	£29,318	£46,000	£29,096
Post mid-career		£32,500	£30,643	£22,000
Self-employed		£32,500	£16,000	£18,500

Of the population of respondents who have ever been made redundant, the average number of times they have experienced redundancy in their career is between 2-3 times. The respondent population who have been fired and rehired also reported around 3 experiences of this in their careers.

There is no marked difference between these populations when union membership and registered organisation status is considered. Between a quarter and one third of the respondent population have been made redundant or fired and rehired regardless of whether the company they work for recognises a union or is a registered organisation. Nearly 1/5 of the respondent population fear being made redundant, with between half and three quarters of those impacted by mental health concerns having been fired and rehired at some point in their careers.

ClfA accreditation appears to have financial benefits for the single, full-time contract respondent population who hold MCIfA (Member) status, with a significantly higher income shown across all career levels (the minimum difference between company employed respondents with no ClfA accreditation and MCIfA accreditation is £8,643 per year). There are limited differences between ACIfA (Associate) and PCIfA (Practitioner) accreditation incomes versus no accreditation incomes, but all accredited early mid-career incomes are higher than those without accreditation. Early career archaeologists appear to have similar incomes regardless of accreditation status, with the exception of MCIfA holders, suggesting that the returns of accreditation accrue over time.

These numbers suggest that job stability is not related to union recognition and RO status, but symptomatic of a wider culture of utilising these practices in the sector. The inability to rely on a wage at the end of the month is a significant contributing factor to mental health concerns, and considerably impacts the ability of archaeologists to securely plan for the future.



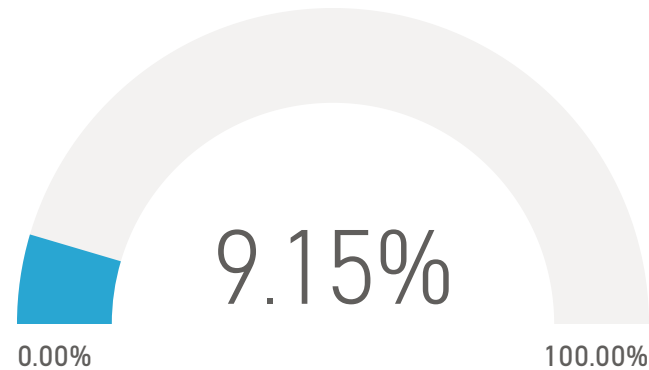
British Archaeological Jobs and Resources

November 2024

Poverty Impact Report: Contract Stability

"More permanent contracts would be helpful as I could stop worrying about when work will run out."

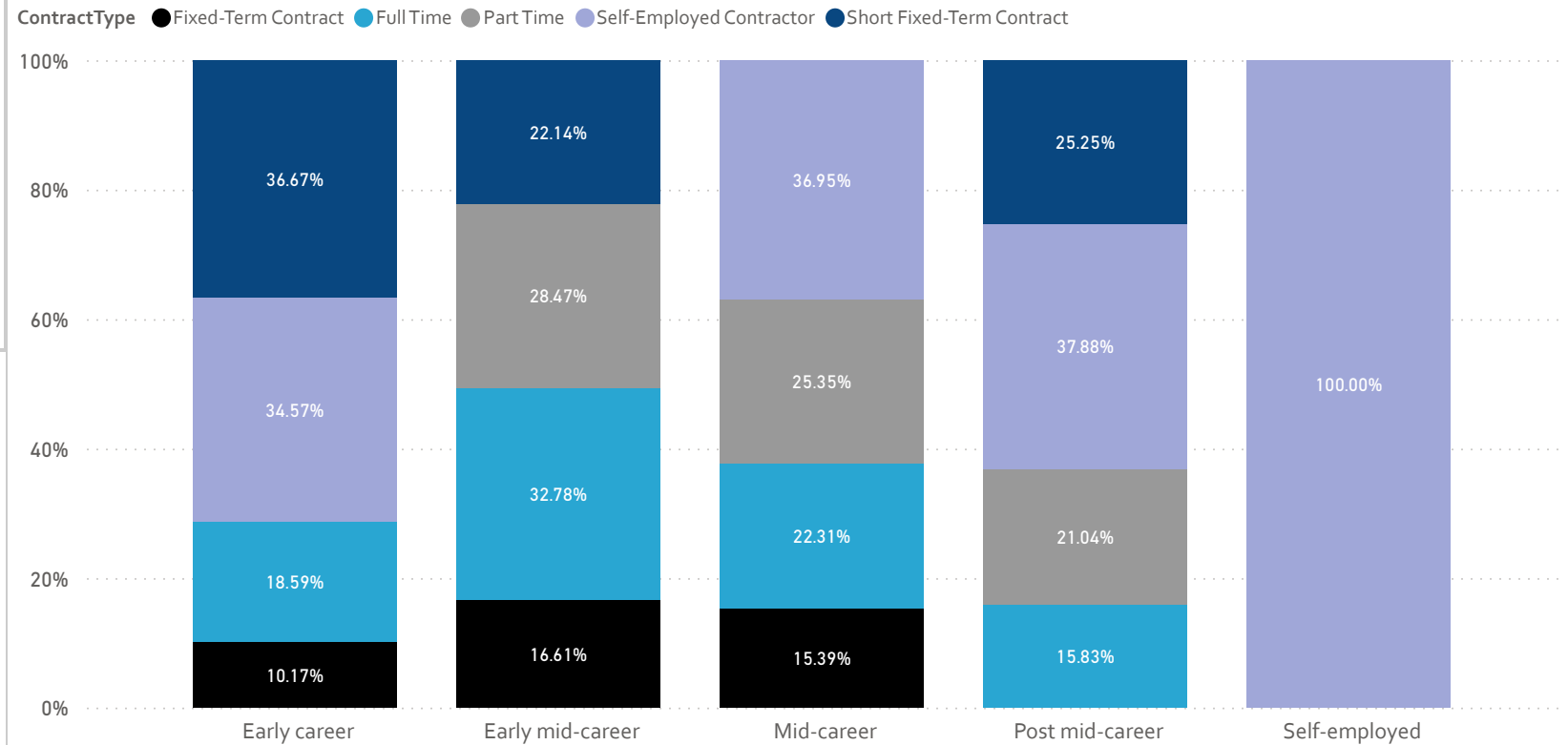
Respondents on Fixed Term Contracts



Average Income by Contract Type and Household

ContractType	Couple	Family	Single
Fixed-Term Contract	£37,367	£42,556	£24,806
Full Time	£44,597	£46,552	£26,380
Part Time	£42,125	£52,188	£18,944
Self-Employed Contractor	£40,385	£23,429	£18,182
Short Fixed-Term Contract	£30,500	£40,500	£19,833

Composition of Contract Types by Career Level





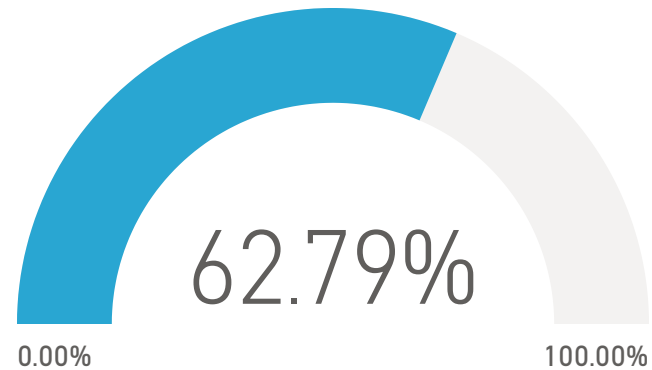
British Archaeological Jobs and Resources

November 2024

Poverty Impact Report: Education

"I now have a higher income but am paying off debts accrued by several years in higher education."

Respondents with University Degree

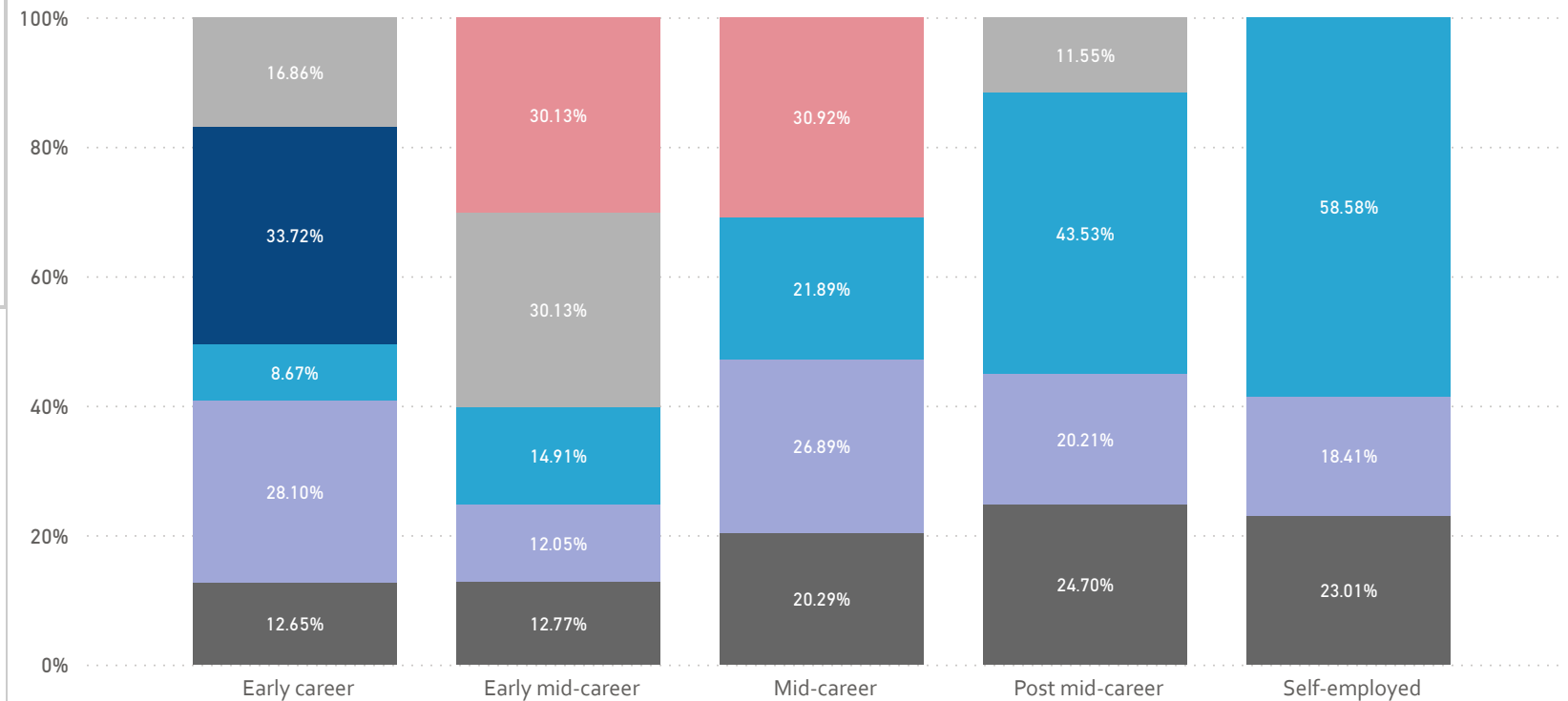


Average Income by Education

Highest Level of Education	Avg Income
Doctorate	£43,841
Masters	£38,483
Bachelors	£37,389
Secondary	£36,923
Vocational/Diploma	£33,063
Other Professional Qualification	£28,250

Composition of Contract Types by Career Level

Highest Level of Education ● Bachelors ● Doctorate ● Masters ● Other Professional Qualification ● Secondary ● Vocational/Diploma



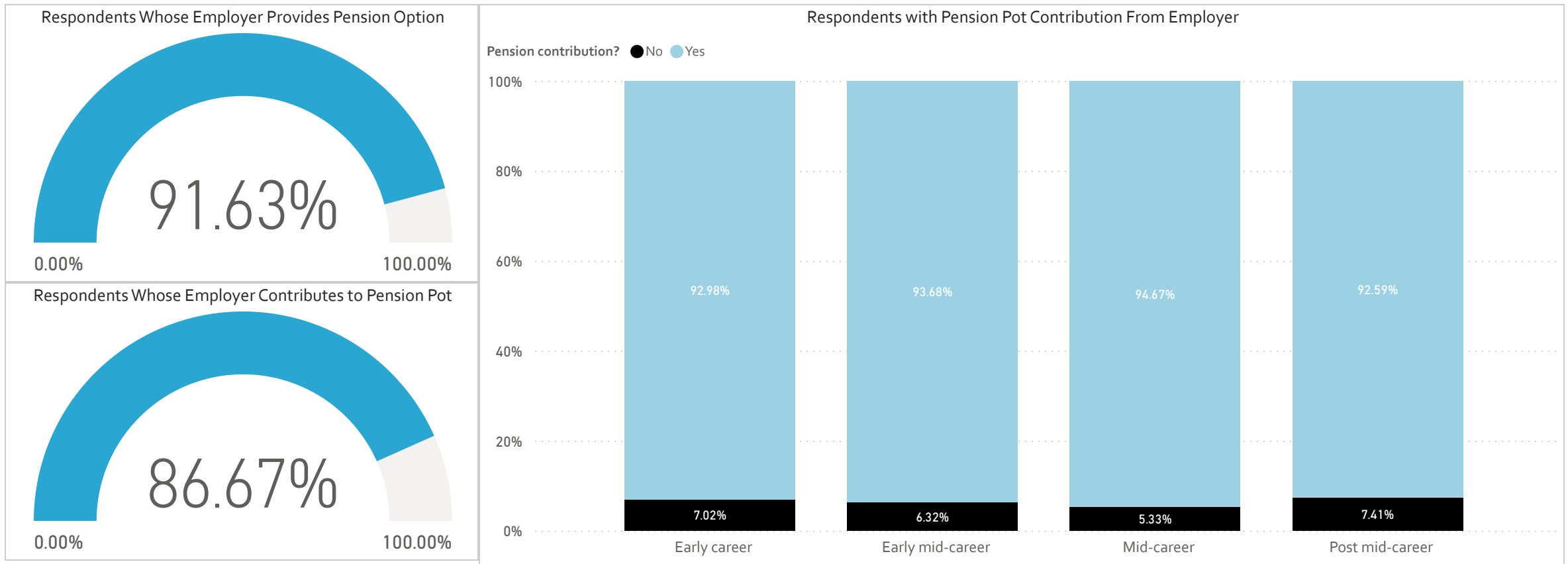


British Archaeological Jobs and Resources

November 2024

Poverty Impact Report: Pension Provision and Contribution

"I have a limited pension because I have been working in archaeology since I graduated, and now will not be able to retire for some time (assuming I can still get self-employed work as I get older)."





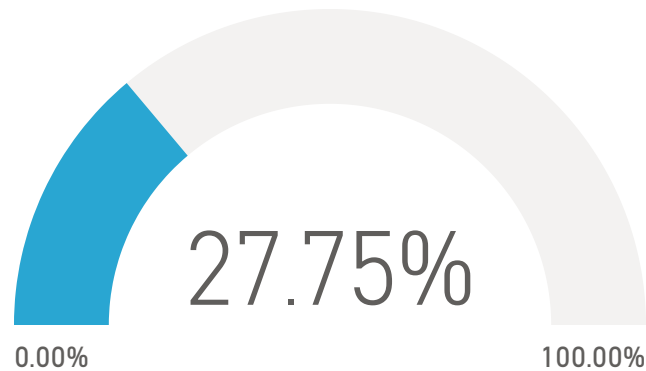
British Archaeological Jobs and Resources

November 2024

Poverty Impact Report: Out of Pocket Expenses

"If I'm away for work, I have to pay out of pocket and hope I get it back a month later."

Respondents with Out of Pocket Expenses (Outside Commute)



Average Income by Education

Career Level	Avg Income	% OoP Expenses
Early career	£31,859	29.69%
Early mid-career	£35,894	30.29%
Mid-career	£43,524	27.83%
Post mid-career	£42,558	25.58%
Self-employed	£35,045	9.09%

Fixed-term contracts comprise just under 10% of the respondent contract types. This percentage is made up of both longer (>3 months) term contracts and shorter (<3 months). Based on the household composition, around 12% of single archaeologists are on fixed-term contracts. These contracts are more prevalent for early career respondents.

Just over 62% of respondents hold a minimum of a Bachelors degree as their highest education level. Average income increases in line with level of education, with a difference of £15,591 per year between the highest household income (Doctorate holders) and the lowest (other professional qualifications). For single households, the difference is £16,979 per year between those with a Doctorate and those with a vocational qualification.

Almost one third of respondents reported having out of pocket expenses for work that extend beyond their commute. This decreases to around 25% for later career archaeologists, but is broadly consistent for all career levels.

When these figures are combined, this suggests that in order to progress in an archaeological career, there are both financial and time-based outlays required. These outlays don't stop at education, but continue when working in the profession with out of pocket costs in order to maintain work. These costs further include learning to drive, as driving licenses are often required for fieldwork roles, and contribute to the financial burden of entering the profession. Pension provision and contribution levels are strong across the board, however whether this will be sufficient to counteract early financial outlays has yet to be seen.

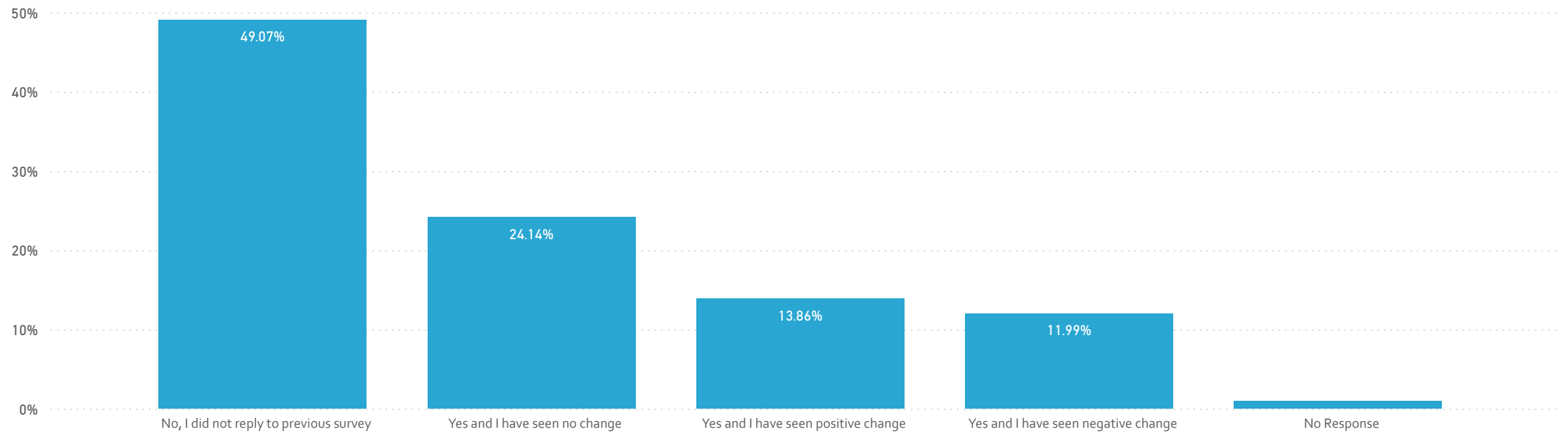
As mentioned by several comments in the data and the earlier presentation of this data in the credit use section, this financial burden is not just carried at the early stages of a career in archaeology. Paying back debt accrued in the early career stages has long-term ramifications for all archaeologists, and continues to impact real people long after the initial outlay has been sacrificed.



British Archaeological Jobs and Resources

November 2024

Poverty Impact Report: Experience Since 2022





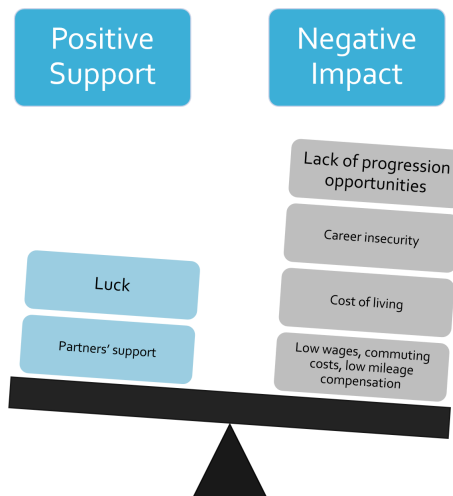
British Archaeological Jobs and Resources

November 2024

Poverty Impact Report: Thematic Review

"The archaeological industry preys on our love of the past to deprive us of a future."

The 2024 survey featured a free comments section, where respondents could describe their situation in their own words. These comments offer thematic insights into the results. Archaeologists shared consistent and significant facets of their professional and financial experiences that have contributed to their daily challenges. Similar comments were received this year, however there is recognition that people are trying to make things better; a number of companies are putting people first, and there is an awareness that wages have increased in archaeology and heritage (though not as much as is needed). It is clear that the squeeze is on every part of working people's lives in the UK, not just archaeology, however, we must look to our own problems:



- Low wages and lack of career progression.
- The cost of commuting, expenses and unpaid overtime having a considerable impact on household finances and quality of life
- Household finances are being significantly impacted by the cost of commuting, expenses claims and unpaid overtime.
- Reduced prospects for being able to afford housing and start a family are again expressed, including several mentions of being unable to save, leading to loss of opportunities and achievable aspirations, and an inability to plan for the future.
- Mid-to-late career archaeologists are still reporting a better financial position, however also voice that past debts have created a situation of treading water rather than growing financial confidence. In addition, several mention guilt that they have better paid employment than their peers.
- An inability to afford basic household expenditure continues to be a theme (heating and food in particular), with nearly 40% of respondents relying on credit monthly

As before, the enduring themes throughout the comments is a concern for early and mid-career archaeologists, and the struggle to stay in their career each month.

A large number expressed feeling very lucky for their position, whilst also expressing guilt, given the problems facing the wider archaeological community. More broadly, many of these respondents felt that they had achieved stability through luck, a sentiment echoed by those whose partner is able to financially support the household. The comments reflect an industry that is overbalancing on the negative impacts on the workforce.

The survey data reveals a large section of the workforce that is emotionally broken, financially exhausted and lacking the ability to aspire to a family or stable life, with minimal hope for change within the industry.



British Archaeological Jobs and Resources

November 2024

Poverty Impact Report: Impacted Industry

"I love it. But what's the point in loving it, when I cannot afford to live anymore?"



The impact on the workforce continues to be a grave concern for both retention of skilled staff, and the mental and financial wellbeing of employees.

As we intimated in 2022, as long as archaeologists are in an unsustainable position within their career, then the industry itself is also in an unsustainable position. A final recap of the summarised data suggests that individual archaeologists are being pushed past the poverty line, however, while in 2022 just over a 35% felt confident that they could continue in archaeology, this has risen to 46% in this survey.

This is due to a concerted effort by many employers to help staff as best they can during a challenging time.

The previous survey did also present cognitive dissonance within some management, leading them to believe that it was not relevant to them. Let us be absolutely clear: it was and is relevant to all of us, there is no immunity from responsibilities or the problems of the future.

The coming ClfA Benchmarking report, and the dropping of salary minima, on top of greater instability in the general economy and rising cost of living, requires an appropriate level of living wage, contract stability and further support in both mental health and flexible working.

To reiterate the previous report, the practical considerations as to why these changes are difficult to enact are valid, however that validity cannot stand up to the scrutiny of the realities of an impending crisis within the profession. The unprecedented actions following the previous report led to a temporary respite for many, however, with many now falling behind again, this short-lived success is insufficient to balance the books. The fact that some companies pay early career field staff more than others pay supervisors is an indictment of the growing inequalities that are again spreading through the profession.

None of us are shielded from the impact of this report. We all know someone who is struggling. If we're not struggling ourselves, we feel guilty, and worry that it will reach us, too. Another concerted effort to adapt to the economic environment is warranted, and will be a necessity if the profession is to survive.



British Archaeological Jobs and Resources

November 2024

Poverty Impact Report: BAJR Commentary

"This report is based on the responses of 645 individuals in UK Archaeology. The statistics have been collected, analysed and collated by Lu Stanton-Greenwood. The concept was originally proposed by Liz Tideswell, who along with David Connolly and Gwilym Williams, offered professional support and opinion.

Without all of us, and those who responded to this survey, there would be no report. Again – thank you all.

Has much changed in two years? To be positive, the answer is yes, and this is largely down to the shock of the first Poverty impact Report. Many companies decided that this was the wake-up call that demanded a solution to this complicated and seemingly never-ending issue in UK Archaeology. The initial uplifts and support were welcome, and did provide a cushion for many. There are signs of a slightly more confident workforce, however all is far from perfect.

Many reported management saying they did not recognise the findings of the 2022 report in their own workforce, and others felt that the survey was flawed, and thus could be dismissed without comment (even suggesting that BAJR would be subject to legal challenge). This was a smokescreen to hide a shameful reality. There was a certain amount of discomfort at the content of the individual comments because they spoiled the belief that archaeology was fine, and nothing was wrong. We stand by the data produced here and the voices it represents.

Gwilym Williams and Lu Stanton-Greenwood took the 2022 report to the House of Lords at the kind invitation of PROSPECT, who held session to discuss pay in the heritage sector convened by Baroness Hayman of Ullock. PROSPECT have been working on longer term, multi-year salary uplifts, which alongside the ClfA Benchmarking and the BAJR salary minima, could lead to a more concerted and coherent effort to pull ourselves out of the ever increasing gap between affordable pay rises and cost of living.

People are still struggling at all levels and in all sectors of the profession: they are going hungry, unable to save and their mental health concerns are not abating fast enough.

As ever, there is hope, with base salaries rising to meet the cost of living (before benefits and bonus schemes): Cotswold Archaeology (G2 Staff £26,507), Oxford Archaeology (G2 Staff £26,570), Archaeology Warwickshire (G2 Staff £26,409) and PCA (G2 Staff £25,989), along with several others.

Progression, reward, base level salary and job security. Is it too much to ask?

Once again, this report, data and analysis can act as the catalyst for us all to work together to make a profession that is worth the time, effort and money that each person has invested into becoming an archaeologist.



British Archaeological Jobs and Resources

November 2024

Poverty Impact Report: Data Dictionary

Measure	Filter	Calculation	Caveats
Average Net Income	None	The average mid-point of the selected net household income range	Of 645 responses, 640 included a net household income range
Indicative Percentage of Income Spent on Rent	Single households only	Average monthly rent / (the average mid-point of the selected net household income range/12 months)	Of 645 responses, 640 included a net household income range
Indicative Percentage of Income Spent on Rent and Utilities	Single households only	Average monthly rent + utilities spend / (the average mid-point of the selected net household income range/12 months)	Of 645 responses, 640 included a net household income range
Respondent Households Reporting Food Poverty	None	The distinct number of respondents who answered 'yes' to either 'have you had to skip meals in the last year?' or 'have you had to use a food bank in the last year?' / the total number of respondents	None
Respondents Relying on Credit Monthly	None	The number of respondents selecting 'yes' to the question 'do you have to use credit every month recently?' / the total number of respondents	None
Respondents Reporting Feeling Shame When Discussing Finances	None	The distinct number of respondents who answered 'yes' to 'do you feel shame when discussing financial matters?' / the total number of respondents	None
Respondents Reporting Some Emotional Impact	None	The distinct number of respondents who answered 'yes' to either 'is your mental health being affected by worries over current or future debt?' or 'do you feel shame when discussing financial matters?' / the total number of respondents	None
Respondents Who Feel Confident They Can Continue in Archaeology	None	The distinct number of respondents who answered 'yes' to 'do you have confidence that you can continue on an archaeological salary for another year?' / the total number of respondents	None
Respondents Who Reported No Impact	None	The distinct number of respondents who did not answer any question in the affirmative to the impact statement / total number of respondents	None
Respondents Whose Mental Health Has Been Impacted	None	The distinct number of respondents who answered 'yes' to 'is your mental health being affected by worries over current or future debt?' / the total number of respondents	None
Respondents With 3 Months' Savings	None	The distinct number of respondents who answered 'no' to 'do you have any savings as a buffer for unexpected costs or in case of unemployment? (over 3 months)' / total number of respondents	None
Post-mid career	None	None	Later career archaeologists



British Archaeological Jobs and Resources

November 2024

Poverty Impact Report: Data Dictionary

Measure	Filter	Calculation	Caveats
Average Redundancies Over Respondent Career	Null responses presumed 0	The average number reported by respondents who answered >0 to 'How many times have you been made redundant in your archaeological career?'	Of 645 responses, 519 provided a response
CifA Membership Status	Null responses presumed no accreditation	The distinct number of respondents who answered with an accreditation level to 'Do you hold CifA Accreditation at any level?'	Of 645 responses, 342 provided a response
Contract Type	Null responses removed	The distinct number of respondents who answered with a contract type to 'Are you now... with contract options'	Of 645 responses, 644 provided a response
Currently Fear Redundancy	None	The distinct number of respondents who answered 'No, but I worry about it' to 'Have you been made redundant in the last year (from April 2023)?'	Of 645 responses, 642 provided a response
Education Level	Null responses removed	The distinct number of respondents who answered with an education level to 'Highest Level of Education'	Of 645 responses, 642 provided a response
Out of Pocket Expenses	Null responses presumed no expenses	The distinct number of respondents who answered 'yes' to 'Do you have any out of pocket expenses due to work that extend beyond your commute?'	Of 645 responses, 642 provided a response
Pension Option Provided	Null responses removed	The distinct number of respondents who answered 'yes' to 'Does your current employer provide the option for a pension?'	Of 645 responses, 643 provided a response
Pension Pot Contribution	Null responses removed	The distinct number of respondents who answered 'yes' to 'Does your current employer contribute to your pension pot?'	Of 645 responses, 642 provided a response
Respondents Fired and Rehired	None	The distinct number of respondents who answered 'yes' to 'Have you ever been laid off and rehired?'	Of 645 responses, 635 provided a response



British Archaeological Jobs and Resources

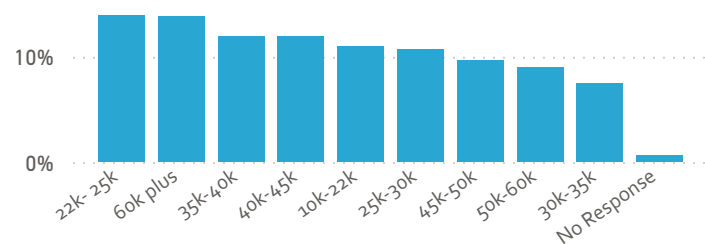
November 2024

Poverty Impact Report: Respondent Demographics

The split of respondents by primary demographic questions, designed to provide insight into the spread of responses across the sector. Where an average is provided in the report, this is of completed responses only, with the 'not provided' figures excluded from the calculations.

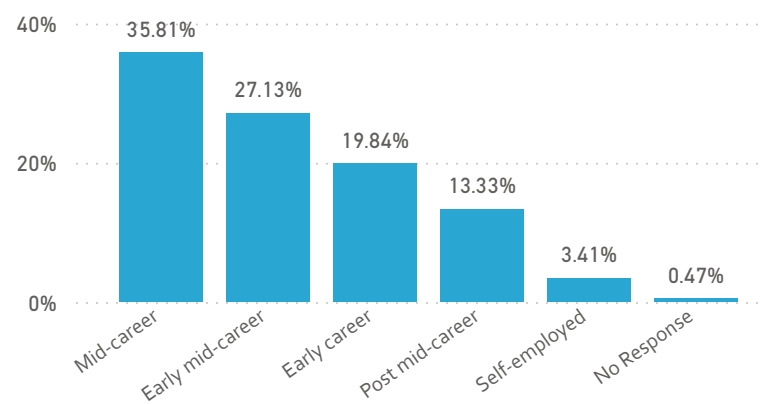
Respondents by Annual Net Household Income

Household Net Income	Respondents	Composition
10k-22k	71	11.01%
22k-25k	90	13.95%
25k-30k	69	10.70%
30k-35k	48	7.44%
35k-40k	77	11.94%
40k-45k	77	11.94%
45k-50k	62	9.61%
50k-60k	58	8.99%
60k plus	89	13.80%
No Response	4	0.62%
Total	645	100.00%



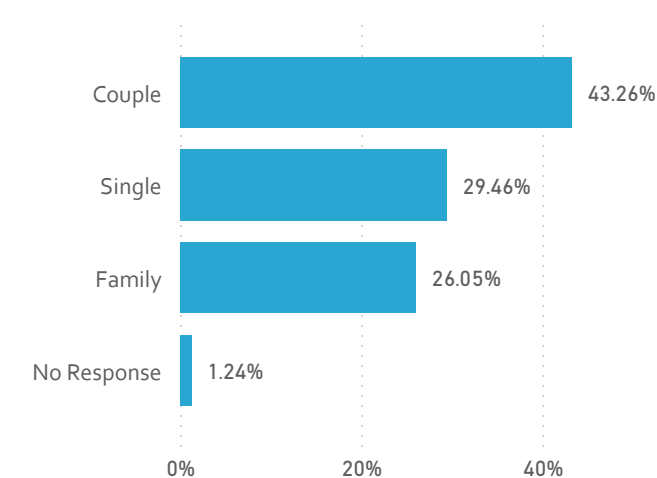
Respondents by Career Level

Career Level	Respondents	Composition
Mid-career	231	35.81%
Early mid-career	175	27.13%
Early career	128	19.84%
Post mid-career	86	13.33%
Self-employed	22	3.41%
No Response	3	0.47%
Total	645	100.00%



Respondents by Household Type

HouseholdForGraphics	Respondents	Composition
Couple	279	43.26%
Single	190	29.46%
Family	168	26.05%
No Response	8	1.24%
Total	645	100.00%





British Archaeological Jobs and Resources

November 2024

Poverty Impact Report: Bibliography

Bond, N. and Holkar, M. (2018) *A Silent Killer*. London: The Money and Mental Health Policy Institute

Department for Energy Security and Net Zero (2024) *Annual Domestic Energy Bills*. Available at: <https://www.gov.uk/government/statistical-data-sets/annual-domestic-energy-price-statistics#full-publication-update-history>.

HomeLet (2024) *HomeLet Rental Index*. Available at: <https://homelet.co.uk/downloads/rental-index-pdf>

Money and Mental Health Policy Institute (2019) *Money and Mental Health: The Facts*. Available at: <https://www.moneyandmentalhealth.org/wp-content/uploads/2019/03/debt-mental-health-facts-2019.pdf>

Office for National Statistics (2023) *Average household income, UK: financial year ending 2023*. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/personalandhouseholdfinances/incomeandwealth/bulletins/householddisposableincomeandinequality/financialyearending2023>

Trust for London (2020) *Poverty definitions and thresholds*. Available at: <https://www.trustforlondon.org.uk/data/poverty-thresholds/>