

The Archaeologist

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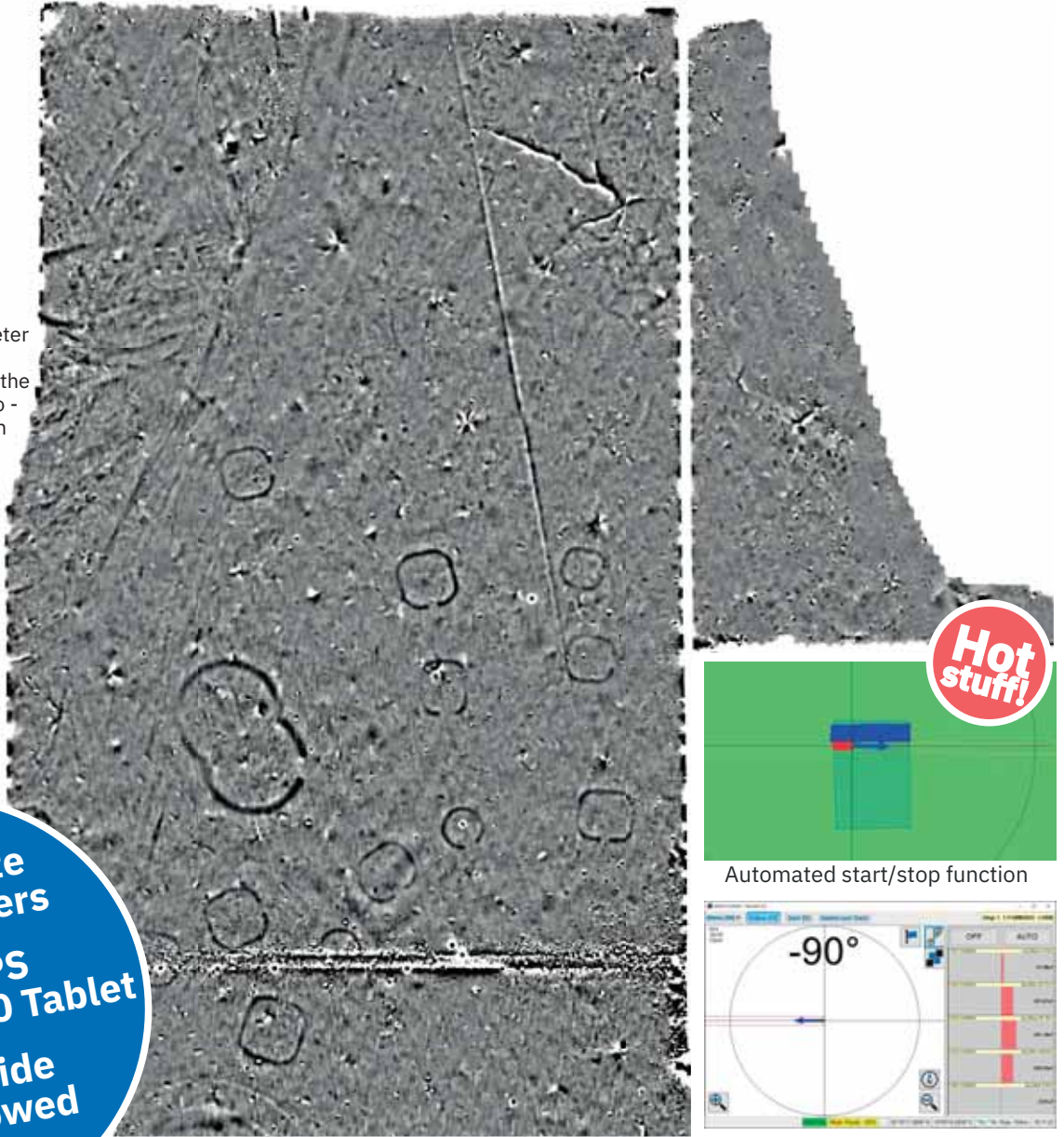
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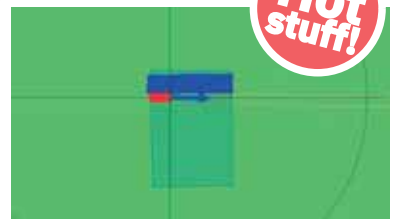
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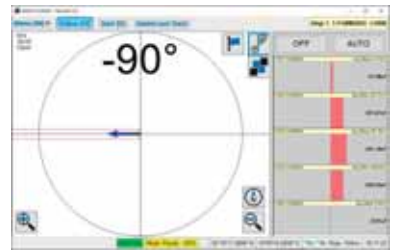
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Themes and deadlines

TA119 will look at the contribution of environmental specialists to our discipline. With climate change at the top of sector agendas and an enhanced interest in past, present and future environments, the role of the environmental archaeologist is as important as ever. We're seeking articles that showcase environmental archaeology, its role in telling the stories of the past and in navigating the environmental challenges of the future.

Deadline: 1 April 2023

Contributions to *The Archaeologist* are encouraged.

Please get in touch if you would like to discuss ideas for articles, opinion pieces or interviews.

We now invite submission of 100–150-word abstracts for articles on the theme of forthcoming issues. Abstracts must be accompanied by at least three hi-resolution images (at least 300dpi) in jpeg or tiff format, along with the appropriate photo captions and credits for each image listed within the text document. The editorial team will get in touch regarding selection and final submissions.

We request that all authors pay close attention to ClfA house style guidance, which can be found on the website: www.archaeologists.net/publications/notesforauthors

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Cover photo: Staff, students and volunteers of the Anglo-Georgian Expedition working at Nokalakevi, which has also hosted UK, Georgian and Ukrainian veterans since 2017. Credit: Paul Everill



EDITORIAL

Abigail Hunt, University of Lincoln and The Enabled Archaeology Foundation, and David Connolly MCIfA (7057) Director, BAJR Ltd, and Chair, The Enabled Archaeology Foundation



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The seeds for this issue were sown at The Enabled Archaeology Foundation's panel at the 2022 ClfA conference *Enabled archaeology: making field and museum archaeology more inclusive for disabled staff, volunteers and visitors*. Several case studies of good accessible and inclusive practice from commercial units, community projects and universities were shared at the conference, stimulating a discussion on the need to identify and highlight the barriers disabled people still face when they want to participate in archaeological activities, and how organisations can address this by adopting the models of good practice that exist. Using the conference as a starting point, ClfA and The Enabled Archaeology Foundation have worked together to create what we hope is a stimulating issue for readers.

This issue begins with a brief exploration of the barriers that disabled people face when engaging in archaeological fieldwork, and barriers to the recruitment and retention of disabled field archaeologists, by Sarahjayne Clements, Alex Fitzpatrick and Abigail Hunt (all of the Enabled Archaeology Committee). The article ends with a call to action for all those working or volunteering in archaeology to make our sector more

accessible and inclusive to disabled people, by enacting changes that are simple, small and cost effective. Erin Bell then considers the impact that the barriers university-based staff and student historians have faced in terms of access to archives since the start of the Covid-19 pandemic. We then present case studies of good practice for accessible and inclusive archaeology, providing disabled people with equity of opportunity and experience from across the UK archaeological sector, spanning commercial, community and university archaeological work. The case studies from Breaking Ground Heritage, York Archaeological Trust, the University of Winchester and Solent University, and Harlaxton College/Evansville University reflect on recent and current projects and draw out how to engage in good practice and the positive impact this has had – not just on disabled participants, but on all those engaging with archaeological field work. Finally, Carenza Lewis reflects on the 2020–21 Heritage at Risk and Wellbeing and the current Community Archaeology in Rural Environments Meeting Societal Challenges research projects and the positive impact engaging with archaeology can have on the psychological wellbeing of participants.

Current barriers for disabled people in accessing archaeology

Sarahjayne Clements ACIfA (6668), University of Hertfordshire and The Enabled Archaeology Foundation (EAF); Alex Fitzpatrick, National Science and Media Museum and the EAF; Abigail Hunt, University of Lincoln and the EAF



Dutch hoes can be used for trowelling for those that cannot bend down. Credit: Sarahjayne Clements

Historically, archaeology has been an inaccessible discipline for many marginalised groups of people. Although the field has arguably become more inclusive in recent years, particularly due to the vital interventions of individuals from underrepresented groups, such as disabled people, members of LGBTQIA+ communities, people of colour, and people from working class backgrounds, there is still much work to be done. This is especially the case for making archaeology more inclusive for disabled people, who are currently underrepresented in the field. Only 11 per cent of archaeologists in the UK identify as disabled in a society where 20 per cent of the population identifies as such (Aitchison et al 2021; Scope nd).

This brief article summarises some of the major barriers still in place preventing disabled people from fully accessing archaeology. To end, we provide several calls to action for our fellow colleagues to work with us towards ending ableism in the field and creating a more equitable and accessible field for everyone.

Barriers to archaeological fieldwork

Although the term 'archaeology' has become much more expansive in relation to what actually constitutes archaeological practice, excavation is still arguably the heart of the discipline. This makes its continued inaccessibility even more

disappointing, as many disabled archaeologists are often unable to participate due to an overall lack of reasonable adjustments available on site. Fieldwork is, by nature, often labour-intensive and sometimes requires working in less-than-ideal climates with tight schedules and even tighter budgets. As such, it may be somewhat understandable that providing reasonable adjustments is sometimes difficult; however, there has already been work done to develop inclusive practices in excavation (Philips et al 2012; O'Mahony 2015). Although some excavations have adopted these practices, there is still much to be done to make this more normative across the field (Hunt and Kitchen 2022). On top of a lack of accessibility options for those who need additional support to excavate, there is unfortunately a pervasive and ableist attitude that celebrates suffering in the field as a 'rite of passage' for archaeologists (Everill 2009), where the worst possible outcome for anyone excavating would be to seem 'weak' or 'a burden' to everyone else. This attitude is arguably one of the reasons why only 30 per cent of disabled archaeologists disclose to their employers and site supervisors (Aitchison et al 2021), and it can also ultimately impact the mental health of other archaeologists, particularly those who are already disabled and/or have mental health conditions (Fitzpatrick 2019).

Issues in the recruitment and retention of disabled field archaeologists

There have been some recent improvements in the sector in relation to recruitment and retention as a result of the Covid-19 pandemic. Disabled people were able to interview remotely, work remotely and work flexibly in some cases. It proved that it was in fact possible. However, as things return to the 'new normal' the sector must make sure not to lose these advances and retain/recruit diverse talent. A 2018 report showed that benefits of hiring disabled people included improvements in business, for example profits and cost-effectiveness, turnover and

retention, reliability and punctuality, employee loyalty and company image as well as competitive advantages (Lindsay et al 2018).

Disabled people may need to work part-time, remotely and flexibly for a variety of reasons. For example, a chronic illness which causes fatigue means that an individual may need to build in rest days to their working week. Part-time positions are often not offered, meaning that disabled people can be excluded. Job shares could be beneficial but are not ideal as it puts pressure on the disabled person to find a potential candidate to share with and it can limit flexibility around working patterns and hours.

'Part-time senior positions are even rarer, meaning there is a lack in career progression for disabled people in the sector, meaning they may be forced to leave. This was my personal experience and the lack of career advancement meant I had to leave archaeology for another position in the wider heritage sector'

Sarahjayne Clements

This is also true in the general population, where working disabled people are less likely to work in higher managerial positions and less likely to work in higher-skilled occupations, whilst being more likely to work part-time (UK government 2022).



'Buddy' pair at Harlaxton excavation. One archaeologist with a pelvic condition records, whilst the other takes measurements. Here they are checking records. Credit: Sarahjayne Clements

Those that are unable to excavate can take part in tasks such as sieving if they wish. Credit: Sarahjayne Clements





Those that are unable to excavate can take part in tasks such as finds processing if they wish. Credit: Sarahjayne Clements



Those that cannot bend down can use litter pickers to take part in field walking. Credit: Sarahjayne Clements

According to the UK government there is clear evidence that 'good work' improves health and wellbeing across people's lives and protects against social exclusion (UK government, 2019). 'Good work' is defined as having security and good working conditions and hours, as well as supportive management and opportunities for training and development. Investing in workers' health and wellbeing leads to a more productive workforce and can help the employer to retain talented staff (Health and Safety Executive 2022). A healthy workplace should offer a decent living wage, development opportunities, flexibility for work-life balance and protection from conditions that damage health (UK government 2019). Currently, archaeology is not providing all these things, with short-term contracts and working away from home being just two examples. There are many more issues at play which create barriers for disabled people to be involved in archaeology.

Call to action

Overall, we call for archaeologists – particularly our non-disabled colleagues – to join us in doing the difficult but necessary work to make archaeology more accessible for everyone. As a bare minimum, this will require listening to disabled archaeologists and understanding that there is still much to be done to create a more accessible and equitable discipline.

We call for project supervisors to recognise that the frameworks for making excavation more accessible already exist, and it is their responsibility to adopt these measures when needed. There must also be further understanding of the diversity within disability, and that disabled archaeologists will require different forms of support and accommodations.

We call for employers to provide part-time, flexible positions with clear progression pathways which will ensure better equity for disabled people in the workplace. We encourage employers and their staff to train in disability awareness and removing unconscious biases.

We call for archaeologists to recognise the ways in which their attitudes and assumptions may contribute to ableism in the field, and that by continuing to fail to provide adequate access to archaeology, we perpetuate ableist standards of who can be an archaeologist.

The EAF's mission is to empower, enable and combat negative attitudes to disabled people's involvement in heritage. If you would like to book training for your organisation or further information or advice as an individual or a company, please contact the EAF via our website: <https://enabledarchaeology.com>.

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Sarahjayne Clements

Sarahjayne is a Community Heritage Officer for a local authority but for several years she worked as an archaeologist in various roles. Alongside this, Sarahjayne also volunteers for the Enabled Archaeology Foundation and for the Chartered Institute for Archaeologists. Currently, she is undertaking a professional doctorate, where she is researching disability inclusion in archaeology, with a focus on the workplace.



Abigail Hunt

Dr Abigail Hunt is Associate Professor at the University of Lincoln, Director of the Enabled Archaeology Foundation, Public History Editor for the *Oral History* journal, and an editorial board member of the *International Journal of the Inclusive Museum*. Her broad research interests span history, archaeology, and heritage management, but all have one thing in common – the recognition and application of inclusive practice. She is particularly interested in how diverse contributors to the collection and curation of narrative and objective-based histories can give us new accessible and inclusive perspectives on well-covered topics.



Alex Fitzpatrick

Dr Alex Fitzpatrick FSA Scot is a zooarchaeologist and current Research Officer for the Enabled Archaeology Foundation. Alongside her diversity and inclusion work, Alex is also the host of the ArchaeoAnimals podcast on the Archaeology Podcast Network. Her work can be found at her website www.animalarchaeology.com.

History and archival work with, by and for disabled staff and students: a case study of the University of Lincoln

Erin Bell, Senior Lecturer, University of Lincoln



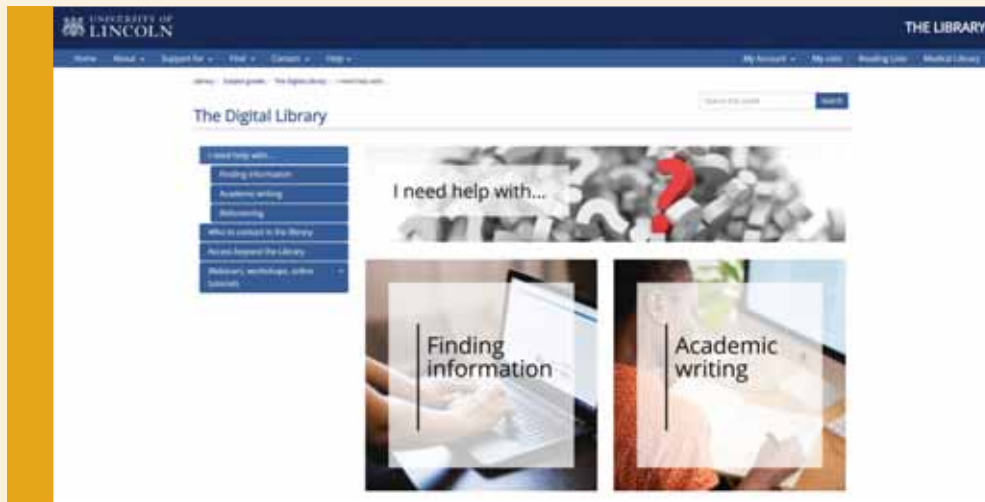
A representative archive. Copyright Pixnio.com

Unlike the stereotypical archaeologist undertaking physically demanding fieldwork (Hunt 2022), historians seem to require less stamina and are more commonly depicted in an office. Well-known from documentaries, those appearing on British television are often white and male (Gray and Bell 2013), and non-(physically) disabled. For audiences, then, a limited vision of who might be a historian is offered, although young people are undeterred – a significant minority of history undergraduates identify as disabled (Advance HE 2021).

The impact of Covid lockdown on disabled students and staff in history and related disciplines

The experiences of history students differ little from those of disabled students in other parts of the university, but key areas were brought into sharp relief during and shortly after the end of the periods of lockdown experienced in the UK in 2020 and 2021. During lockdown, students and staff were unable to access archives. For many undertaking dissertations, reframing their research to use online material such as the Early English Books Online (EEBO) database was sufficient; archives too worked to make their collections more accessible and freely available online, although this had begun years earlier (TNA 2019). Clearly it benefited all students, although for some undertaking planned postgraduate research, limited access to archives impacted mental wellbeing (PEARL 2021). In addition, for medically vulnerable students with compromised immune systems or reliant on particular medication, the vaccine roll-out in late 2020 was of limited use as the vaccine was unsuitable, and self-isolation continued. Trips to re-opened archives

Screenshot of the University of Lincoln digital library. Credit: University of Lincoln



... disability remains uninterrogated, although at least one in seven working-age UK adults are disabled

were impossible, and reliance on published collections of primary sources continued; the potential to discover fresh material was replaced by a need to use different approaches to well-known resources. The same applies to disabled historians; even after the vaccine’s release, disabled and medically vulnerable staff were implicitly expected to risk their health to undertake archive trips needed to gather material and meet unwavering expectations of research productivity and ‘individual excellence’ (Bothwell 2020).



Old books. Credit Dana Ward on Unsplash

The experience of disabled historians: a gap in research and practice

That little has been done to address the specific experiences of disabled historians in recent years should perhaps not be surprising given the Royal Historical Society (RHS)’s lack of interest. Asserting that they are a ‘voice for equality’, there has been timely focus on race and ethnicity (RHS 2022) and some on gender equality (2015) and LGBT+ histories and historians (2020), but disability remains uninterrogated, although at least one in seven working-age UK adults are disabled (University of St Andrews nd).

Historians and archivists have, however, engaged with diverse audiences. Before, during and after lockdown, the HLF-funded *Change minds* project has encouraged people with mental health conditions to work on County Asylum records. The benefits are not simply that participants develop research skills – although this can have a positive impact on wellbeing (eg Lewis et al 2022) – but also lie in participants’ greater self-confidence. Historical and archival research, then, may have demonstrably positive effects for those involved. Similarly, engagement by universities and related bodies includes activities planned by the Lincoln Historical Association, such as talks for those with dementia. Gaining a sense of the value of the past to communities unable to visit archives, such events enable HE to develop networks with wider communities, and share expertise to benefit the wellbeing of all involved. More broadly, the

Historical Association nationally has noted a lack of historical work recognising disability, and marks Disability History Month (see eg Rieser 2021).

Conclusion

There are clearly gaps in what is offered: pressure on staff to produce work at a rate comparable to non-disabled colleagues is problematic for those concerned about coming back to whole-group teaching and to archives. The archival sector, necessitated in part by the pandemic, offers a greater range of material online, and is demonstrably working to support diversity of archive users, generally to the benefit of visitors' wellbeing. It is the responsibility of universities to offer the same to staff and students,

especially in the aftermath of a global health catastrophe which has left about 1.5 per cent of UK citizens disabled (extrapolated from CDC 2022 statistics), and was disproportionately detrimental to around 14 per cent of the disabled people in the UK population (UK government 2021) including at least 5.5 per cent of disabled teaching staff – that this is a much smaller proportion than undergraduates identifying as disabled may suggest unwillingness to disclose, itself a matter of concern (Advance HE 2021). The same groups were left behind by national recovery plans (Kubenz 2022) – much as some institutions may wish to ignore such reports' implications – and experienced disproportionate levels of disruption. Lack of sector-wide consistency in addressing the needs of disabled staff is certainly problematic.

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Erin Bell

Erin is Senior Lecturer in History at the University of Lincoln. Her research interests include religious and gender nonconformity 1600–1800, and representations of the past, particularly in history documentaries and the press. Her most recent publications have considered early Quaker women 1650–1750, early modern anti-semitism 1650–1800, and the impact of Brexit on UK television programming.



The use of archaeology to promote better mental health to a veteran community:

a reflective summary of **Operation Nightingale** and future directions for research



Dickie Bennett MCI(A 10178), Breaking Ground Heritage

Archaeology and historic landscapes have been used in many imaginative and ingenious ways to promote better physical and mental wellbeing. Kiddey and Schofield's pioneering work in 2009 and its use of archaeology to gain a better understanding of temporary homelessness in Bristol (Kiddy and Schofield 2011), Nolan's work on how the historic landscape can help create existential wellbeing (Nolan 2019), and the use of a historic landscape to promote 'self-therapy' through metal detecting, by Dobat et al (2022), are all excellent examples of this type of work. Each project is unique in its approach, yet their desired outcomes are the same – to promote better wellbeing (or whatever it is that they have determined 'better wellbeing' consists of).

Green spaces have long been linked to wellbeing and we have been incredibly lucky with the MOD estates being an exemplar of this. Credit: Harvey Mills



Bones that can heal. It was on Barrow Clump that many a personal journey began; it was also where we fully realised archaeology as a valid tool for recovery. Credit: Harvey Mills

It is with this backdrop that we measure what we do as a project and how we look to engage with our disparate audience, an audience that comprises individuals of all ages and genders, with backgrounds and interests that are diverse. Some individuals don't have a care in the world and are keen to 'have a go' at archaeology as a 'bucket list' adventure, but most participants aren't that fortunate. The largest cohort of our participants are either struggling with life in

general (finances, ageing, loss of identity, no sense of purpose, unemployment, relationships, etc.) and/or psychological or physical ill-health (amputations, chronic pain, traumatic brain injury, common mental disorders, PTSD, etc).

Identifying realistic and achievable outcomes for all participants in light of their challenges is difficult and burdened with complexity but this is what we as planners

enjoy. We have freedom to explore our creativity in developing projects and project content, armed with over a decade's-worth of experience in what we do and safe in the knowledge that we have the support of a plethora of specialists that are all keen to lend their expertise to help in this good cause.

It has been demonstrated time and again that, when developed and staffed correctly,



Adapting an individual to a site and a site to their needs. Sites are developed to facilitate those with complex needs, thus enabling complete exposure to the benefits of participation. Credit: Harvey Mills

Bonding exercises have proven to be crucial when introducing new participants onto a project. Making individuals feel like they are part of a team can build self-confidence, promote feelings of belonging and feeds nicely into the peer support narrative. Credit: Harvey Mills

engagement in projects can be the catalyst for incredible change. These might be changes in the physiological sense such as increases in wellbeing and decreases in anxiety and depression, or improved feelings of belonging, with a renewed sense of purpose (Everill, Bennett and Burnell 2020). Or they might be lifestyle changes, the changes that show a reignition of an internal spark, a change from being in self-imposed isolation, housebound with no sense of a future, to becoming a mentor to other participants that are newer on this journey, once again in control of one's own future.

It cannot be stressed enough that goodwill alone is not enough to deliver a successful project. There are finally some fantastic resources out there to help plan a successful project, such as the AMPHORA

guidelines (AMPHORA 2022) and there are other incredible agencies that are approachable for advice, such as the Enabled Archaeology Foundation (EAF 2022).

With best practice guidelines for heritage wellbeing interventions now in place, it is time to consider carefully what we mean by 'wellbeing' and subsequently, what changes for those engaging in these wellbeing projects and why. With the absence of a reliable definition for wellbeing, as an industry could we have been confusing 'wellbeing' with 'quality of life' or 'happiness'? And if so, does that actually make a difference? In order to fully understand the impact of these projects I

would argue that it does make a difference, so a robust definition of what we mean by wellbeing in this context must be reached. Without this, we are unable to determine what we are measuring, what has changed within participants, and why. The challenge of defining 'wellbeing' in a heritage context and identifying causality and rationale for change through participation will be the focus of Breaking Ground Heritage's research over the next few years, and we look forward to sharing our results with you in due course.

Dickie Bennett

After a medical discharge from the Military, Dickie entered academia, studying archaeology at Exeter before undertaking a master's in Archaeology then a master's in Research in Psychology. For over a decade, Dickie has been developing and delivering community engagement projects that utilise archaeology and heritage to promote wellbeing for those suffering mental ill-health and/or physical limitations, especially within the veteran population.

Dickie's current research is looking to identify what we are actually talking about when we use the term 'wellbeing', and what aspects of 'wellbeing' change, and why, when engaging in heritage wellbeing interventions.



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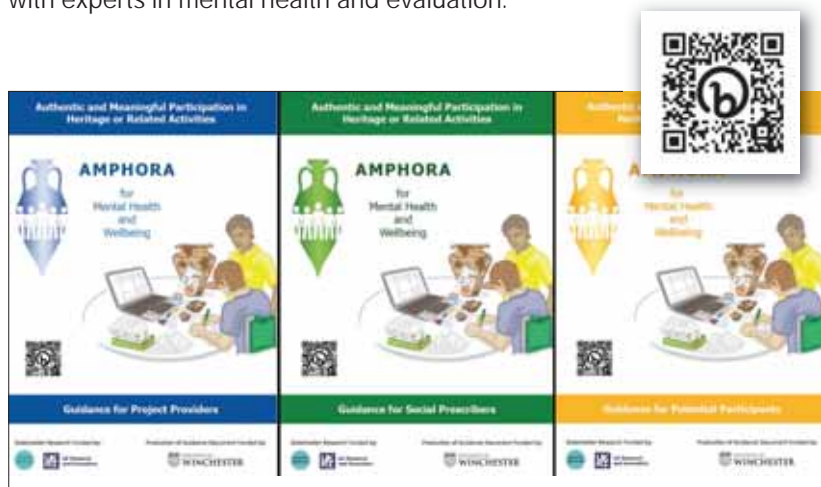
AMPHORA

(Authentic and Meaningful Participation in Heritage or Related Activities) for mental health and wellbeing



Paul Everill MCIfA (1982), University of Winchester and Karen Burnell, Solent University, Southampton

Archaeology, heritage and the historic environment more broadly are increasingly recognised as powerful non-medical tools in the delivery of benefits for community mental health and wellbeing. Until recently the overwhelming majority of evidence cited in support of this has, however, been anecdotal and heritage professionals have not always recognised the importance of working with experts in mental health and evaluation.



The three AMPHORA toolkits offer guidance to support service providers, to help social prescribers, and empower potential participants. Credit: Illustrations by VickiHerring.com

Archaeology as a therapeutic intervention for veterans achieved a significant public profile through the work of Operation Nightingale from 2011, and the first large-scale study of psychological results from veterans participating on archaeological excavation (Everill, Bennett and Burnell 2020) demonstrate clear decreases in the severity of the symptoms of depression and anxiety, and of feelings of isolation and lack of self-worth, along with an increase in mental

wellbeing and sense of value. Work with UK, Georgian and Ukrainian veterans at the site of Nokalakevi in Georgia further demonstrated the enormous potential for archaeology as a non-medical therapeutic intervention (Everill et al 2022).

More recently, the edited volume *Archaeology, Heritage, and Wellbeing* (Everill and Burnell 2022) included a range of different perspectives which highlight the many ways in which the historic environment can support mental health/wellbeing, including among indigenous and marginalised communities. The book also provides an introduction to psychological concepts and measures for archaeologists/heritage professionals, as well as introducing mental health specialists to archaeology in an attempt to bridge the disciplinary divide.

The AMPHORA guidelines

Interdisciplinary research by the authors has led to the production of guidelines designed to unlock the full therapeutic potential of the historic environment through *Authentic and Meaningful Participation in Heritage or Related Activities* (AMPHORA), in which participants are contributing fully to projects which, in turn, are able to provide the right support and safeguarding.

It began with an initial 2019 grant from the UKRI-funded MARCH Network to hold a 'sandpit' event in February 2020 on the subject of archaeology and heritage-based interventions to support mental health. The discussion brought together a range of stakeholders including service providers, heritage professionals,

Veteran studentship holders from the University of Winchester excavating a Hessian Mercenary dugout in a collaboration between Pre-Construct Archaeology and Operation Nightingale at Barton Farm, Winchester, 2018. Credit: Harvey Mills ARPS



mental health professionals, representatives from local government, social prescribers and, crucially, beneficiaries as experts through lived experience. Among the results of that day-long workshop was the expression of support for a set of best-practice guidelines to ensure that potential beneficiaries of new initiatives would be fully supported – and the best possible outcome achieved for them – and that the expertise of those working in the historic environment and those working in mental health would be embedded in the project.

Building on this, a much larger grant from the UKRI MARCH Network supported a nine-month Delphi consultation in 2021, with a significantly expanded stakeholder panel, through which a consensus view of the key elements was achieved over three rounds of questionnaires and feedback. The AMPHORA guidelines produced through the consultation are intended to

- help service providers better understand and address their responsibilities
- help social prescribers/link workers to gauge the quality of support that should be offered to individuals they might be considering referring to heritage-based therapeutic services
- give potential participants a better understanding of what they might expect in terms of support.

The intention is that by following the guidance in AMPHORA, projects can demonstrate that they are following best-practice guidelines and that the logo can be used as a form of quality assurance. In this way potential participants, social prescribers and funding bodies can also be reassured that projects are fully able to provide the best possible outcomes for both the participants and the historic environment.



Staff, students and volunteers of the Anglo-Georgian Expedition working at Nokalakevi, which has also hosted UK, Georgian and Ukrainian veterans since 2017. Credit: Paul Everill

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Paul Everill

Dr Paul Everill is Reader in Archaeology at the University of Winchester. As well as conducting research on developer-led archaeology and the impact on those employed in that sector (the *Invisible diggers* project), he has been co-director of the Anglo-Georgian Expedition to Nokalakevi since 2002. Paul started working in the area of archaeology and wellbeing in 2015, establishing the archaeological fee-waiver studentships for veterans at Winchester in 2016, and hosting UK, Georgian and Ukrainian veterans on a wellbeing programme, as part of excavations at Nokalakevi, from 2017.



Karen Burnell

Dr Karen Burnell is Associate Professor of Applied Psychology at Solent University, Southampton and a chartered psychologist by research. Karen specialises in applied psychology, with a particular focus on veteran studies, psychogerontology, mental health and wellbeing, and research methodologies. Over the years, Karen has explored the role of social support in mental health and wellbeing and, more specifically, peer support. At the heart of all of Karen's research is the exploration of informal support networks and psychosocial interventions.



ARCHAEOLOGY ON PRESCRIPTION:

Ian Milsted MCIfA (8385), Head of Community Engagement, York Archaeological Trust, and Katrina Gargett, Community Partnerships Manager, Museum of London Archaeology (formerly Community Engagement Manager, YAT)

Archaeology on Prescription is a social prescribing project based in York and run by York Archaeological Trust (YAT) that uses archaeology to improve wellbeing for those who are struggling with their mental health. They may be lonely or isolated, have one or more long term-conditions or complex social needs. The project seeks to help them foster meaningful social connections and build self-esteem and confidence.

The project is based at Willow House, a redundant care home owned by the City of York Council that lies just inside the medieval city walls at Walmgate. Participants undertake a broad range of activities designed to maximise accessibility. The most important consideration is providing a safe and inclusive environment where participants can choose what they want to do.

The *Archaeology on Prescription* project aims to have a positive, meaningful impact on the wellbeing of all participants by providing new pathways to learn, access training and find opportunities for employment; to contribute to the community and the economic, social and environmental wellbeing of all of York's communities; to increase the diversity of participants in archaeology by working directly with new audiences, creating offers that will encourage those who may not have engaged with heritage before to take part; to work in partnership with organisations across York to act as a bridge between arts, culture, heritage and

health; to put accessibility at the core of all engagement work in order to ensure that there are as few barriers to participation as possible; to inspire a sense of connection with place in all participants.

The project was initially funded through the Community Renewal Fund, together with a range of local funders, including the Assura Community Fund, the Ed de Nunzio Charitable Trust, City of York Council, Make It York's Culture and Wellbeing Fund and the Arnold Clark Community Fund. In summer 2022 a successful National Lottery Heritage Fund application secured core funding for the next three years.

We engaged with Social Prescribing Link Workers through the York Ways to Wellbeing team to offer places to NHS patients with low-moderate mental health needs. To date, ten individuals have taken part through this route. Additionally, we partnered with local non-statutory organisations active across a range of wellbeing needs, including access to learning resources, people recovering from addiction and young adults with learning difficulties. In 2022, 59 participants were recruited in this way.

Following the successful 2021 pilot, we delivered 24 weeks of sessions from April to October 2022. Sessions ran twice daily



The Archaeology on Prescription site at Willow House, York. Credit: York Archaeological Trust

Participants experience archaeological recording as well as excavation. Credit: York Archaeological Trust

social prescribing in York

for two hours Monday–Thursday, with up to six participants per session, plus support workers if required. Staffing ratios were high to ensure a safe, supportive environment. All staff received Mental Health First Aid training.

Several participants have additional mobility and learning needs. To improve accessibility we ensured that a broad range of activities was always available, including excavation, sieving, finds processing, recording, and creative activities. Participants were free to take part in as many or as few activities as they wished.

We commissioned an evaluation of the 2021 pilot from CERT (Converge Evaluation and Research Team) at the York St John University. For the 2022 season, we undertook internal evaluation using the UCL Wellbeing Umbrellas and via two participants’ focus groups.

- Participants reported a positive change in their mental health
- Supportive and knowledgeable staff were crucial to making participants feel welcome and confident
- Participants expressed the importance of feeling immediately part of the

archaeological team

- The variety of activities was appreciated, from digging and recording to finds processing and creative artistic work
- Participants felt they had learned a great deal and that information was made freely available
- Participants spoke about a sense of discovery and increased self-confidence.

This supports anecdotal participant testimony, some of which was very open and profound.

YAT intend to embed *Archaeology on Prescription* as a long-term, sustained social prescribing offer in York, providing a secondary service for the NHS to refer individuals who might benefit from taking part in archaeology. Building on 2022 we are developing new pathways into volunteering, training and peer supporter roles and continuing to engage with social prescribers in York to explore new opportunities for participants. Finally, we are researching the social prescribing landscape in other regions, in response to interest in delivering *Archaeology on Prescription* beyond York.

Ian Milsted

Originally from Orkney, Ian completed the MA in Field Archaeology at York University in 2003 and joined York Archaeological Trust as a junior field archaeologist, eventually becoming Regional Manager in 2017. From March 2022 Ian has been Head of Community Engagement, which includes oversight of *Archaeology on Prescription*.



Katrina Gargett

Katrina is currently the Community Partnerships Manager for MOLA (Museum of London Archaeology). Until October 2022, she worked as the Community Engagement Manager for York Archaeological Trust, where she developed and delivered YAT’s social prescribing project, *Archaeology on Prescription*. She completed her MA in Cultural Heritage Management at the University of York in 2018.



Alongside excavation and recording, participants can undertake creative activities. Credit: York Archaeological Trust

Staff to participant ratios are high to facilitate close supervision. Credit: York Archaeological Trust

Digging Harlaxton: bringing together academia, community and commercial sectors

Emily Stammitti, Programme Director, MA Innovative Leadership in Heritage Management, and Director, Digging Harlaxton, Harlaxton College; Holly Carter, Principal, Harlaxton College



Kevin and Lesley take a well-deserved break after assisting participants from the Lincolnshire Community Foundation. Credit: Emily Stammitti

A participant from the Lincolnshire Community Foundation is thrilled to make her first find. Credit: Emily Stammitti

In 2022 Harlaxton College, the study abroad location for the University of Evansville (USA), devised a month-long archaeological field school to enhance the methodological and practical field skills of American university students: Digging Harlaxton. Over the planning process, the project grew from a field school with a research and education objective to one that boasted major commercial and community partnerships and the goal of being one of the most accessible and inclusive digs in Britain. This joint approach united the stereotypical divisions between seemingly divergent practices and with renewed aims brought together educational objectives as well as the provision for anybody to engage in the archaeological process.



A young participant finds a leaf-shaped arrowhead! Credit: Emily Stammitti

Digging Harlaxton focused on two areas of archaeological investigation: the courtyard of a Victorian walled garden and a prehistoric ritual landscape, each of which offered participants active dig settings. The project included a broad range of participants from the United States, Canada and the United Kingdom. Archaeological objectives were based on the East Midlands Historic Environment Research Framework, and the project provided inclusive and accessible training for participants.

Members of the *Digging Harlaxton* steering committee worked together to create a broad range of support protocols for participants and identified barriers that disabled people most often face in field archaeology, including

- physical barriers
- difficulty in handling traditional tools
- disability refusal
- invisible disability discrimination
- stigma.

Physical barriers

With the landscape site 1km from amenities, participants brought mobility vehicles and other walking implements as required. Trenches were dug with stepped access to assist entry and exit. *Digging Harlaxton* participants were encouraged to choose their own activity each day with no questioning about their rationale. This allowed individuals to naturally differentiate tasks on their own, without shame or expectation.

Difficulty in handling traditional tools

Digging Harlaxton offered opportunities to participants who struggle to handle traditional tools, eg a trowel. To best accommodate them, the project staff asked how they would best want to be supported on site – whether digging was their preferred activity, or whether they wanted us to amend tools. Trowels were redesigned to help balance weight and strength, and a range of tool sizes of other standard dig kit was also provided. The most important outcome from considering the ergonomic nature of dig kit was that participants were provided with a choice and opportunity to participate however they wanted, without limitation to non-physical roles.

Disability refusal

Several of our participants commented that owing to their range of additional support needs, they had been turned away from other summer programmes and summer field schools. *Digging Harlaxton* prided itself based on not turning anybody away for *any* disability needs or disclosures. We all know that archaeology functions best when a range of voices and abilities are involved, and we firmly believe that our project only benefited from the diversity present on site each day.

Invisible disability discrimination

The team strived to create an atmosphere of both non-disclosure and full stigma removal. Lone-zone working areas were created to provide participants with a place



Two students enjoy using an upright sieve to get through thicker contexts; using a range of sieves and tools increases the accessibility for all. Credit: Emily Stammitti

participants were provided with a choice and opportunity to participate however they wanted, without limitation to non-physical roles.

to relax and take time to themselves throughout the day. A range of formats were used in creating recording forms and participants selected the format that suited them best. All participants were offered confidential counselling and time to talk to any of the members of the support and engagement team, the college nurse, college counsellor/therapist, and all members of the dig management team. They could talk about challenges they were facing, discuss pastoral issues, let off steam, raise concerns or offer feedback.

Stigma removal

Of the biggest issues that *Digging Harlaxton* removed was stigma. There was simply no space for notions of stigmatising participants because of any protected characteristics, let alone disability. Through honest conversation, planning and maintaining a respectful atmosphere, stigmas around disability were effectively removed, and many participants came forward by the end of the project, cathartically discussing issues of disability and former barriers.

The participant body spanned age, ethnicity, LGBTQAIP+ identification, nationality, religion/belief, social background, career trajectory and geographic origins, including British participants, students and school pupils. In total, the project garnered 271 unique points of contact (on-site), broken down as

Participants (credit-seeking and experience-based)	62
Local school pupils (KS2 & KS3)	124
Site guests	17
Visiting professionals	11
Lincolnshire Community Foundation	38
Young Archaeologists' Club	19

Of this entire participant body, 48 individuals self-identified as disabled – 18 per cent, meaning that the project representation was roughly equivalent to the general demographic statistic of individuals with disability in the UK.

Digging Harlaxton set out with ambitious goals to provide an accessible and inclusive archaeological training experience. The impact of the project is yet

to be fully realised as data is still being received and analysed at the time of writing. The local community's heritage society has tripled in size; nearly 300 participants engaged with a wide range of activities on site, and an upcoming season promises an even more accessible programme based on lessons learned in

the 2022 season. Participants traditionally excluded from archaeological investigations were welcomed and de-stigmatised, and offered up dependable and important excavation and research skillssets, showcasing that they are both valuable and employable across a variety of sectors.



A happy and mixed group of students and participants excavate within their comfort zones before the trench gets 'stepped' for better access. Credit: Emily Stammitti

Emily Stammitti

Professor Emily Stammitti is a Programme Director at Harlaxton College, University of Evansville. She obtained her PhD, focusing on submerged inland landscapes, at the University of Edinburgh. Emily currently serves as the Education and Outreach Officer for the Enabled Archaeology Foundation and has 15 years of industry and academic experience.



Holly Carter

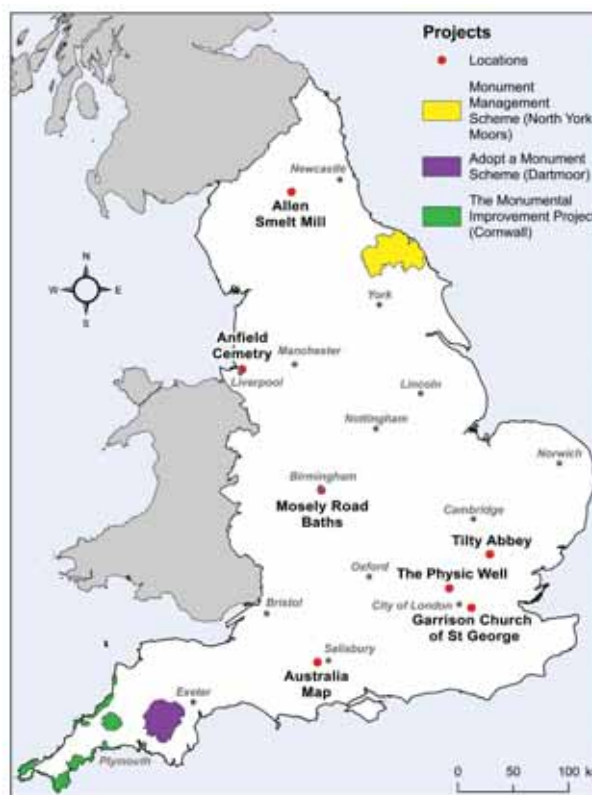
Dr Holly Carter is Executive Director and Dean of Harlaxton College. In her role, Dr Carter uses her 20+ years of experience in international education, overseas study centre experience and academic administration skillset to set the future vision of the college and the manor. Originally from Texas, Dr Carter has lived in France, Tunisia, Scotland, and England. Her academic field is medical sociology, which she occasionally teaches at Harlaxton, as her focus of research was the NHS and its transition to a more market-driven service. Outside of her role at Harlaxton, Dr Carter serves on the board of Habitat for Humanity Evansville, is a change leader at the University of Evansville, and is a past chair of the Teaching, Learning and Scholarship knowledge community as NAFSA. She is an avid traveller and volunteer, as well as loving time walking and reading.



Psychological wellbeing and heritage: new insights into the relationship between wellbeing and participation

Carenza Lewis, Professor of Public Understanding of Research, University of Lincoln

Poor psychological wellbeing is a widespread problem, causing anguish to millions and costing the UK £118 billion annually.¹ However, barely 10 per cent of NHS England's budget is spent on mental health.² In looking for effective strategies for supporting psychological wellbeing, research has shown the effectiveness of participation in social activities accessed either through formal 'social prescribing' or independently.³ Some of this research has focused on activities relating to heritage (eg Reilly et al 2018; Heritage Alliance 2020, Sofaer et al 2021), but datasets remain small and mechanisms poorly understood, so the potential contribution of heritage to support wellbeing remains under-realised. Two recent research projects at the University of Lincoln aimed to help resolve this by exploring how and why heritage participation supports psychological wellbeing.



The location of the ten case study projects contributing volunteers to be interviewed for the HARAW project. Credit: University of Lincoln

In 2020–21 *Heritage at Risk and Wellbeing* (HARAW) aimed to identify and characterise wellbeing associated with volunteering on Heritage at Risk (HAR) initiatives. Importantly, HAR is *not* funded to support wellbeing but to mitigate threats to at-risk heritage assets; however, Historic England suspected positive wellbeing impacts on HAR volunteers (Gradinarova and Monckton 2019) and funded our research to explore this. We conducted one-to-one interviews with 35 volunteers on ten projects across England, generating 180,000 words of nuanced personal perceptions. The transcribed text was analysed word by word (by researchers in Health and Social Care, not Heritage) to identify expressions related to wellbeing, such as:

'every time I go back there, I still go wander and have a look at these boards and stare out them, still in sort of amazement, really, at, you know, how could this structure have been in this, what seems like a small field, you know, so no, it makes me feel happy that we did it and what came out of it'

(Lewis, Siriwardena, et al 2022, 48).

The context of each expression was coded using NVIVO software, and codes grouped into related categories to reveal themes; using this Grounded Theory methodology ensured that themes emerged independently of any preconceptions.

We elicited six overarching themes: purpose, being, capacity, sharing, self-nurture and actualisation (Lewis, Siriwardena, et al 2022). Firstly, volunteers felt positive about the sense of *purpose* they gained from HAR volunteering, which for many had special impact because they valued the past. Wellbeing in the *being* theme was associated with comments about identity, belonging and place attachment: rooted in history and

¹ <https://www.mentalhealth.org.uk/about-us/news/mental-health-problems-cost-uk-economy-least-gbp-118-billion-year-new-research>

² <https://fullfact.org/health/mental-health-spending-england/>

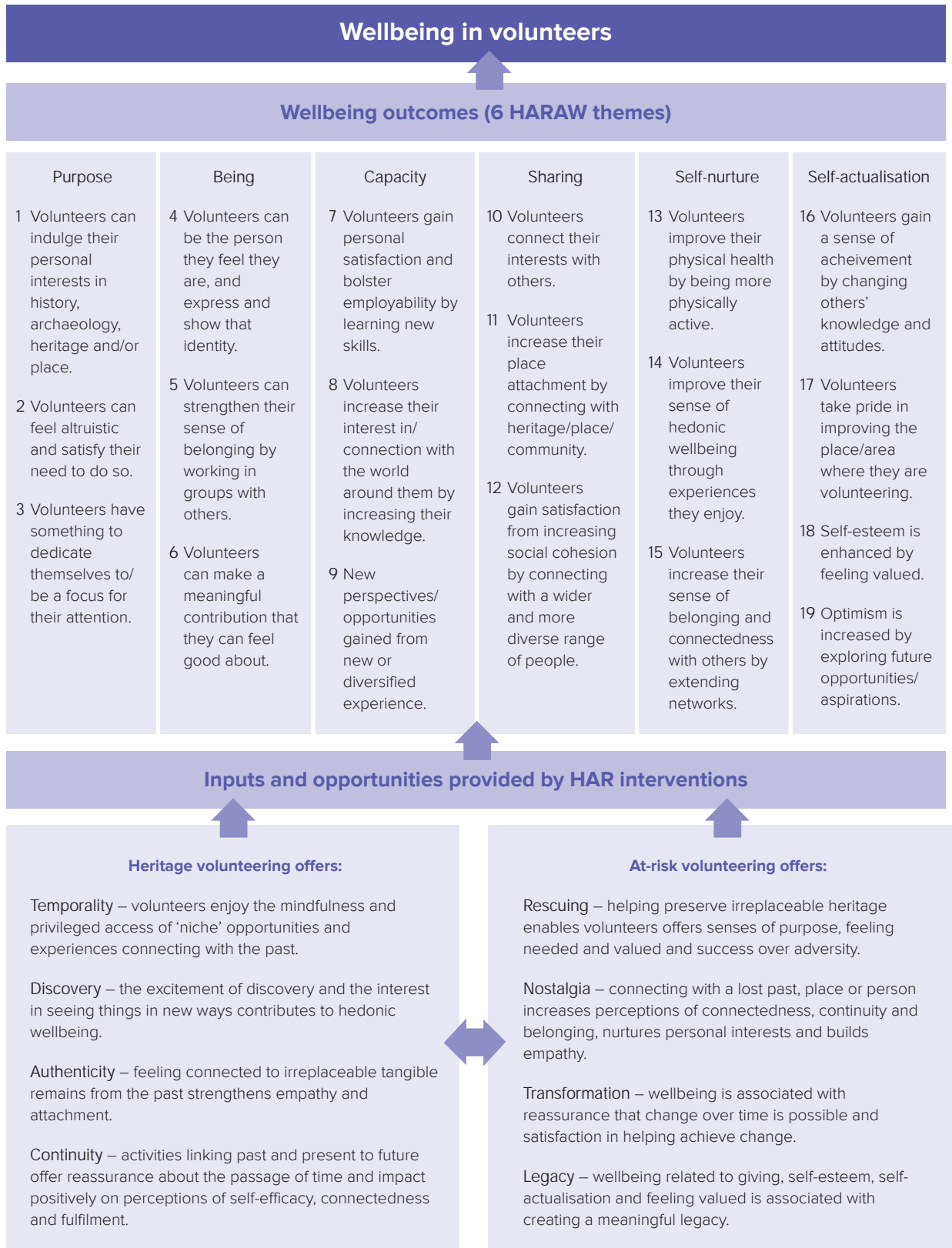
³ <https://socialprescribingacademy.org.uk/about-us/what-is-social-prescribing/>

heritage; other forms of volunteering would not have offered the same wellbeing. In the third theme, *capacity*, volunteers felt positive about acquiring new skills, knowledge and experience, many of which (but not all) derived from the heritage context of the activity. Wellbeing was also associated with *sharing* activities and outcomes with

others and making overlooked, lost or hidden aspects of the past more accessible, visible or engaging to others. Wellbeing in the *self-nurture* theme was associated with the health impacts of increased physical or social activity. Finally, wellbeing associated with *actualisation* related to satisfaction in achieving goals and making a difference.

Analysing the different attributes of activities (eg, rural, indoor, mitigatory, publicly engaged) showed that although wellbeing was more frequently or strongly expressed in relation to rural, outdoor, physical activity that improved asset condition, all activities were associated with wellbeing in some way. Irrespective of the type of site or role being carried out,

The six themes in the association between volunteering and psychological wellbeing elicited by Grounded Theory analysis of HARAW interview texts



engaging with other people about the activity was notably frequently associated with wellbeing. This research enabled us to create a logic model and toolkits for supporting wellbeing during remedial

heritage activities (Lewis, Siriwardena, et al 2022, 107).

A different piece of research, *Community Archaeology in Rural Environments Meeting*

Societal Challenges (CARE-MSoC) has been funded by the European Union via four national research councils. It has involved more than a thousand residents of 15 rural communities in the UK, Netherlands, Czech

Inputs (what projects need)			Activities (what people do)		Outcomes (what people gain)						
Aims and motivations	Enabling actions	Resources needed	Opportunity	HAR-specific experience	HARAW wellbeing themes	NEF/NHS Wellbeing					
<p>From HAR team – all essential</p> <p>Identified need for heritage asset</p> <p>Assessment of required actions</p> <p>Product design</p> <p>From volunteers – all desirable</p> <p>Time</p> <p>Energy/enthusiasm /commitment</p> <p>Skills & knowledge</p> <p>Networks</p> <p>Interest in history/ heritage</p> <p>Belief in value of history/heritage</p> <p>Desire to preserve heritage/ save from threat</p> <p>Aspiration to occupy time purposefully</p> <p>Attachment to site</p> <p>Attachment to place/community</p> <p>Desire to give to community</p> <p>Desire to connect with nature/ countryside</p> <p>Desire to use existing skills/ knowledge</p> <p>Desire to learn/ maintain physical/ mental capacity</p>	<p>Barriers to be removed</p> <p>Lack of resources</p> <p>Lack of information/ awareness of opportunities</p> <p>Too much responsibility on volunteers</p>	<p>Accessible asset with a heritage ‘story’ – can be any site type or condition (eg rural/ urban, building/ archaeological site, ruin/intact)</p> <p>Specialist advice and expertise</p> <p>Range of activities to match volunteer interests, aspirations and availability</p>	<p>Opportunities to connect with and learn from heritage/history/ archaeology/ place</p> <p>Opportunities to contribute and have a positive impact on asset/ place/people</p> <p>Opportunities for public/community engagement</p>	<p>Connecting with heritage aspects of project/asset, provides the opportunity and experience:</p> <p>Temporality</p> <p>Discovery</p> <p>Authenticity</p> <p>Continuity</p>	<p>Purpose</p> <p>Interest increased</p> <p>Altruism fulfilled</p> <p>Purpose found</p>	<p>Be mindful</p> <p>Give</p> <p>Learn</p> <p>Connect</p>					
							<p>Barriers to be managed</p> <p>Seasonality/ weather</p> <p>Health constraints</p> <p>Negative attitudes</p> <p>Site accessibility</p> <p>Poor communication</p> <p>Burdensome bureaucracy</p>	<p>Support/mentoring/ leadership</p> <p>Processes for communication/ providing feedback</p> <p>End-of-project support with reporting</p> <p>Support for scoping future activity (including ongoing volunteer activity and new project ideas)</p>	<p>Range of activity types (eg physically demanding and sedentary, heritage-specific and generic)</p> <p>Flexible management (activities are regular and/or as-needed, processes are managed and/or self-directed</p>	<p>Connecting with at-risk aspects of project/asset, provides the opportunity and experience:</p> <p>Rescuing</p> <p>Nostalgia</p> <p>Transformation</p> <p>Legacy</p>	<p>Being</p> <p>Identity expressed</p> <p>Belonging strengthened</p> <p>Contribution made</p>
											<p>Sharing</p> <p>Engagement achieved</p> <p>Connections made</p> <p>Inclusivity extended</p>

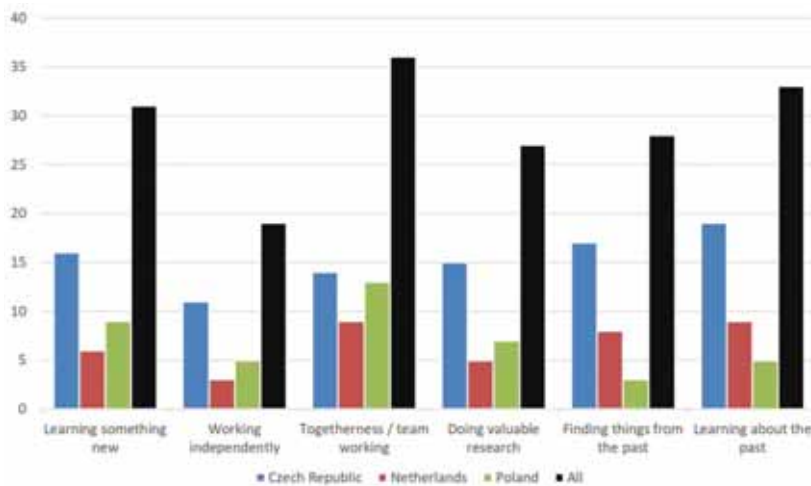
Concluding logic model showing the inputs and outcomes through which HAR volunteering is associated with wellbeing



(left) Rural residents carrying out CARE test pit excavations. Clockwise from top left: Vanovice (Czech Republic); Gemonde (Netherlands); Myslinka (Czech Republic); Woensel (Netherlands); Old Dalby (UK); Vanovice (Czech Republic); Chycina (Poland); Gemonde (Netherlands); Woensel (Netherlands) (centre). Credit: University of Lincoln

Republic and Poland in excavating archaeological test pits within their villages. Impact data has been captured from more than 400 participants using a variety of methods. Post-participation feedback data, for example (Lewis, van Londen, et al 2022), showed 89 per cent of all respondents rated the experience excellent or good, with learning something new, working with others and learning about the past overall the top-rated reasons for enjoyment in 2019. Participant comments showed all five recognised ‘steps’ to psychological wellbeing:⁴

- connecting with others (eg ‘Good chance to talk and discuss things with other people’ (CZ))
- being physically active (eg ‘It was pretty intense in terms of physical exertion’ (NL))
- learning something new (eg ‘I enjoyed getting familiar with archaeological techniques’ (PL))
- mindfulness (eg ‘it was nice to just dig and think about nothing’ (NL))
- giving back (eg ‘it makes history, and thus the stories we learn and tell, a lot more tangible’ (NL)).



(above) Aspects of the CARE-MSoC excavations particularly enjoyed by feedback respondents 2019–20 (n = 47), showing totals for each country plus overall totals in black. Credit: University of Lincoln

Emotion: ‘I feel...’	Participant group change in responses before and after excavation	Control group change in responses before and after	Difference between participant and control groups
Passionate	+8	-2	+10
Hopeful	+3	-6	+9
Valued	+7	-1	+8
Energised	+5	-2	+7
Capable	+1	-3	+4
Happy	+2	-1	+3
Tired	+9	+10	-1
Curious	+2	+5	-3
Worried	-4	+1	-5
Depressed	-2	+5	-7
Bored	-4	+9	-13

We also used a new experimental survey developed with psychologists including questions relating to 32 different validated measures and 12 emotional affects, answered using a five-point Likert scale. The survey was completed before *and* after the excavations, by participants *and* by a control group of non-participants in the Netherlands and UK. Responses showed statistically significant changes in participant responses which were not seen in the control group and could therefore be directly attributed to participation. The

(left) Changes in emotional effects between pre-excavation and post-excavation responses, for participants and control group, ranked from greatest positive difference to greatest negative difference.

greatest affective impacts in (and differences between) participant and control groups (≥ 5) were in participants feeling more passionate, hopeful, valued and energised, and less worried, depressed or bored. Analysis of the 32 other measures showed a significant increase amongst participants in perceptions of social support, community identification, group continuity, place attachment and life satisfaction (Brizi et al in prep).

Robust evidence is essential if policy makers and members of the public are to back the use of heritage activities to support psychological wellbeing. In Lincolnshire, for example, where around 14 per cent of people have a diagnosed mental health condition (Rhodes 2018, 4), 75 per cent of 1093 people surveyed in 2016 thought heritage *should* support wellbeing, but most were not clear *how* or *why* it could do this (Lewis et al 2019, 63–4). Wellbeing is now a strategic priority for

UK heritage organisations such as the National Heritage Lottery Fund, for whom increased wellbeing is a required outcome (<https://www.heritagefund.org.uk/publications/wellbeing-guidance>) and Historic England, whose wellbeing strategy was published in 2022 (<https://historicengland.org.uk/content/docs/about/strategy-wellbeing-heritage-2022-25/>). Our research should help both heritage and health sectors fulfil their wellbeing aims, as it shows not only *how* but also *why* participation in heritage activities supports psychological wellbeing.

Carenza Lewis

Carenza is an archaeologist and Professor of Public Understanding of Research at the University of Lincoln. Previously a senior investigator for RCHME, presenter on Channel 4's *Time Team* and founding director of Access Cambridge Archaeology at the University of Cambridge, her research interests include historic rural settlements, childhood in the past, public archaeology and the social benefits of heritage participation. She has led many public and community heritage

programmes in England and is currently pioneering

participative community archaeology in the Netherlands, Czech Republic, Poland and Germany. She is a former president of the Society for Medieval Archaeology and currently also President of the Medieval Settlement Research Group and Vice Chair of Trustees for the Council for British Archaeology.



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⁴ <https://www.nhs.uk/mental-health/self-help/guides-tools-and-activities/five-steps-to-mental-wellbeing/>

THE ARCHAEOLOGICAL ACHIEVEMENT AWARDS



The Archaeological Achievement Awards at Dublin Castle. Credit: National Monuments Service (NMS)

Council for
British Archaeology

The awards reflect a collective belief in the value and sensitivity of what we do and encourage work founded on ethical practice, expertise and restraint, based upon shared standards.

CifA is a proud supporter of the Archaeological Achievement Awards, as we were of their predecessor, the British Archaeological Awards. The opportunity to showcase the best of our discipline, promoting the contribution that archaeology makes to society and the public benefit it creates, fits perfectly with CifA's aims to

- prioritise promoting the public benefit that professionalism in archaeology brings
- show that archaeologists have skills, responsibilities and a value to society equivalent to other professions
- encourage archaeologists to have pride in their professionalism¹

Since taking over the running of the Awards in 2019, the Council for British Archaeology has expanded their reach to include Ireland and the UK. At the same time, the award categories have been revised to showcase the very best of archaeological activity across the British Isles and island of Ireland and now celebrate innovation, engagement and participation, learning, training and skills, public dissemination, as well as the contribution of early career archaeologists.

The awards seek to promote high standards of archaeological practice in the service of the public. The judging criteria aim to showcase how archaeology provides value for society and our environment and how we create a positive impact from the work of archaeologists. The challenge of archaeology is that many of the ways of undertaking our investigations are destructive. What we touch and how we interpret it can enrich and sustain society, but it can also damage and

offend. The awards reflect a collective belief in the value and sensitivity of what we do and encourage work founded on ethical practice, expertise and restraint, based upon shared standards.

Awards trophies for the Archaeological Achievement Awards. Credit: National Monuments Service (NMS)



¹ CifA's Strategy and values (archaeologists.net)

2022

The awards are judged by a panel made up of representatives from across the archaeological community, chaired by the European Society of Black and Allied Archaeologists (ESBAA)'s Jeannette Plummer Sires. ClfA is represented on the panel by our Head of Professional Development and Practice, Kate Geary, who said:

'It's an honour to be involved in judging the Archaeological Achievement Awards, especially when the nominations are of such high quality. We have seen some truly inspiring projects led by archaeologists who are passionate about what they do and committed to the communities they serve. The Early Careers Award particularly gives me great confidence that the future of our discipline is in safe hands.'



L-R Megan Schlanker PCIfA and Victoria Sands ACIfA, Highly commended and Winner of the Early career archaeologist award. Credit: National Monuments Service (NMS)



The team from Y Heritage - Make A Splash!, highly commended for the Engagement and participation award. Credit: National Monuments Service (NMS)

The 2022 Awards were presented at a magnificent ceremony at Dublin Castle, hosted by Ireland's National Monuments Service in partnership with the Office of Public Works and in the presence of the Minister of State for Heritage and Electoral Reform, Malcolm Noonan T.D.

Winners in all six categories – including an overall outstanding achievement award – were acclaimed in the ceremony led by National Monuments Service's Chief Archaeologist Michael MacDonagh, after several weeks of deliberation amongst the judges, with the quality of nominations being such that highly commended nominees were also chosen for most categories.

ClfA would like to take this opportunity to congratulate all the shortlisted and winning entries from the 2022 awards, but especially ClfA members Victoria Sands ACIfA and Megan Schlanker PCIfA, winner and highly commended in the Early Career Archaeologist award, along with Tabitha Lawrence PCIfA who was also shortlisted. Megan and Tabitha will be well known to Early Careers Group members and Victoria is an active member of the Archives Group committee. We would also like to congratulate Registered Organisation MSDS Marine who were highly commended in the Engagement and Participation award for their *Y Heritage – Make a Splash!* project.

You can find out more about the shortlisted and winning entries, and award sponsors, on the Awards website at Archaeological Achievement Awards Council for British Archaeology (archaeologyuk.org)

Spotlight on the ClfA Toolkits – diversifying the delivery of guidance

Jen Parker Wooding MClfA (7885), Senior Professional Standards and Practice Coordinator, ClfA

Providing a different format for guidance

Archaeology is a self-regulated profession. Its practitioners work to professional standards published by ClfA based on a shared understanding of what constitutes good practice, to deliver public benefit. As well as defining these standards, ClfA also provides guidance to help its members to consistently work in accordance with them. Collaboration with sector partners and specialists, ClfA's advocacy initiatives, the work of the Special Interest Groups and annual events such as the ClfA conference and the Innovation festival provide great opportunities for knowledge exchange. They also provide a platform to reflect on current practice, monitor changes and identify modified or new approaches that may trigger a review of the Standards or indeed the need for the development of new guidance. ClfA delivers guidance in a variety of formats, from the guidance clauses provided in the suite of *Standards and guidance* documents, to the publication of professional practice papers, the development of case studies and the delivery of CPD workshops. However, more recently, specialist online Toolkits have fast become an established feature on the ClfA website, proving to be a great new vehicle for the provision of

accessible guidance and resources to support practitioners across the historic environment sector.

Toolkits as a new vehicle to deliver good practice guidance

There are currently five Toolkits, which focus on specialist finds reporting, finds recording, Roman coinage, digital data management and archiving, with more in the pipeline, including a Toolkit on the commissioning of community archaeology, due to launch in 2023! The Toolkits to date have been developed in response to sector-wide recommendations from wider synthesis projects or reviews of archaeological processes and practice. Their online format has been developed to

allow the information and resources to be accessible and easy to update, with funding from Historic

England and the ClfA Finds Group, to date.

The content has been written and compiled by sector specialists including Louise Rayner (Archaeology South-East), Duncan Brown (Historic England), Dr Sam Paul (Sam Paul Heritage), Dr Amanda Forster (DigVentures) and, most recently, Dr Peter Guest (see page 27), in collaboration with organisations and groups including the Archaeological Archives Forum (AAF), the Archaeology Data Service (ADS), the Association of Local Government Archaeological Officers (ALGAO) and the ClfA Finds and Archives Groups. Sector-wide consultation and collaboration has been key to their delivery and we're excited to see what comes next. Find them here: <https://www.archaeologists.net/toolkits>



Toolkit for finds reporting: Roman coinage

Peter Guest MCIfA (9957), Vianova Archaeology

Credit: Shutterstock



Peter Guest

Dr Peter Guest is an archaeological numismatist with over 30 years' experience as a finds specialist, excavator and researcher. Specialising in the Roman period, Peter is particularly interested in coinage, currency and the imperial economy. He has identified coin assemblages from over 80 excavations in the UK, of which 25 are published.

Website: <https://vianovaarchaeology.com/>

Coins are relatively common finds from archaeological fieldwork at Romano-British sites, whether surface collection, watching briefs, evaluations or large-scale excavation. Coins are more common from some parts of Roman Britain than others, while different settlement types produce distinctive patterns of coin loss. Most Roman coins can be dated to an emperor's reign and the absolute dates provided by these objects are the basis for the dating of excavated sites, as well as the typological sequences of many other artefacts.

The new *Toolkit for Finds Reporting: Roman Coinage* provides practical resources and guidance to ensure the reliable and consistent identification, recording and quantification of archaeologically recovered Roman coin assemblages (known as 'site finds'). It is the industry standard, setting out the minimum requirements for Roman coin reports in the UK.

The standardised reporting of finds is necessary for the integrated and informative analysis of archaeological artefacts. Greater focus on the stratigraphic origins of Roman coins, how they were deposited, and with which other artefacts, leads to a better appreciation of when they were deposited at a settlement and under what circumstances, thereby improving understanding of the activities and actors involved in their loss, disposal or deliberate deposition.

The *Toolkit's* resources will be useful for anyone engaged in the planning, commissioning, production or monitoring of a specialist report on Roman coins. It has been designed to be used for the reporting of Roman coin finds at all stages of an archaeological project's life cycle, from initiation and planning, collection, post-excavation assessment and analysis, to preparation of archive reports and publications.

The main part of the *Toolkit* is the downloadable *Roman Coinage Identification Template*, which supports the standard identification and recording of Roman coins. Dropdown lists ensure data consistency and the template is compatible with most content management systems currently in use in the historic

environment sector. Publishable catalogues of Roman coins can be produced from the template.

The *Roman Coinage Identification Template* meets the ADS's metadata standards¹ for the archiving and dissemination of data. It also implements the FAIR Guiding Principles² in the recording of Roman coin identifications (**F**indability, **A**ccessibility, **I**nteroperability, and **R**euse of digital assets).

The *Toolkit for Finds Reporting: Roman Coinage* is available at: <https://www.archaeologists.net/roman-coinage-toolkit>

The screenshot shows the CIFA website interface. At the top, there are navigation links for 'About CIFA', 'Join CIFA', and 'Contact CIFA'. The main header features the CIFA logo and a search bar. Below the header, there are several menu items: 'OUR WORK', 'GROUPS', 'CAREERS', 'PROFESSIONAL REGISTER', and 'EVENTS AND TRAINING'. The main content area displays a large image of Roman coins with the title 'Toolkit for Finds Reporting: Roman Coinage'. Below this, there is an 'Introduction' section with text explaining the purpose of the toolkit. To the right, there is a 'Toolkit sections' sidebar with a list of sections: 'Part 1 - Introduction' (including Introduction, Background, Coins as archaeological artefacts, and Current standards and guidance) and 'Part 2 - The Toolkit' (including What is the Toolkit for? and Who is the Toolkit for?).

¹ <https://www.archaeologydataservice.ac.uk/advice/Downloads.xhtml>

² <https://www.go-fair.org/fair-principles/>

Reviewing the Code of conduct: professional ethics in archaeology

Peter Hinton MCIfA (101), Chief Executive, ClfA

ClfA, like professional associations in other disciplines, defines professionalism as practising an occupation with skill, demonstrating and maintaining competence, agreeing to an ethical code and being accountable for complying with it, and acting in the interests of society.

Of the characteristics that distinguish a professional archaeologist from all others, one of the most important is the commitment to behave ethically. With due deference to our Charter, the *Code of conduct: professional ethics in archaeology* is our most important document. It provides the principles and rules that tell us how to be ethical.

But that's only half the story. The *Code* may tell us what we should do, but only because we told the *Code* what to say. This is the essence of self-regulation. We decide on our values, we define what

ethical behaviour looks like, we write rules about it and we impose them on ourselves.

So being a professional brings additional responsibilities. The touchstone for a professional body was set out in principles reported by Lord Benson to the House of Lords after one of our sister professional institutes lost its way (<https://api.parliament.uk/historic-hansard/lords/1992/jul/08/the-professions>). They include

Thirdly, the governing body must set the ethical rules and professional standards which are to be observed by the members. They should be higher than those established by the general law.

Fourthly, the rules and standards enforced by the governing body should be designed for the benefit of the public and not for the private advantage of the members.

The restrictions we place on ourselves are tighter than the law or marketplace impose on others – but we accept them, and the risk of having to answer for our actions, because we want to act in the public interest. It appears to disadvantage us –

until we consider the greater trust placed in us than in those who are unaccountable or have no interest in acting ethically.

So the *Code* must accurately reflect our shared values, allow us to behave in ways that we think are right and forbid the opposite. Our *Code* is essentially 40 years old. It has been extended and amended, but the membership has never conducted a full review.

I undertook a scoping exercise that indicated potential to improve the *Code's* readability, to explain better its relationship with ClfA standards and guidance, and to verify its global application. It identified the potential to challenge some of the values that underpinned archaeological thinking when it was drafted. That analysis requires scrutiny by the membership, and the Advisory Council and Board have agreed that a review of the *Code* is needed. Around the time you read this, the process will be announced.

For further resources on ethics see <https://www.archaeologists.net/membership/ethics> and Hinton, P, forthcoming 2023, in Belford and Wait.

The logo for ClfA (Chartered Institute for Archaeologists) is displayed in a large, white, serif font. The letters 'C', 'I', and 'A' are in a standard serif typeface, while the 'f' is a stylized, lowercase script font that overlaps the 'I' and 'A'.

Member news

Mike D'Aprix ACIfA (9937)

November marked the start of my official term with the Advisory Council (AC) as an elected member. My involvement with the AC started months before as part of the Early Careers Group (EC Group). After sitting in on some of the AC meetings as a representative for the EC Group, I realised that the AC was where I could have the most impact to improve archaeology. Most notably and recently, the AC has been addressing issues of the standards of work, pay, and the wellbeing of archaeologists, taking into account recent research and broader discussions. One of the most interesting topics of discussion is about Chartered Archaeologist, something I think that not only has the potential to dramatically improve the careers of all archaeologists but also create immense value for volunteers, the community and anyone who loves archaeology.

The EC Group was my first real introduction to the inner workings of ClfA and the incredible resource that the Special Interest Groups (SIG) provide, not only to archaeology but more specifically to us as archaeologists. I joined the EC Group committee after attending their joint ClfA and Council for British



Archaeology (CBA) conference for early career archaeologists and students, which provided a welcoming and positive place to get better acquainted with conference proceedings. After presenting at the conference, I quickly became aware of the value that joining ClfA would provide to my research and my goals as an archaeologist. I have also been getting involved in the many

Mike D'Aprix. Credit: Mike D'Aprix

groups and organisations that support archaeologists – as a member of the European Association of Archaeologists (EAA); Education, Training, and Professional Development Advisory Board; the Vice Chair for CBA London; I have joined the ClfA committees for International Practice SIG and the London Area Group, in addition to being elected Chair for the Information Management Group.

I feel privileged and excited to bring my experience and perspective to the AC as we work to understand some of the most challenging problems archaeology is facing. We rely on the most valuable resource at our disposal: the knowledge and skill of our members and archaeologists around the world. I hope to use my own experience to ensure that ClfA is providing the best support for making archaeology a stronger and more sustainable career for all archaeologists.

Mike is an archaeologist who has worked in US governmental archaeology (adjacent to US CRM) and on academic digs in Europe. Now a postgraduate teaching assistant at UCL and photogrammetry specialist with Archaeology South-East and the Centre for Applied Archaeology, he has had the rare opportunity to work in various parts of sector and thus better understand the reality of our discipline.

Daisy Brunt PCIfA (12605)

Having recently completed my ClfA accredited degree in archaeology at the University of Durham, I decided to complete my application with ClfA to become a Practitioner. During my gap year and during university holidays I gained experience working as both an archaeological geophysicist and field archaeologist. This experience was incredibly helpful to both my degree and applying for ClfA; reaching out to organisations for work experience even when you're not highly qualified is something I would definitely encourage students, recent graduates or even those who just have an active interest in archaeology to do. It became invaluable to me during my degrees studies when trying to picture how excavations were undertaken, something which I think many undergraduates initially struggle with.

I decided to join ClfA to expand my current knowledge of professional archaeology and it has allowed me, via the application process, to really reflect on my

experience working in the industry and what I have achieved. At first, I found the application process slightly daunting, but the membership team is incredibly helpful throughout, encouraging you to add elements they think may improve your application. I'm looking forward to engaging with the ClfA community throughout my membership and increasing my knowledge of professional practice as it evolves and changes.

Daisy Brunt. Credit: Daisy Brunt



Member news

Pippa Ketley PCIfA (10677)

I currently work as an archivist at Museum of London Archaeology, following on from a role in post-excavation processing. Working at MOLA allows me to work on sites of varying scales and types (eg, urban, rural, infrastructure) and work with finds from different time periods and geographic regions, so my job is always busy and varied.

I had previously been a student member of ClfA but had not had the opportunity to apply for Practitioner accreditation until I started my current role. This year I have attended two conferences, including the ClfA Archive Group conference and AGM; this was an excellent opportunity for me to meet colleagues working in commercial and museum settings and learn and collaborate with each other.

If you are thinking of applying, don't be put off by the information asked for in your statement of competence. For your current role, break it down and write about how you achieve each area of the criteria in your role. They are there for you to show the importance you place on your role and how it benefits archaeology. If you are unsure, ask the applications team at ClfA – they are really helpful and friendly.



Pippa Ketley. Credit: Pippa Ketley

Obituary

Stephen Litherland BA MA MCIfA (10532)

by Martin Brown FSA MCIfA

Steve Litherland (1964–2022) was a superb field archaeologist with a high reputation in forensic archaeology. He was hugely giving, unflappable and a good friend.

Steve's archaeological career began with the old Birmingham University Field Archaeology Unit (BUFAU) and included projects such as recording the Second World War chemical weapons factory at Rhydymwyn, (an Association for Industrial Archaeology award winner) and at Tooley's Boat Yard, Banbury, and leading excavations in Banbury town centre. Steve also contributed to many other projects in the UK and overseas and he was involved in running training excavations for the University, as well as their DBA and survey courses. Steve was an excellent mentor and was quietly instrumental in the early career development of many archaeologists across the UK and abroad.

From 1996, Steve was a pioneer of forensic archaeology in the UK, and he conducted more than two hundred major crime investigations. His notable cases included the collapse of the Didcot Power Station, the Grenfell Tower fire, and a fatal shipping container fire in the Persian Gulf. Steve also taught

Forensic Archaeology and Ecology training courses for the National Policing Improvement Agency. In recognition of his expertise, Steve posthumously received a National Police Chiefs' Council award in recognition of his outstanding work in forensic recovery and identification in over 20 years in forensic archaeology.



Steve in BUFAU days. Credit: BUFAU



Steve pointing out names. Credit: Martin Brown

NOTICEBOARD

ClfA2023 – Sustainable futures: standards, skills and the profession 19–21 April 2023, Crowne Plaza Nottingham hotel + online

Sponsored by Towergate Insurance

We are looking forward to ClfA2023, which will get underway in a few months' time. The conference will take place live in Nottingham, UK, and will be streamed online. We hope this will offer attendees the same flexibility as our 2022 conference but learning from our experiences to allow for the best digital user experience.



ClfA2023 will incorporate keynote addresses, wide-ranging sessions and training workshops in an integrated live and virtual forum. Across the week of the conference, we will discuss current professional issues, showcase new developments and present research in archaeology and the wider heritage sector. Our conference is the premier professional archaeological conference in the UK, attracting hundreds of participants across the heritage environment sector.

Theme

Through the theme of *Sustainable future: standards, skills and the profession*, ClfA2023 will consider what a sustainable future for the profession may look like and what needs to happen to secure it. Across our usual range of seminars, workshops and panel discussions, delegates will explore and debate how to adapt existing models and standards, identify and utilise innovative practice, build relationships across the sector and beyond and share knowledge to ensure that our profession can grow and thrive in the future.

Booking information, special offers, news and a full timetable of sessions can be found on our conference website: www.archaeologists.net/conference.

Conference bursaries

As part of our aim to make the conference as accessible as possible, we have several bursary options available to assist with the cost of registering and participating in ClfA2023. Find out how to apply for a bursary at www.archaeologists.net/conference.

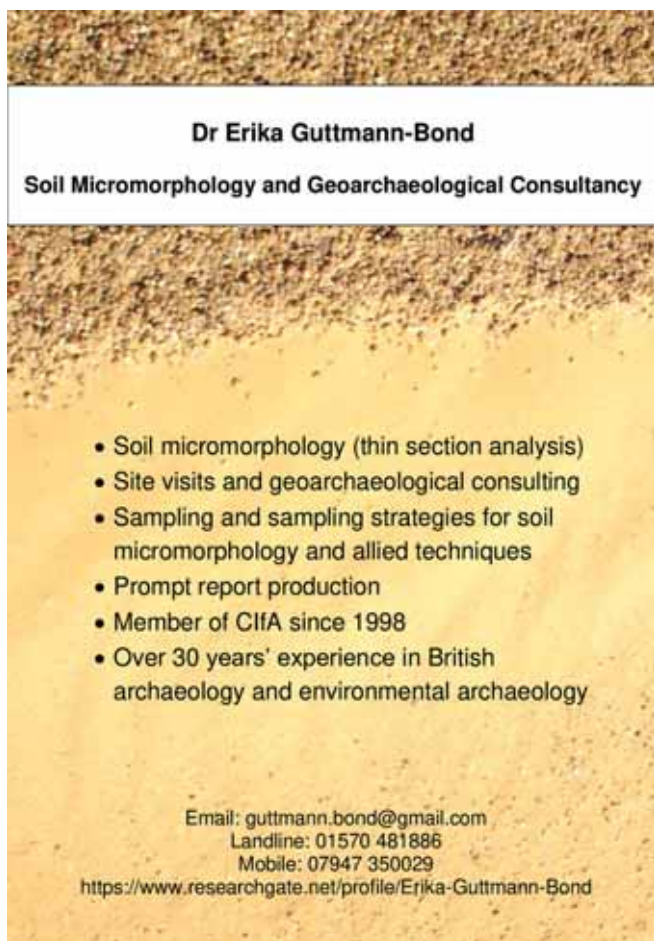
We look forward to seeing you at ClfA2023! #ClfA2023

Join our Professional pathways scheme

If you are thinking about upgrading your accreditation this year, we recommend signing up to our **Professional pathways bulletins** (www.archaeologists.net/join/pathway) so you will have access to more information about the new assessment process and the resources available to support you with your application over the coming months.

Our professional pathways scheme provides structured resources to support members throughout their careers and to help them understand and meet the competence requirements for professional accreditation at the appropriate grade.

Details of how to sign up can be found on the webpage using the link above. If you have any questions about applying or upgrading please contact us on membership@archaeologists.net.



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CIfA Chartered Institute for Archaeologists

The CIfA Guide for Clients



CIfA is the leading professional body representing archaeologists working in the UK and overseas. It promotes high professional standards and strong ethics in archaeological practice, to maximise the benefits that archaeologists bring to society.

Cathedral Communications publishes the CIfA Client Guide, an essential guide to professional archaeology and resource for anyone who needs to meet the requirements of legislation or policy that relate to archaeology.

The Guide offers listings of CIfA Registered Organisations along with essential industry contacts and a directory of specialist services.

CONTACT

Cathedral Communications to discuss the possibilities
Tel 01747 871717 Email cifa@cathcomm.co.uk

Advertising in the CIfA Guide for Clients

www.buildingconservation.com/home/cifabrochure.pdf

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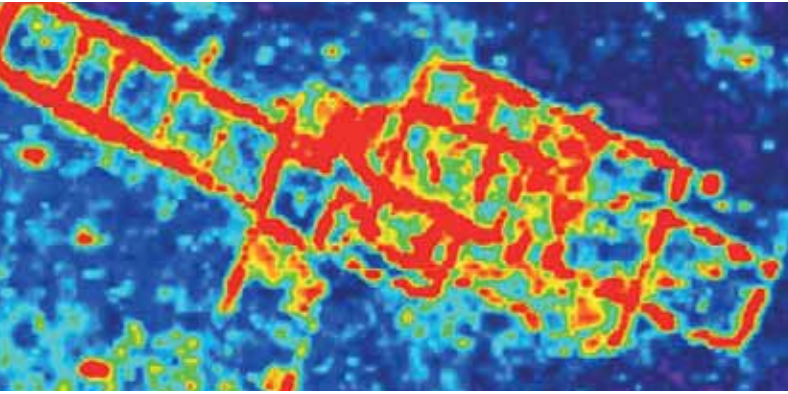
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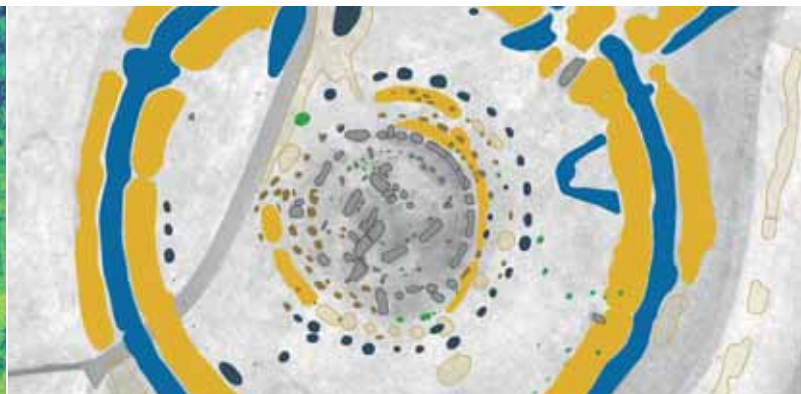
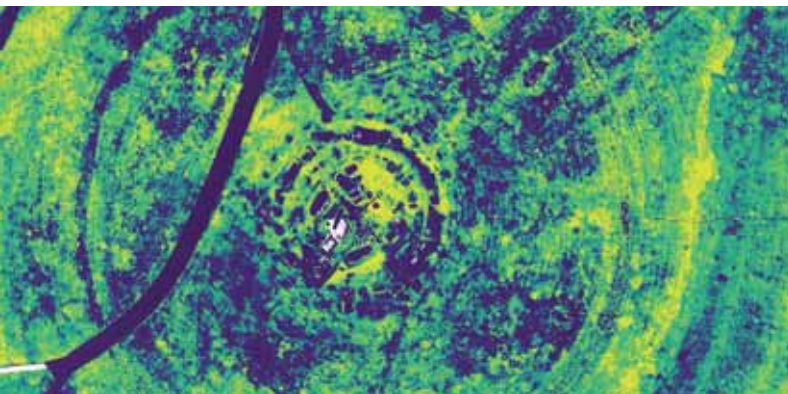
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