

# FAME briefing on bullying and harassment in UK archaeology

# FAME Briefing

The recent publication of Profiling the Professions data on bullying and harassment now makes the third study in two years that have found the same results. These matching findings and the large non-biased sample sizes allow confidence that these data are accurate.

As the lead on Health, Safety and Wellbeing for the sector, FAME has published this brief to highlight the key findings of these surveys that will affect your work and to allow you to consider potential risk management strategies.

The most recent data and full details not covered in this limited briefing can be found here: <https://profilingtheprofession.org.uk/2-18-bullying-and-harassment-of-archaeologists/>

These figures relate to bullying or harassment experienced by or witnessed by archaeologists in the workplace. The perpetrators of this bullying or harassment may have been other archaeologists, people the archaeologists were working alongside or members of the public. The specific reported percentages for these groups are:

- senior colleagues or direct managers (48%)
- immediate colleagues (22%)
- from external/3rd party workers (19%)

## Top findings on bullying/harassment

### **Widespread Near Misses & Hidden Risk for**

**Employers:** 16% of professional archaeologists report, experiencing or witnessing, bullying or harassment in the last year. For comparison, Civil Servants and NHS staff rates are 8% and at least 28%, respectively. More than half of the incidents were not reported to employers, leaving us unaware of this problem which affects our duty of care for employees.

### **Greater impact on the sector than RIDDOR**

**reportable injuries by a factor of 29x:** Bullying or harassment increases the chances that an archaeologist will take a week or more of sick leave by 75%. Being bullied or harassed is responsible for 29x more instances of sick leave than RIDDOR reportable injuries.

**Affecting retention of staff:** 16% of former archaeologists cite discrimination or unprofessional work environments as reasons for leaving the profession.

### **Not one-off events & majority are recent:**

three-quarters reported that the bullying/harassment was not a one-off event and two-thirds of the bullying/harassment reported had occurred in the last five years.

# 26%

of archaeologists have never experienced or seen harassment in archaeology.

## Demographics

Archaeologists who **have never** experienced or witnessed bullying or harassment are more likely to have one or several of these characteristics:

Older

Male

Work in a senior position

# 11%

of archaeologists have seen bullying / harassment directed at others but have not experienced it.

# 63%

have experienced bullying or harassment personally throughout their career.

## Demographics

Archaeologists who **have** experienced or witnessed bullying or harassment are more likely to have one or several of these characteristics:

Younger

Female

An ethnic minority

EU Citizen

Junior positions

**Aging/promoting out** - Most bullying/harassment affects younger staff. Almost all senior managers who have experienced bullying/harassment did so years ago. As a result, younger archaeologists are likely to view this as a pressing issue, while senior members of the profession may view it as something that is no longer immediate.

Both perceptions are accurate reflections of how each cohort sees the issue – what is important to recognise and act upon is that it is affecting different archaeologists in different ways.