

The Archaeologist

Issue 96
Autumn 2015



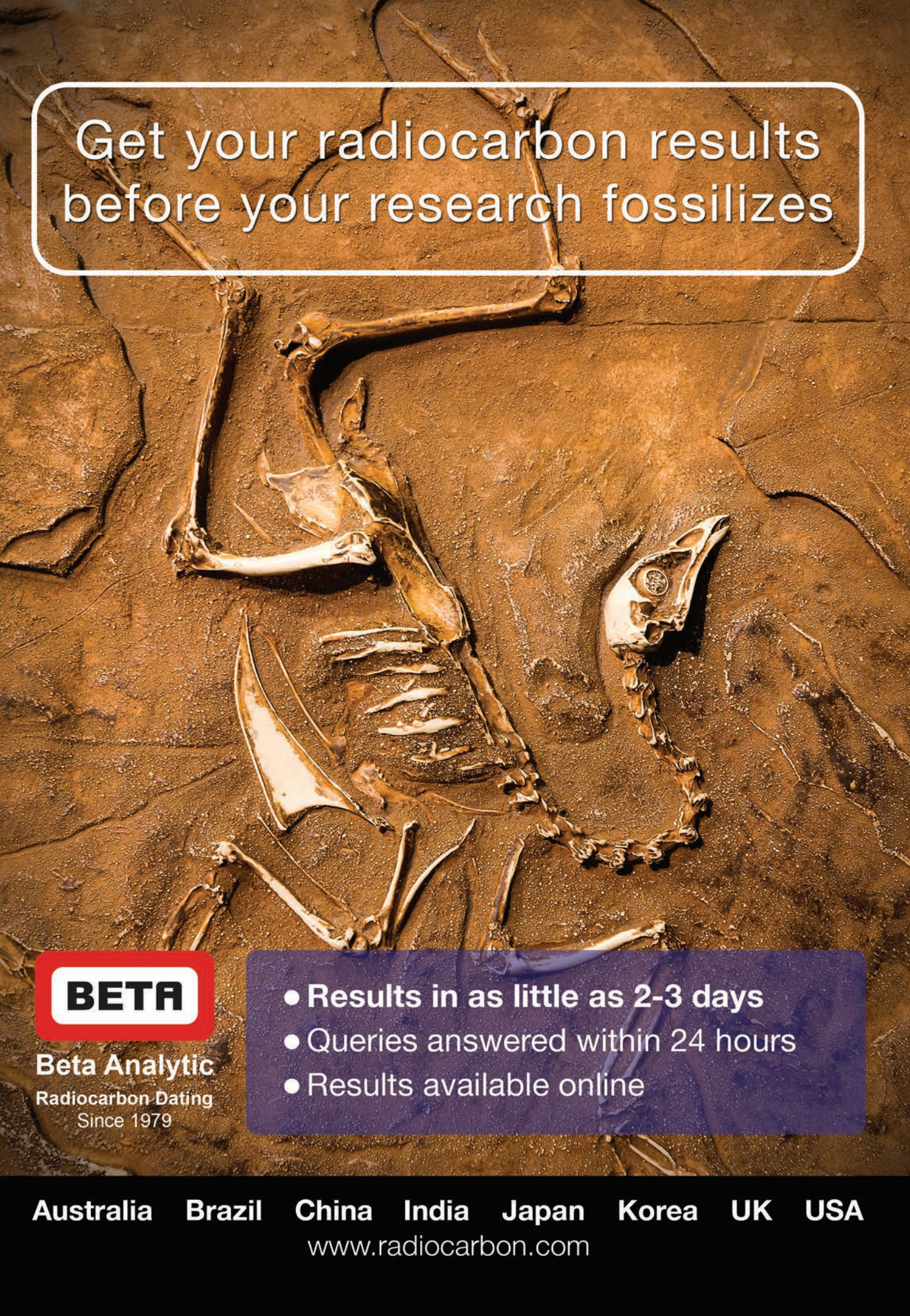
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Themes and deadlines

TA97: Broadening horizons – exploring the new areas archaeology and archaeologists are branching into, either through choice or from external pressures. Tell us about any changes you've been making to broaden your horizon
Deadline for abstracts and images: 1 December
Deadline for full abstract (if selected): 14 December

TA98: Celebrating PPG16 – can you reflect on times pre-PPG16? Have you been involved all the way through? And how do you think it has shaped the profession?
Deadline for abstracts and images: 1 April
Deadline for full abstract (if selected): 14 April

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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Welcome to the autumn edition of *TA*. There have been a few changes at ClfA since the last magazine – we’ve said goodbye to Lisa, Manda and Raksha, who have all moved on to new challenges and we wish them all the best (although they will no doubt still actively contribute to ClfA activities). In turn, we have welcomed Tash as our new part-time Administrative Assistant, and Anna as our Professional Practice and Development Coordinator.

A few weeks ago we held the second Annual General Meeting for the Chartered Institute and announced the new members of the Board and Advisory Council. The Annual Review published in the run-up to the AGM (and available on our website at www.archaeologists.net/about) highlights the huge variety of work we’ve undertaken since becoming chartered and to meet the objectives set in the Strategic Plan 2010–2020. The review covers our activities and work with policy and partnerships, professional development, CPD, training and membership, and gives some background on the discussions and decisions being made by the Board of Directors and Advisory Council about our policy objectives for the year ahead (reported in *TA*95). The review also includes reports from some of our Area and Special Interest Groups on what they have been doing over the last year, and what they hope to achieve in the next twelve months. At the half-way point in the Strategic Plan, we are taking a few moments to review our successes so far and to identify the priority areas we will wish to focus on from now to 2020.

In the next few pages we hear from Mike Heyworth, CBA, on his views about how all those involved in the profession, and members of the public with an interest in heritage, should be called to action to actively lobby local councillors and MPs to maintain key services to protect the UK’s

archaeological heritage. We celebrate the launch of the new Historic Environment Scotland, which will lead on the delivery of the Historic Environment Strategy for Scotland – something which ClfA has actively supported, and welcome our latest Special Interest Group for Equality and Diversity which has just had its inaugural AGM and looking to increase its membership, so please get in touch if you’d like to join. We are also pleased to announce that booking is open for our 2016 Annual Conference in Leicester from 20-22 April – see the noticeboard section for more information.

Don’t forget that *TA* is also now available online via the website. You can help ClfA reduce costs at the same time as reducing your carbon footprint by opting to receive *TA* online only. If you’re interested in doing this, just complete the *TA* online survey at www.surveymonkey.com/r/ClfA_TA_online.

Alewellyn

Alex Llewellyn
Commissioning Editor



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POWER TO THE PEOPLE

Mike Heyworth and Rob Lennox, Council for British Archaeology



In a troubled era for the security of archaeology in the landscape of government – one fuelled by local government cuts, national deregulation of the planning system, and legislative conservatism – the power of traditional lobbying methods employed by national non-governmental advisers and pressure groups to influence government appears to be at a low ebb. At the same time, the archaeology sector is becoming more and more comfortable describing its primary purpose as being related inherently to the cares and values of the public. Common impassioned views of the paid and unpaid in archaeology regularly suggest that it is the affecting and lived benefits of archaeology on communities, culture and environmental sustainability that underpin the sector's legitimacy. It is for these reasons that we need to consider how we can better support a political activism in our sector's public engagement, and how we can utilise this support to enhance advocacy on a national level.

A central approach

In the early 1940s concerns across the UK about the consequences for archaeology of the inevitable post-war redevelopment programme that would be needed – particularly in the urban centres – led county archaeological societies to band together to form the Council for British Archaeology. The key purpose of the new organisation was to be a national champion for

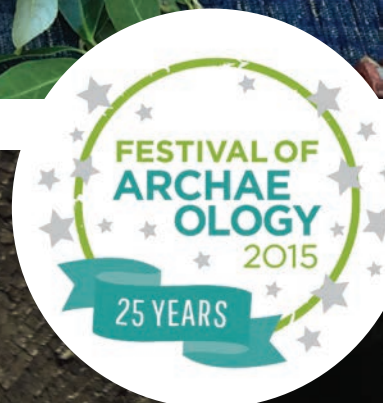
archaeology to speak to government and lobby on behalf of the discipline.

Archive documents show that early meetings between CBA officers and government civil servants went well, to the extent that the civil servants recognised the case for a post-war national archaeological service to be created and funded by the government.

The CBA, ClfA, and other bodies work tirelessly to influence Government through formal and informal processes, in Westminster, Holyrood, Stormont, and the Senedd, but we can be better about how we use public backing to increase this influence. This picture is under Creative Commons licence (from Flickr!) © Garry Knight



All public events and archaeological activities can be used to educate people about the challenges facing archaeology and build support



Since this era, other national archaeological organisations (including the Chartered Institute for Archaeologists and the Association of Local Government Archaeological Officers) and wider heritage sector groupings (eg The Heritage Alliance in England, Built Environment Forum Scotland) have been formed to speak on behalf of particular interest groups within archaeology. Across the UK there are also heritage bodies advising government (Historic England, Historic Environment Scotland) and heritage bodies within government (Cadw, Environment & Heritage Service Northern Ireland). Consequently, there are now a number of channels to influence government – or governments now across the UK. However, in recent years it can be argued that the political process has changed and the influence of national bodies has waned in favour of a ‘localism’ agenda which privileges the voice of citizens and local communities.

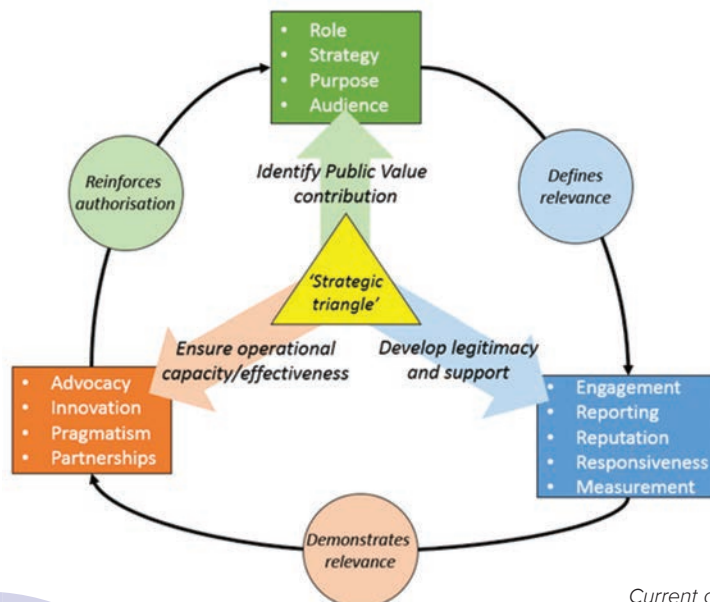
Ongoing national influence

That said, there is clearly an ongoing role for representative bodies of ‘experts’ to work with politicians and civil servants to work up policy and ensure appropriate implementation. From a government perspective, there is a keenness to work with a small number of representative bodies, rather than deal with multiple voices representing different perspectives. To overcome the danger of the appearance of too many voices speaking on behalf of the sector, various groupings have been established to demonstrate ‘joined-up’ working and partnerships.

Bodies like The Archaeology Forum bring together various national archaeological bodies with the aim of pursuing political influence collectively, responding to consultations and seeking direct access to politicians via a range of means. The Forum also provides the secretariat for the All Party Parliamentary Archaeology Group at Westminster. The Group, which comprises several dozen parliamentarians with an interest in archaeology, is particularly effective in raising parliamentary questions for written or occasional oral answers, contributing to debates on topics that relate to archaeology, and occasionally meeting with ministers to press home particular points on issues on concern.

Making the case

In addition to direct lobbying, the sector aims to make its case in a variety of other ways. An example, in England, is the annual publication *Heritage Counts*, which is a cross-sector initiative, now facilitated by Historic England, to bring together evidence in support of the contribution of the historic environment and promote the values of the sector. Research is usually commissioned linked with an annual theme that is selected through the Historic Environment Forum (on which the CBA, ClfA and ALGAO represent archaeology).



... in recent years it can be argued that the political process has changed and the influence of national bodies has waned in favour of a ‘localism’ agenda which privileges the voice of citizens and local communities.

There is also a new initiative – Heritage 2020 – which is looking to find ways to maximise the benefits of organisations and individuals working together in England to add value to the current work of individual

organisations. It is not a ‘business plan for the sector’ (as the National Heritage Protection Plan was once described by the

DCMS Culture Minister), nor is it a framework to cover everything that relates to the historic environment in England, but it is a new initiative that will hopefully show the benefits of collaboration linked with agreed priorities that have been widely discussed across the sector. The initiative is being taken forward under the auspices of the Historic Environment Forum and there are five key themes – each linked with a working group to bring together relevant expertise – covering discovery, identification and understanding; constructive conservation and sustainable management; public engagement; capacity building; and helping things to happen (advocacy). An initial action plan agreed through the working groups will be published later in the year and there will be opportunities for everyone to get involved in the coming year, as it is only through wider engagement and partnership working that the initiative will succeed.

The voice of the public

In tandem with the ongoing role of national heritage bodies, there is an increasing need to ensure that the public speak out to express their positive feelings in relation to the historic environment at both a national and a local level.

The historic environment sector has rarely attempted a mass public participation demonstration of support for the UK’s heritage. In 2006 the History Matters campaign

Current collaborative research between the CBA and University of York is considering how the historic environment sector engages in public advocacy in the present political context. © Rob Lennox

Dig It! 2015 has been raising awareness and reaching new audiences in Scotland by partnering with hundreds of organisations and experimenting with everything from art competitions to Roman Flashmobs and Minecraft.
© Neil Hanna



achieved widespread engagement, with over 1.1 million people showing their support by taking a badge or making an online declaration of support and some 46,000 people contributing to an online 'One Day in History' diary. We know from online surveys and polls that most people do

have a positive attitude towards heritage and believe that it contributes towards the quality of life across the UK, but this can sometimes be hard to demonstrate in a way that makes politicians listen.

Another extremely important populist programme is the Heritage Open Days, which has grown year on year since its launch into what is now a nationally recognised celebration of diverse heritage places and sites the length and breadth of the country. It sits alongside the CBA's Festival of Archaeology, with over a thousand events across the UK complementing the Open Days and showcasing other aspects of the historic environment. These types of engagement demonstrate the large-scale public legitimacy that underpins that national archaeology sector's advocacy; however, we still regularly fail to make the most out of these opportunities, or consider strategically the potential to engage the public as a central part of our activity.

There are lessons to be learned from the natural environment sector, which works together through bodies such as Wildlife & Countryside Link and mobilises large scale public support for their evidence-based campaigns, as well as their reactions to government proposals such as selling off the forests in England, which led to over half a million people signing an online petition against the proposals, which were subsequently withdrawn.

Clicktivism

The rise of online petition sites such as 38degrees and change.org has led to a new form of public advocacy, known as 'clicktivism', where people can make their views known via the click of a mouse button on their computer. Again, there are have been few examples relating to heritage that have garnered enough support to make an impact – and decision makers such as MPs are not so persuaded by email campaigns that bombard them with 'template' letters.

The personal touch

MPs are far more susceptible to letter-writing campaigns from constituents – and even 10–15 letters on a similar theme within a short period of time can make sufficient impact to ensure that the MP follows it up and perhaps writes to the relevant minister to sell more background information before responding. An effort to encourage supporters of the Portable Antiquities Scheme – including archaeologists and detectorists – to write to MPs in support of the Scheme's future funding led to questions being asked in the House and a clear message of support to the relevant minister (Ed Vaizey MP). It helped that the PAS could be shown to be an appropriate constituency interest for all MPs, with discoveries in every parliamentary constituency across the country.

Localism

Whilst national archaeological bodies like the CBA and ClfA continue to work to influence national legislation and policy – and this context is crucial when fighting local battles – there is an increasing emphasis on the lobbying and campaigning work of local groups reacting to development proposals. Local campaign groups gain support and encouragement from contacts with the national bodies, but their own local connections and the skilful use of local media are particularly beneficial. Localism, in this sense, is the mechanism by which the professional sector develops legitimacy for its stances. Whether through direct stakeholder engagement – for example, the CBA's Local Heritage Engagement Network, which is working directly with local action groups such as 'Hands Off Old Oswestry Hillfort' (discussed last issue in TA96) – or through efforts to engage in the co-production of local strategies or projects for heritage, local engagement fulfils the democratic and political need to demonstrate high levels of public interest and involvement with the issues that archaeology bodies are raising at the highest levels of government.

The CBA's Festival of Archaeology provides a powerful indication of the value of heritage to people



Local campaign groups gain support and encouragement from contacts with the national bodies, but their own local connections and the skilful use of local media are particularly beneficial.

A recent collaborative research project 'How should heritage decisions be made?' (<http://heritagedecisions.leeds.ac.uk/>), led by Helen Graham at the University of Leeds and drawing contributions from a broad range of local and heritage and archaeology bodies as well as communities themselves, has developed a DIY heritage manifesto for precisely this latter purpose. If the project's conclusions can be drawn on, we can begin to take better advantage of local grassroots mechanisms for developing support for archaeology, and in turn enhance the way we, as professionals, work and engage these public groups in our work and our advocacy.

Support for local authority archaeology services – every voice counts

The biggest issue facing archaeology across the country is the support provided for local authority planning services, which protect the majority of our archaeological

heritage. Public sector cuts in recent years have led to decreasing numbers of archaeologists and conservation officers supporting the planning system and increased pressure on those remaining, who are often less senior in the local authority hierarchy, with reduced influence. Regular surveys by ALGAO and the Institute for Historic Building Conservation (IHBC) with English Heritage/Historic England have produced the evidence base for the cuts in England – and more are expected in the coming years, alongside cuts in budgets in other parts of the UK which will impact on the delivery of historic environment services to planning authorities. This is an issue – and a concern – that affects everyone in every area of the country.

A call to action

Everyone with an interest in archaeology across the UK should be being targeted to play an active role in the

advocacy that is now needed. We need to work to encourage and enable all our supporters to go and talk to elected officials at all levels – local parish/district/county councillors and MPs, all of whom hold regular surgeries for their constituents – and engage them better with how we as a sector are taking forward these cares at a national level.

Activists can bring pressure on heritage at local levels: Here campaigners in Sheffield attempt to stop the demolition of valued local assets which the planning process failed to protect.

© Guy Atkinson



Of course, we also need to look even closer to home; I call upon every reader of this magazine to make the time during the coming months to go and talk to your elected councillor and MP. Tell them why you care about archaeology and heritage and explain to them that for a very modest public sector investment through the planning system there are numerous benefits delivered to the local community – and that this is of high public interest in your area.

It is only by this collective action that we will make a strong case for the survival of key services on which the protection and investigation of the UK's archaeological heritage depends. The national archaeology and heritage bodies will continue to press the case, including by trying to expand opportunities for people to be involved with archaeological processes, but increasingly it seems – especially at a local level – it is the local voices that make the difference, so please make your voice heard to support archaeology across the UK. If we commit to work within our organisations, businesses, voluntary groups and communities, we will bolster the influence and legitimacy of this work with decision makers from the local to the national.

Archaeology matters. Go out and spread the word!

Mike Heyworth MBE, MCIfA (239)

Mike Heyworth has worked for the Council for British Archaeology since 1990 and has been the organisation's Director since 2004. He is a longstanding Member of CfA (no 239) and is also the Secretary of the All Party Parliamentary Archaeology Group on behalf of The Archaeology Forum. He currently leads the Heritage 2020 initiative in England. He was awarded an MBE for services to heritage in 2007.



Rob Lennox Student Member (7353)

Rob Lennox splits his time as both the Local Heritage Coordinator at the Council for British Archaeology and Policy Advisor at the Chartered Institute for Archaeologists. He is also currently finishing a PhD entitled '*Heritage and politics in the public value era: An analysis of the historic environment sector, public, and state in England since 1997*'.



Jobs in British Archaeology 2014–15

Doug Rocks-Macqueen, Director of Analysis, Research and Technology, Landward Research Ltd

The financial year 2014–15 experienced record-breaking hiring for archaeologists and some changes to the *Jobs in British Archaeology* (JIBA) series. More jobs were advertised for supervisor and officer-level positions in the last year than at any point since 1993, when data were first collected, while technician-level positions saw the most advertisements since the boom years of 1999–2000. For those new to JIBA, the series is an annual article in *The Archaeologist*, and its predecessor the *Field Archaeologist*, that examines wages in UK archaeology through data collected from job postings.

Wages

Most average wages have stayed stable, increasing roughly in line with inflation, some doing better than others. The private-sector project managers/top-level positions are an exception – after seeing significant growth before the recession (2008–2010) and rising to an average of roughly £30,000, they have since experienced almost zero wage-growth in the last few years.

The rise of the trainee and the exportation of UK archaeologists

There has been an increase in the number of trainee positions advertised for fieldwork positions – enough to warrant their own category in this year's JIBA. The cynical view of this development is that employers are trying to cut costs by paying lower wages and calling these posts 'trainee positions'. However, through conversations with multiple archaeologists and taking into account new data, that scenario is unlikely. During 2014–15 the number of jobs in professional archaeology increased by around 20% (Aitchison forthcoming) after many years of essentially zero growth or declining numbers, which has resulted in employers not being able to find enough archaeologists. Or at least, those with the required skills and

experience may have left the profession during the last seven years and universities are not providing students with enough skills to be professional archaeologists (McIntyre 2014). Moreover, a recent development in archaeology employment has seen a number of archaeologists taking up commercial work in Middle Eastern countries during the winter months. I am told the pay is better and the mild temperatures and sun in the United Arab Emirates, Oman, etc in winter is nicer than the mud, muck, rain, cold and lower pay of the UK.

These factors are combining to create a growing skill(s) and experience gap in professional archaeology.

ClfA and BAJR minimum

Both British Archaeological Jobs Resource (BAJR) and ClfA have minimum salary levels that advertisements must meet to be published on their job bulletins. ClfA has a minimum for each of its three different member levels, PCIfA, ACIfA and MCIfA. This last year David Connolly changed his BAJR minima from multiple different levels to have a single minimum for the technician level, comparable to ClfA's PCIfA-level minimum. Currently, almost all PCIfA-level positions

advertised meet the combined PCIfA/BAJR minimum. In the case of the MCIfA minimum, it appears most positions pay over this level as well. What is less clear is if the ACIfA minimum is being met. ACIfA-accredited members are those 'who have carried out, delegated or brought to conclusion pieces of work within the historic environment sector, with some autonomy but without holding ultimate responsibility'. This is a description that matches many at supervisor-level positions, but as can be seen in Figure 1, not all of those positions will pay that.

How these numbers were obtained

As in previous years, estimated pay is calculated by analysing wages posted in job advertisements. It has been found that averaging the wages listed in job advertisements will produce an accurate portrait of wages in archaeology (Aitchison and Rocks-Macqueen 2013). There are limits to the positions that can be tracked by this method – primarily archaeologists employed by others. Freelance and self-employed archaeologists are not covered by this research.

Data were gathered from both the IfA Jobs Information Service (JIS), which as of

Number of positions advertised in 2014-15 with wages, the average of those wages, the lowest wages advertised and highest possible wages advertised

	Comm and Edu	Consultants	CRM/SMR	Geophys	Illustrators	Trainee	Technician	Supervisor	Officer	Senior/Project Manager
Average	£24,314	£26,454	£28,800	£20,882	£19,849	£15,687	£17,790	£20,371	£23,923	£30,624
Lowest Pay	£13,500	£17,750	£15,882	£15,500	£17,300	£14,013	£16,131	£17,322	£18,130	£24,500
Highest Pay	£40,290	£50,000	£68,150	£30,500	£24,775	£17,377	£21,302	£25,738	£29,120	£40,000
# positions with wages advertised	41	21	105	20	6	18	99	57	57	25

December 2014 is now the ClfA Jobs Information Service and Training (JIST), and BAJR's job postings from 1 April 2014 to 31 March 2015. The job adverts were provided by Lianne Birney (ClfA) and David Connolly (BAJR). Each job advertised was treated as a single data point, and adverts without pay rates were not counted. If an advert gave a specific number of positions, ie 3x trainees, 2x supervisors, etc, then each position was counted as a separate data point. However, if the number of positions open was not described, each advert was counted as a single data point. When a salary range was

given in a job advert, the middle point was used for the average wage and the lowest listed wage was used as the 'starting wage'. For example, a salary advertised at £15–16k would have an average of £15,500 and a starting wage of £15,000. All calculations are done on a pro-rata basis, ie if one worked for a full year.

Changes to JIBA

Jobs have been categorised based on the description of the position. A description of those categories can be found in the 2013 JIBA (Rocks-Macqueen 2013). However,

as mentioned in last year's JIBA, there have been a proliferation different job titles and the connection between titles and work is becoming tenuous. For example, the title 'project manager' implies management work but on a £15,000 salary it is doubtful that the person with this title would manager others. Junior and senior cultural resource management (CRM)/Sites and Monuments Record (SMR) positions have been combined into a single category because it is no longer possible to discern accurately whether a position is at a junior or senior level.

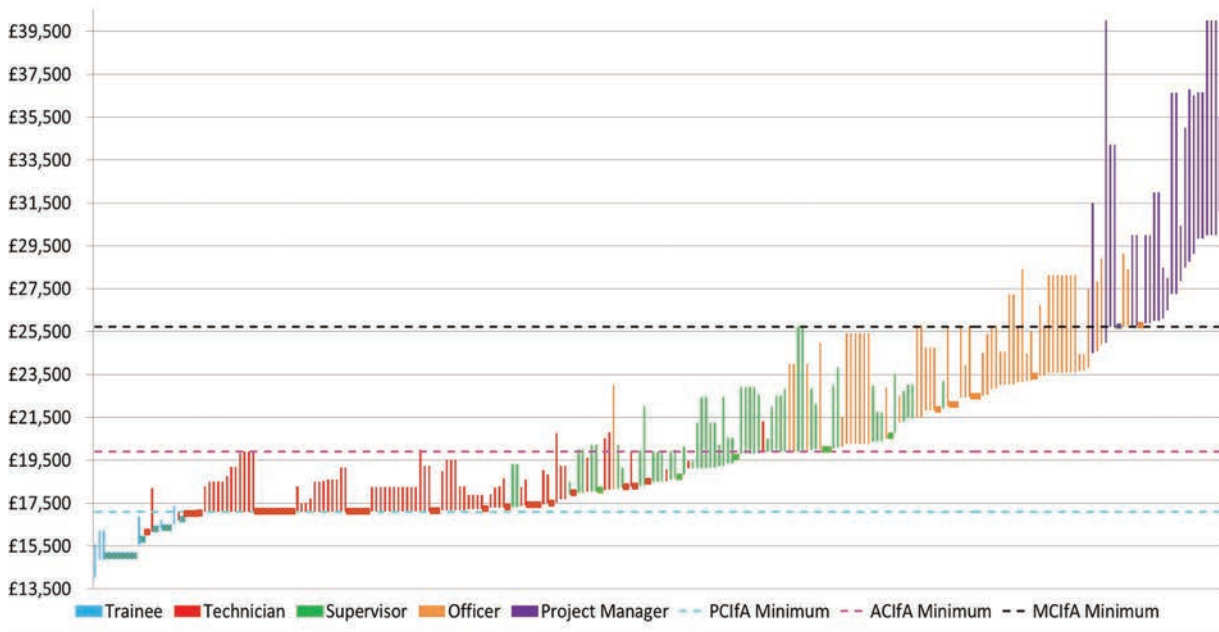


Fig 1: Graphical representation of range of salaries, from starting to high pay, collected in this year's JIBA for commercial field and laboratory position job advertisements. Each line (ranges of salary) or point (single salary number given) represents a single wage advertised

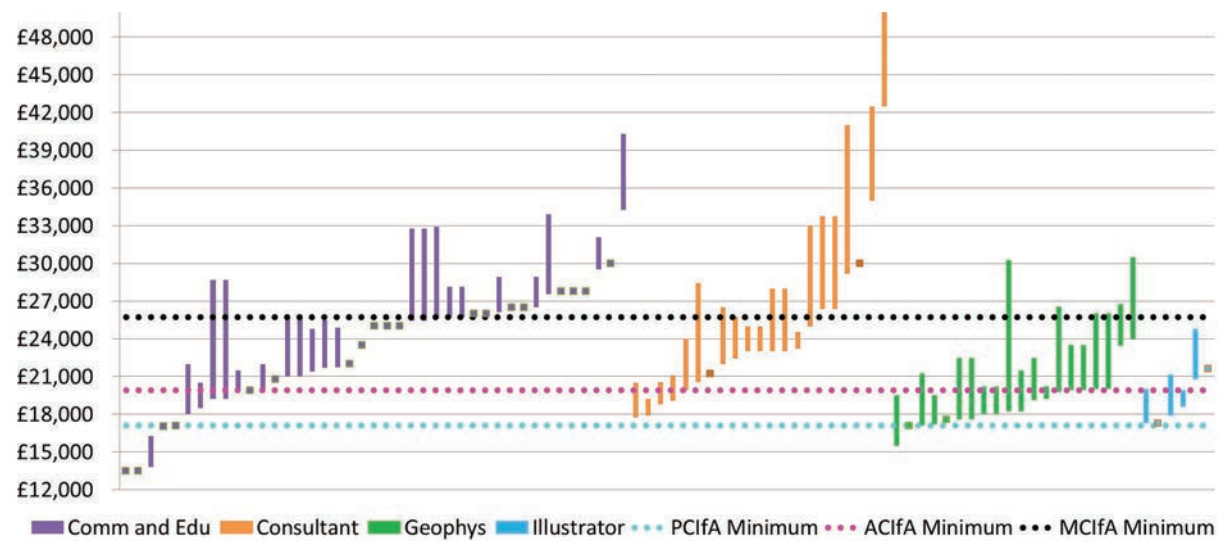


Fig 2: Graphical representation of range of salaries, from starting to high pay, collected in this year's JIBA for Community and Education, Consultant, Geophysical and Illustrator position job advertisements. Each line (ranges of salary) or point (single salary number given) represents a single wage advertised

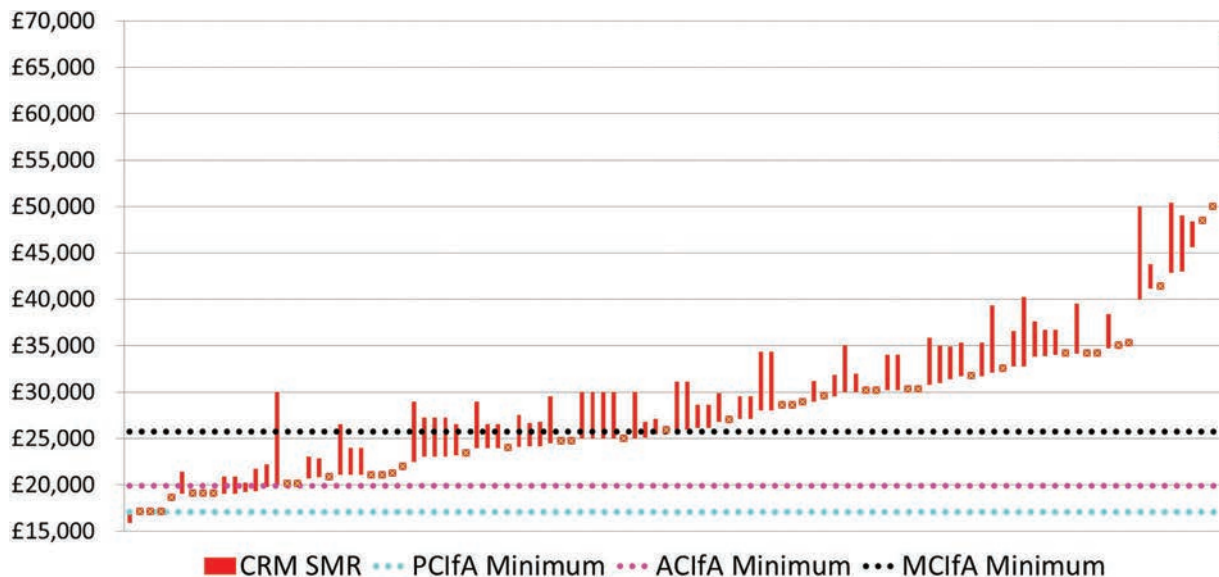


Fig 3: Graphical representation of range of salaries, from starting to high pay, collected in this year's JIBA for CRM/SMR position job advertisements. Each line (ranges of salary) or point (single salary number given) represents a single wage advertised

Another change this year takes into account that averages are not the best method for showing wage conditions. In the case of technicians, many will not stay with a single employer long enough to see pay increases and thus never realise the average wage using the JIBA method of calculating. In the case of managers, the occasional very high pay for a senior position will skew the results due to the small sample size. Averages are calculated for historical reasons (Table 1) to continue the 20-year time depth of data, but Figures 1, 2 and 3 demonstrate a superior presentation method. These figures present all of the

salaries collected including those with ranges of pay. You will be able to see almost all technician-level positions start at just over £17,000 and that most officer-level positions will not break £30k. Furthermore, you can see the range of pay offered.

Another change this year is that in an effort to unclutter JIBA some positions have been removed from the annual data collection. For example, only one of 33 advertised surveyor positions in 2014–15 was not from either the National Trust or English Heritage. It makes little sense to track these data as there is no market to examine and it is easier

to look at the pay scales of these two employers to understand pay rates. In the case of archaeological science positions, comparing the wages of osteologists to that of geomorphologists or dendrochronologists is pointless. These positions are not advertised enough to have their own categories. As such this and other categories have been removed for this year's JIBA. Illustrators have been included, but given the low number of jobs advertised, this category will likely be dropped in the future. There are simply not enough data to accurately present the salary situation for these types of positions.

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The Archaeologist 89, Institute for Archaeologists
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Doug Rocks-Macqueen Student Member (6540)

Doug Rocks-Macqueen is the Director of Analysis, Research and Technology at Landward Research Ltd. Some of his projects include the most recent *Profiling the Profession 2012–13* and the video recording of the ClfA conference. You can find those and over videos at www.youtube.com/channel/UC08QKQO1qs6OPQs9I1kMQPg. You can find out more about some of Doug's research on his website <http://dougsarchaeology.wordpress.com/> or contact him at drocksmacqueen@gmail.com



Launch of the new Historic Environment Scotland

Jane Ryder OBE, Chair, Historic Environment Scotland

1 October 2015 saw the launch of a new public body to investigate, care for and promote Scotland's historic environment. Legally known as Historic Environment Scotland, the new organisation incorporates and will build on the strengths of Historic Scotland and the Royal Commission on the Ancient and Historical Monuments of Scotland (RCAHMS), who have been managing and recording the historic environment for over a century.

Historic Environment Scotland will lead on delivery of *Our Place in Time*, Scotland's first strategy for the historic environment, which sets out how our historic environment will be managed to deliver real benefits to Scotland's people. The success of the strategy will ensure our diverse historic environment is cared for, understood, enjoyed and enhanced.

The new body is a non-departmental public body with charitable status, like other important cultural organisations such as the National Museums and National Library of Scotland. This enables a degree of operating independence, and potentially greater transparency and public facing accountability, with new opportunities for marrying up the expertise and corporate knowledge of both organisations and extending their reach for the benefit of modern visitors and future generations alike.

The historic environment matters in Scotland. It was clear from September's extremely successful EAA conference in Glasgow, attended by 2000 delegates from 80 countries, just how many people across the world recognise the importance of understanding, protecting and valuing our past. The conference provided an important platform to launch Scotland's new ten-year Archaeology Strategy.

The strategy was developed collaboratively by the Scottish Strategic Archaeology Committee, and sits within a landscape of both *Our Place in Time* and the National Strategy for Scotland's Museums and Galleries, launched three years ago. The results of archaeological activities are creating challenges for the museums sector, yet this is a moment of heightened international awareness of the importance and sensitivity of built heritage and the associated archaeological record. Domestically,

meanwhile, enthusiasm for archaeology is growing.

With all that in mind, one of the main aims of the Archaeology Strategy is to increase understanding of and engagement with Scotland's past. This is a ten-year vision for the whole archaeology sector, both professional and voluntary. Over 200 people contributed, many of whom have pledged to help deliver its aims. The strategy will enable us to work collaboratively to find solutions fit for archaeological discovery and presentation in the 21st century.

'ClfA welcomes the launch of the Archaeology Strategy for Scotland and we are pleased to see a strategic framework for participation in archaeology by people from a wide range of backgrounds, all working to professional standards. The strategy will play a part in the continued advancement towards these laudable aims.'

Tim Howard
ClfA Senior Policy Advisor

There are already many fine examples of collaborative working in the archaeology sector, such as the discovery of a Viking hoard in Galloway last October. This priceless cache of Viking treasure was found by an experienced amateur metal detector, who immediately contacted the Treasure Trove Unit. Once the hoard was removed from the ground by the local council archaeologist, Historic Scotland were able to quickly add the find spot to the schedule of national monuments following a brief follow-up excavation. Since then we have been working alongside colleagues in the Treasure Trove Unit, the finder, and researchers from across Britain to plan the best strategy for the safe removal, conservation and analysis of these precious items, which have lain in the ground for the past 1000 years.



Detail of silver armband and a gold bird pin found during the archaeological dig in Castle Douglas. © Crown Copyright Historic Scotland reproduced courtesy of Historic Scotland



It was clear from September's extremely successful EAA conference in Glasgow, attended by 2000 delegates from 80 countries, just how many people across the world recognise the importance of understanding, protecting and valuing our past.

Detail of pot containing various objects which was found during the archaeological dig in Castle Douglas © Crown Copyright Historic Scotland reproduced courtesy of Historic Scotland

Detail of gold bird pin which was found during the archaeological dig in Castle Douglas.
© Crown Copyright Historic Scotland reproduced courtesy of Historic Scotland



The organisation continues to be engaged in a wide range of activities, from recording and mapping techniques through to tourism; from land-use assessment to publications; and from data initiatives to world heritage.

Parts of the hoard have been viewed by researchers from across Britain and further afield, and we expect continued worldwide interest from archaeologists in the years to come. This spirit of

collaboration, already putting Scottish archaeology on the world stage, is one we intend to evidence across the wider work of Historic Environment Scotland, drawing in our knowledgeable and enthusiastic staff and volunteers. The organisation continues to be engaged in a wide range of activities, from recording and mapping techniques through to tourism; from land-use assessment to publications; and from open data initiatives to world heritage.

In practical terms, we took on our powers in the middle of a financial and planning year, and the first six months are

a transition period. We are developing our Corporate Plan 2016–19, demonstrating how the new organisation will meet the expectations of stakeholders, and will launch this for public consultation in November. I hope ClfA members will engage in discussion and will make sure to feed in comments and contributions.

Working with partners across and beyond Scotland, Historic Environment Scotland aims to be an exemplar of good governance, modern management and high achievement – including our role as sector lead within Scotland where the role of archaeology and archaeologists is critical. Looking more widely, Scotland's Archaeology Strategy will help us all present Scotland's stories in their global context on an international as well as the national stage.

This is certainly an exciting moment for archaeology and for Scotland's Historic Environment.

Jane Ryder OBE, Chair, Historic Environment Scotland

Jane Ryder OBE is the first Chair of Historic Environment Scotland. She has had a varied career, including a practice in maritime law and is now specialising in regulation and organisational development. She has a long record within the cultural sector. Previous roles include eight years as Chief Executive of the Scottish Museums Council, where she developed the first National Strategy for Scotland's museums and was one of the original board members of Scran. Jane was also the first Chief Executive of the Office of Scottish Charity Regulators (OSCR), successfully establishing the new regulatory regime for charities in Scotland.



THE ROAD FROM DRUMCLAY

Philip Macdonald, Macdonald Archaeological Consultancy

The publication of a review, and accompanying action plan, of the context of the excavation of a crannóg in Drumclay, Co. Fermanagh, is set to have a transformative effect on archaeology in Northern Ireland.

The first major excavation of a well-preserved crannóg in Ireland for over a century took place between June 2012 and April 2013 in Drumclay townland. A detailed sequence of well-preserved structures and artefacts was uncovered and their analysis will transform our appreciation of Gaelic Ireland. The circumstances of the excavation were, however, fraught with controversy. The site was excavated as a consequence of the construction of the A32 Cherrymount Link Road. During the summer of 2012 concerns about both the conduct of the excavation and the time allocated for its completion prompted a campaign centred upon social media and involved staff employed at the site, other concerned professionals, the public and political representatives. The efficacy of the campaign was reflected in the success of the excavation after it became directly managed by the Historic Environment Division (HED) of Northern Ireland's Department of the Environment (DOE) in late July 2012.

The then Minister, Alex Attwood MLA, requested a review into the DOE's role in the circumstances that led to the excavation. The Inspectorate employed within the HED, then part of the Northern Ireland Environment Agency (NIEA), had a responsibility for both providing planning advice and for the licensing of archaeological excavations. The review, led by Professor Gabriel Cooney and submitted to the Minister (Mark H Durkan MLA) in October 2013, was published in June of this year as an appendix to an action plan



House platform on Drumclay crannog © Crown copyright. Reproduced with the permission of the Controller of Her Majesty's Stationery Office



Excavation in progress at Drumclay Crannog © Philip Macdonald



Fallen wickerscreen wall within circular house at Drumclay crannog © Crown copyright. Reproduced with the permission of the Controller of Her Majesty's Stationery Office

detailing how the DOE intends to address its six recommendations.¹ The transfer of the HED from NIEA to the Local Government, Historic Environment and Corporate Services Group within the DOE, in advance of the plans to create nine new government departments in Northern Ireland in 2016, provides the context in which both the review and the action plan need to be considered.

The review identified a number of systemic weaknesses and errors of human judgement which led to the selection of the new road's route: the assessment of both the extent and preservation of the crannóg, the impact of the road's construction upon the integrity of the site, and the shortcomings of the initial stage of the excavation. Road developments in Northern Ireland are not subject to the normal planning processes, but are determined by Transport NI (formerly the Roads Service of Northern Ireland), a

business unit within the Department of Regional Development following a separate statutory process. The review determined that the Roads Service failed to consult with the Inspectorate both prior to the selection of a preferred route and during the subsequent preparation of the Environmental Statement. As soon as the HED was consulted on the development, staff raised considerable concerns about the impact of the proposed road upon the crannóg.

The DOE has accepted all of the review's recommendations and, when implemented, the resulting action plan will make a significant contribution to archaeological practice in Northern Ireland. The first three recommendations concern improving communication between the Inspectorate and Transport NI, as well as the development of new guidance relating to the development of future road schemes and the work of archaeological contractors. The most positive

aspects of the action plan are, however, the final three recommendations which, when implemented, should have a transformative effect on archaeology in Northern Ireland. First, the review recommended that an assessment of the operational structure of the HED is undertaken to assess whether the management of archaeological licensing could be improved. It is also recommended that board-level meetings between NIEA and other government agencies are regularised. The most potentially transformative recommendation is that an urgent review into the licensing of archaeological excavations is undertaken. This review is to be concerned with the granting of licences, research designs and excavation methodologies, public engagement, the long-term curation of excavated material and the dissemination of excavation results.

ClfA has long advocated the increasing of public benefit from archaeology in Northern Ireland through a review of licensing criteria and other processes, and has previously submitted proposals for conducting such a review. The action plan that accompanies the review of the circumstances of the excavation of the Drumclay crannóg brings realising the full potential value of archaeology to society in Northern Ireland a significant step closer.



Early medieval antler comb from Drumclay crannog. © Crown copyright. Reproduced with the permission of the Controller of Her Majesty's Stationery Office



Philip Macdonald PhD, PCIfA (1246), Macdonald Archaeological Consultancy

Philip Macdonald is an archaeological consultant based in Northern Ireland. He has directed excavations at a range of sites, most recently including the Mound of Down and Dundrum Castle in County Down. As a member of the Northern Ireland Archaeological Forum (where ClfA is represented by Peter Hinton), he has been concerned to lobby for both the adequate provision for the curation of archaeological archives and the reform of planning policies relating to the historic environment in Northern Ireland.

¹ The review and action plan can be accessed at <http://www.doeni.gov.uk/built-report-drumclay-crannog-review-of-context-of-excavation-2015.pdf>.

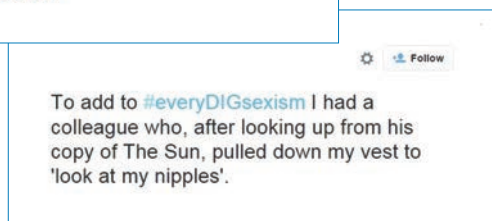
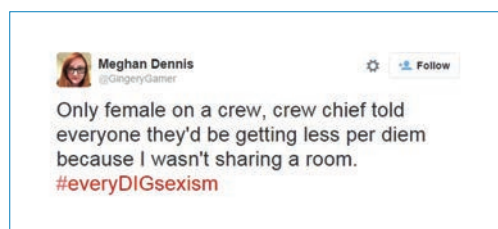
GROUPS

Equality and diversity in archaeology

Hannah Cobb MCIfA, Lecturer in Archaeology at the University of Manchester

Introduction

This summer the ClfA Equality and Diversity Group was founded. Below are just four of the many reasons (tweeted using the hashtag #everyDIGsexism) why a group of this kind is needed in ClfA.



As this selection of shocking accounts demonstrates, and as was shown in the 'Glass ceilings' session at the 2015 ClfA conference, when it comes to gender equality in archaeology, we have a very long way to go. Whilst gender has been a relatively well-documented area of inequality since the early 1980s, archaeology also faces a range of other challenges. The most recent *Profiling the profession* showed that 99.2% of archaeologists are white and 98.2% are not disabled. In contrast, ethnicity and disability amongst UK archaeology students is much higher (Cobb 2015) and, based on the 2011 census for

All accredited members of ClfA are bound by the principles of the Institute's *Code of conduct*. Principle 5 states that members *shall recognise the aspirations of employees, colleagues and helpers with regard to all matters relating to employment, including career development, health and safety, terms and conditions of employment and equality of opportunity*, and in particular clause 5.3 requires ClfA members to *give due regard to the requirements of legislation relating to employment discrimination on grounds of race, sex, age, disability, sexual orientation or religious belief*. Any member thought to be in breach of this, or any other principle of the *Code of conduct* could be subject to an allegation of misconduct under the professional conduct regulations.

England and Wales, 86% of the population are white and 82.1% are not disabled. This discrepancy highlights that, as a profession, we do not have a representative work force and that barriers for the employment and retention of employees from diverse backgrounds clearly exist.

Why does this matter?

I know many fellow archaeologists are sympathetic to these issues, but there are still those who wonder, why do these things matter? When we are struggling in an increasingly tight financial climate, why not maintain the status quo and focus on keeping our jobs? In the current climate, pressure for archaeological companies to make themselves financially competitive leads to them making discriminatory choices – cutting facilities on site, cutting pay when a woman asks not to share a room with male colleagues, laying off pregnant women or choosing male employees over female because they won't get pregnant, or choosing those without a disability because they will get the job done faster.

Ethnicity, disability, gender and sexuality are intimately tied to the future sustainability of the profession because if, as a profession, we are not representative of wider population demographics, we are in danger of becoming irrelevant to those whom we need to fund us. When the



Students from Manchester Primary Schools excavating at the Whitworth Park Community Archaeology and History Project. © the Whitworth Park Community Archaeology and History Project

majority of archaeological narratives are written by white, straight, able-bodied, middle-class people (and mostly men), a very specific way of writing about and communicating the past predominates. In a time of austerity, when we regularly have to make the case to government, local councils and the public that heritage is important and worthy of investment, we undermine the argument if we are not representative of the public for whom we are preserving the past.

Equality and diversity matters not just because of economics, but because of ethics. If they remain unacknowledged, and if we fail to act and promote equality and diversity in our profession, then we perpetuate an unacceptable status quo in which working conditions and employment opportunities are compromised for some archaeologists but not for others. Ultimately, we perpetuate glass ceilings and barriers and, in the 21st century, when we have robust legislation to protect against this (2010 Equality Act), this is simply not acceptable.

Challenging the status quo; promoting best practice

We are not the first to point out these problems – archaeology and heritage have a vibrant community already working for equality and diversity. But it seemed troubling to the group founders that our own professional body had no formal voice on these matters when ClfA has the potential to lead the way in promoting best practice in equality and diversity in archaeology.

Consequently the Equality and Diversity Group holds, at its core, a desire for change. To achieve this we will support the profession to uphold standards in equality and diversity, particularly with regard to understanding and implementing the Equality Act 2010. We will work towards developing ClfA's own policy on equality and diversity and contribute to the consultation for individual chartership. We aim to understand and continuously research issues of equality and diversity so that any

professional response to these issues comes from an informed perspective. Crucially, our group will also work to share and promote best practice. This will mean developing an online repository to share information, guidance and best practice from across the sector. It will develop partnerships with other professional bodies/ groups and, most importantly, will provide a practical scheme to support and promote good practice in equality and diversity.

These are ambitious aims and we can't do it alone. Therefore, if you would like to join the group please contact jen.wooding@archaeologists.net.

Reference

Cobb, H L, 2015 A diverse profession? In P Everill and P Irving (eds) *Rescue Archaeology: Foundations for the Future*. Hertford: RESCUE.

Additional information

More about everyDIGsexism:
<https://everydigsexism.wordpress.com/>

Videos of all papers from the 'Glass ceilings' session:
<https://dougсарchaeology.wordpress.com/2015/08/19/glass-ceilings-glass-houses-or-glass-parasols/>



Hannah Cobb, MClfA (2468)

Dr Hannah Cobb is a Lecturer in Archaeology at the University of Manchester. Her research focuses on two areas: interpretive approaches to contemporary archaeological practice, and the Mesolithic and Neolithic of western Scotland. In the former, questions of pedagogy, training, equality and diversity are a central concern. She has also worked with the Higher Education Academy to examine the role of fieldwork in the undergraduate degree and is one of the editors of *Reconsidering Archaeological Fieldwork* (Springer, 2012). Questions of equality, diversity and identity run throughout Hannah's research, and these themes converge in her role as the Chair of the newly founded Equality and Diversity Group for the Chartered Institute for Archaeologists. Hannah can be found on Twitter at @ArchaeoCobb.

Member News

Christopher Catling, MCIfA 4589

Christopher was appointed as Secretary (Chief Executive) of the Royal Commission on the Ancient and Historical Monuments of Wales (RCAHMW) on 1 March 2015. Based in Aberystwyth, the RCAHMW works closely with Cadw and the Welsh Archaeological Trusts to promote understanding of the archaeological, built and maritime heritage of Wales and is currently engaged in research into the impacts of climate change on coastal and upland archaeology, battlefields, the Welsh slate industry, 19th- and 20th-century churches and World War I wrecks.

Previously Vice Chairman of Cotswold Archaeology and a member of the Gloucester Diocesan Advisory Committee, Christopher helped to set up the All Party Parliamentary Archaeology Group in 2000 and was appointed Founder Director of the Heritage Alliance in 2002. He is Director of the Marc Fitch Fund, which gives grants to support academic research and publishing in the fields of history, archaeology and art history. He writes for *Current Archaeology* and is the author of more than 50 books, including *A Practical Handbook of Archaeology: a beginner's guide to unearthing the past* and the best-selling Eyewitness Guides to Florence, Tuscany and Venice.



Christopher Catling



Matt Parker Wooding

© Adam Stanford/
Aerial Cam

Matt Parker Wooding, MCIfA 5990

Matt worked as a field archaeologist for over ten years before undertaking an MPhil in early prehistoric ceramic petrology. He then spent five years working for a multidisciplinary consultancy before relocating to the South East in 2013. Matt now works at AOC archaeology based out of their London office and was recently appointed project manager. This is a fantastic opportunity to work at the heart of an archaeological organisation and he is relishing the new challenges and experiences the role is bringing.

Matt joined ClfA in 2009 and upgraded to Member in 2013. He is committed to his professional development and the promotion of best

practice in archaeology and has become increasingly involved in ClfA activities. He attends the conference and has been Secretary of the Finds Special Interest Group since 2012. He was recently elected to the ClfA Advisory Council, having previously attended the meetings as the Finds Group representative. He found the meetings an extremely valuable experience and a great way to become more actively involved. Matt feels that he will bring a good balance of fieldwork, project management and consultancy skills to the Advisory Council and is eager to make an effective contribution during his term.

Member News

Andrew Townsend BA (Hons) PhD MCifA MIEMA MCIQB
CEnv EurBE FRSA
1961–2015

Andrew was that very rare thing: a qualified construction professional who chose to become a professional archaeologist.

Like most game-changers, Andrew had a peripatetic childhood and his fascination with archaeology would not leave him. After twelve years in the construction industry, he enrolled as a mature student at Bristol University, gaining his degree in Archaeology and Art History and Doctorate on the prehistoric cultures of the Mediterranean and Near East.

Andrew directed excavations in Libya, Cyprus, Jordan, Israel, Spain, the Maltese islands and the West Indies and from 1997 to 1998 was Jerusalem Scholar at the British School of Archaeology in Jerusalem. He published widely and presented conference papers at universities in the UK, as well as Malta, Tel Aviv and Yale. He was an authority on 18th century English and continental ceramics, particularly on Worcester porcelain, where his grandfather had worked; he was Secretary of the Royal Worcester Dyson Perrins Museum and had been a member of the English Ceramic Circle since 1984. He also spoke Arabic, played the French horn and taught himself rock guitar.

'Andrew achieved what few of us even aspire to: he was an accomplished academic, a consummate professional and diplomat, a highly skilled technician and thoroughly good company.'



Andrew Townsend receiving CIOB Ambassadorship. © CIOB

Obituaries

Andrew worked as a short-contract digger for the Avon Archaeological Unit, Bristol and Region Archaeological Services (BaRAS) and Bath Archaeological Trust (BAT), eventually accepting a professional post at BaRAS where he remained until 2014. It was while working for BAT that his knowledge of the construction industry became manifest. Presented with an Institution of Civil Engineers (ICE) Minor Works contract of over 300 pages, he was the only person who understood it and, more importantly, how to exploit it to archaeological ends. The financial success of that project was largely due to Andrew's involvement. At his suggestion, the IfA persuaded the ICE to publish the *ICE Conditions of Contract for Archaeological Investigations*, which remains the only published bespoke archaeological contract in the world and the preferred contract for all civil engineering projects with an archaeological component.

Andrew was elected to full membership of the Chartered Institute of Building and the Chartered Institute of Environmental Management. He became a member of the CIOB's Low Carbon Construction Working Group (Carbon Action 2050) and served as a CIOB Ambassador from 2008. He was a member and chair of the CIOB's Chartered Environmentalist Professional Review Panel; a member of the British Standards Institute Committee for the revision of BS 7913: *The Principles of the Conservation of Historic Buildings*; a committee member of the Royal Anniversary Trust's Diamond Jubilee Round of the Queen's Anniversary Prizes for Higher and Further Education; and Board member of the Federation of Archaeological Managers and Employers. He persuaded the Health and Safety Executive to set up a working party on the specific needs of archaeology and was also working on the implications, for archaeologists, of the incoming Building Information Modelling requirements for major construction projects. He believed that closer liaison with the construction industry could only benefit archaeology and it was to that end that he devoted most of his spare time.

Andrew achieved what few of us even aspire to: he was an accomplished academic, a consummate professional and diplomat, a highly skilled technician and thoroughly good company. We will not see his like again for a long time.

Michael Heaton MCifA 528

Martin Dean, Hon MCIfA

Martin died in June after being diagnosed with cancer in 2013. He did not go quietly, packing out this time with his usual vigour and utter candour about his illness and treatment. As Director of the Archaeological Diving Unit (ADU) based at the University of St Andrews, Martin was central to the development of marine archaeology as a profession in the UK. With the survey company ADUS he continued to further the development and application of high-resolution marine geophysical surveys, setting new benchmarks for the imaging of underwater sites. This led to the increasing application of high-resolution survey to the investigation of some of the highest-profile marine accidents of recent years, including the Deepwater Horizon in the Gulf of Mexico and the Costa Concordia off Giglio, Italy.

For all his technical achievements, the overwhelming sense from the tributes written is of his personal impact on so many practitioners around the world. Martin was endlessly enthusiastic and encouraging to people who wanted to pursue archaeology, whether professionally or as a volunteer. He was generous with his time, advice and his fantastic web of contacts – not ostentatiously but quietly and seriously. Suggestions from Martin proved a turning point for me on a whole series of occasions, starting when I was a volunteer and undergraduate; I am far from alone in owing so much of my own experience of archaeology to him.

Martin's impact on the practice of marine archaeology encompassed standards in fieldwork, archaeological diving, the introduction of new technologies for position fixing and geophysical survey, and the improved standing of marine archaeology within the wider practice of archaeology in the UK. Expectations, capabilities and attitudes that can now be taken for granted were not even aspirations when Martin first led the ADU into the field in 1986. Particular milestones include his *Guidelines on Acceptable Standards in Underwater Archaeology* (1988), the first edition of *Archaeology Underwater: the NAS Guide to Principles and Practice* (1992), his introduction of the routine use of Surface Supplied Diving Equipment, early experiments with differential GPS, and his powerful advocacy of multibeam survey. But what I will remember most are his irreverent sense of humour and his forthright commitment to the ethics of archaeology.

Antony Firth MCIfA 858

'Martin was endlessly enthusiastic and encouraging to people who wanted to pursue archaeology, whether professionally or as a volunteer. He was generous with his time, advice and his fantastic web of contacts – not ostentatiously but quietly and seriously.'



Martin Dean getting ready for a dive. © Wessex Archaeology

New members



Member (MCIfA)

8497 Tom Addyman
8492 Deborah Anderson
8390 Robert Batchelor
4857 Abigail Bryant
8282 Victoria Cooper
8165 Andrew Croft
8392 Denise Drury
4645 Alexander Farnell
6152 Richard Hoggett
8483 Colin Humphreys
8491 Mike Ings
8375 Jane McComish
8363 Victoria Mellor
8385 Ian Milsted
8439 Aisling Mulcahy
8469 Stuart Noon
1025 Niall Oahey
8459 Catherine Rees
8391 Mark Whittingham

Associate (ACIfA)

8440 Clare Ahmad
8530 Patrick Booth
8377 Michael Briggs
8526 Zara Burn
1555 Paul Cope-Faulkner
8342 Andrew Dearlove
8410 Liam Delaney
8450 Samuel Dix
8209 Trevor Draeseke
8198 Elizabeth Dunning
8360 Arlene Fadden
4641 Claire Feldkamp
8496 Sophie Lewis
8481 Philip Mann
8376 Liam McKinstry
8443 James Mower
8341 Daniel Phillips
8277 Amy Roberts
8498 Simon Sworn
8533 Nathan Thomas

Practitioner (PCIfA)

8484 Laura Andrews
8388 Myrto Bardani
7160 Jonathan Bennett
8442 Stephen Cox
8494 Ying Tung Fung
8386 Roddy Grant
8441 Robert Hedge
8449 William Illsley
7923 Dawn Keen
8444 Brian Minehane
5994 Paul Murtagh
8525 Stuart Paterson
8493 Thomas Rose-Jones
8445 Matthew Saywood
8528 Alexandra Scard
8438 Benjamin Wajdner
8359 Alan Whitaker

Affiliate

7387 David Astbury
8463 Nicholas Bartlett
6630 Alan Bollom
8072 Jonathan Bolton
7642 Maxime Brami
8535 Tilia Cammegh
8473 Thomas Cochrane
8512 Edmund Cole
5419 Cynthia Debono Spiteri
8485 Liam Dourley
8458 Nina Durantes
8427 Amanda Fox
7525 Andrew Frame
8517 Jake Freeman
8515 John Gillen
8509 John Grigsby
8540 Hellen Grunefeld
8504 Matthew Guy
8431 Kay Hamilton
7368 Marcia Hendry
8428 Victoria Hosegood
8508 Spencer Johnson
8446 Amanda Marshall
8558 Richard Morkill
8478 Sorcha Ni Foghluda
8520 Nina O'Hare
8541 Paul Openshaw

8456 Tracey Piper
8505 Ana Rauline-Woodsen
8278 Laura Riccadonna
8417 Ernesto Rizzo
8563 Dario Sassarini
8547 Richard Spencer
8471 Emily Stynes
8522 Rory Sutton
8546 Robert White
8548 Aaron Woolston
8399 Daniel Worley
8501 Daniel Worsley

Student

8559 Serena Avery
8436 Lisa Backhouse
8542 Rob Backhouse
7971 Yvette Barbier
8461 Victoria Brereton
8552 Samuel Broderick
8549 Calista Burnett
8566 Lauren Carpenter
8447 Alessandro Ceccarelli
8462 Jennifer Chow
7775 Constantinos Constantinou
8477 Elinor Craven
8479 Joe Cullen
8453 Sara Daniell
8465 Fabian Danielsson
8502 Greer Dewdney
8518 Alexis Dorsey
8476 Andreas Duering
8429 Gareth Edwards
8455 Fiona England
8503 Ioan Espley
8100 Daniel Evans
8435 Katie Faillace
8426 Alex Fallows
8470 Miranda Fulbright
8511 James Hathaway
8550 Lily Hawker-Yates
8543 Elina Hermene
8564 Rachael Hills
8448 Christian Hoggard
8507 Elspeth Iliff
8513 Alexandra Johnson
8521 Sarah Kerr
8553 Rebecca Lambert

8523 Maria LeRoi
8489 Irini Malliaros
8506 Zaira Marquez
8561 Ian McAfee
8466 Samuel McCormick
8519 Anna Moosbauer
8516 Kayleigh Nadin
8454 Anna Nicola
8115 Claire Nolan
7184 Roisin O'Reilly
8569 Emel Ozturk
8560 Rebecca Pace
8457 Martha Page
8474 Jack Peverall
8551 Imogen Pilling
8464 Rebecca Preedy
8488 Emma Rodber
8514 Sebastian Schuckelt
8544 Simon Scruton
8487 Ieong Siu
8467 Koren Small
8557 Andrew Spencer
8437 Imogen Stansfield
8565 Mistie Starcher
8475 David Streek
8567 Christian Sutton
8486 Bryony Taylor
8568 Emily Taylor
8480 Panagiotis Theofanous
8570 Tracy Thorpe
8472 Burcu Urundul
8562 Cameron Wallace
8430 Henry Webber
8527 Kristine Whaley
8432 Katherine Whitehead

Upgraded members

Member (MCIfA)	Associate (ACIfA)	Practitioner (PCIfA)
2513 Cornelius Barton	5332 Tamlin Barton	8027 James Archer
7457 Lisa Brown	7472 Lianne Birney	7290 Zoe Edwards
2013 Christopher Clarke	2024 David Bull	7578 Alistair Galt
1890 Evelyn Godfrey	5522 Dan Carter	7630 Josh Gaunt
6506 Stuart Joyce	4921 Johnny Crawford	5286 Kerry Kerr-Peterson
4735 Michael Kimber	7204 Charlotte Douglas	7948 Pierre-Damien Manisse
5082 Andrew Leonard	7286 Sophie Hudson	7570 Joseph Page
4507 Daniel Pascoe	6404 Edward James	5194 Autumn Robson
4506 Sheena Payne-Lunn	5665 Andrew Seaman	7546 Robin Weaver
6287 James Sugrue	6388 Peter Spencer	7905 Lauren Woodard
5348 Julia Sulikowska	4934 Jason Stewart	
1925 Graham Tait	8036 Martina Tenze	
7583 Steven Trick		
1117 Russell Trimble		
6558 Natalie Ward		
7651 Stephen Wass		

Membership Appeals Committee (MAC)

Update 2015

Lianne Birney BA ACIfA, Membership Services Coordinator



Lianne Birney © Adam Stanford/Aerial Cam

Unsuccessful applicants for any grade of membership have the right to lodge an appeal within 30 days of being notified of ClfA's decision. The appeals panel determines whether the Institute has followed its procedure, and in doing so has not reached a decision that might reasonably be considered perverse.

The regulations allow the appeal panel to decide:

12.9.1. to reject the appeal

12.9.2. to refer the application back to the Validation committee, with any observations as to how the application has been considered and the decision reached, and direct the Validation committee to reconsider the application

12.9.3. to make any other recommendations to the Validation committee or Board of Directors relevant to the way in which the Institute determines applications for membership

As of September 2015 we have had four appeals. One was rejected by MAC and the decision was upheld; three were accepted by MAC and referred back to the Validation committee to be reconsidered. The Validation committee upheld its decision for two and accepted one.

Registered Organisation NEWS



AB Heritage Limited – new Jarrow office and membership of Constructionline

AB Heritage Limited, a consultancy specialising in delivering early-stage archaeological works for developers, announces its move into new offices at the Jarrow Business Centre. The move results from growth in the company’s client base across the North of England and Scotland, and will allow the business to be even more responsive to its customers.

The company was established in 2009 and employs a number of permanent staff operating across the UK. One of the newest recruits is Senior Project Archaeologist Dan Dodds, formerly of Tyne & Wear Archives and

Museums, and Oxford Archaeology. Dan will be heading up the new North and Scotland office in the historic town of Jarrow, South Tyneside.

AB Heritage is also pleased to announce its membership of Constructionline – the UK’s leading procurement and supply chain management service. To become a certified member, AB Heritage had to demonstrate compliance with Constructionline’s rigorous assessment criteria.

Constructionline collected and assessed an extensive array of information during the certification process, from professional conduct, financial information and proof of insurances, along with previous experience and client references. This process reassures buyers from both public- and private-sector organisations that potential suppliers have been assessed in line with government and industry standards.



Dan Dodds receiving welcome pack at the newest AB Heritage office in Jarrow. © AB Heritage



Digging the change

Archaeological Services WYAS is now recruiting new staff and expanding our business. We have a new strategic vision, new ways of working and new ways of reaching out. Our new managers are Chris Sykes, who heads up the geophysics team, alongside Dave Williams, who is now running the excavation side of our operations. As experienced practitioners, Dave and Chris have the vision and dedication to guide the team towards further expansion and success, alongside Jane Richardson, ASWYAS’s manager.

ASWYAS continues to focus on community projects, and it’s an area all of our staff are now involved in. Currently we are working with The John Wheelwright Archaeological Society at Castle Hall, Mirfield, where we are engaging with local schools, the wider community and the Young Archaeologists’ Club. We are also supporting Tadcaster

Historical Society with their post-excavation research following a successful dig close to Tadcaster’s motte this summer.



Young archaeologists enjoying the finds washing at Castle Hall, Midfield. © ASWYAS

For more information visit: <http://www.wyjs.org.uk/wyjs-archaeology-choose.asp> or just call us on 0113 393 9751



Chris Sykes © ASWYAS



Dave Williams © ASWYAS



Cotswold Archaeology celebrates a health and safety milestone

Cotswold Archaeology has recently celebrated the remarkable milestone of one million working hours without a lost-time health and safety incident or accident. We

have not had a serious or reportable health and safety incident since 2010, during which time we have completed over 3000 zero-harm projects. This tremendous achievement reflects our commitment to setting and maintaining exemplary standards to ensure the health and safety of all our staff, and all others affected by our work. We have built a health and safety management system and training programme designed to not only meet, but exceed, industry best-practice requirements, including CDM regulations and stringent client requirements. The milestone was marked by the inevitable cake!



Cotswold Archaeology celebrates one million hours of safe working in traditional fashion.
© Cotswold Archaeology



Headland Archaeology opens new office in Leeds

We are delighted to announce that Headland Archaeology has expanded to open a new office in Leeds. An office in the North of England had been on the cards for some time, but we have finally settled on the south side of Leeds as the location for Headland North. We are pleased to welcome our new regional manager, Alistair Webb, to the Headland team. Alistair is a nationally recognised expert in geophysics and an archaeological project manager with over 20 years' experience in Yorkshire and the adjacent counties. His reputation has also attracted other senior team members in the form of project manager Sam Harrison and senior geophysicist David Harrison, and with a current team of seven they have already been very busy covering work across Northern England. In addition to the usual

contracting and consultancy services, the Leeds office will become our UK geophysics hub. This will offer added strength with both the latest equipment and a team of dedicated geophysicists.

Not to be outdone, our offices in Luton and Hereford have also been strengthening their management teams with Tony Walsh and newly promoted Luke Craddock-Bennett. There is a lot going on in the company at the moment and you can keep up with it all as it happens on our brand new website at www.headlandarchaeology.com and via Facebook, LinkedIn and Twitter!



Sam Harrison © Headland Archaeology



David Harrison
© Headland Archaeology



Alistair Webb
© Headland Archaeology



Tony Walsh © Headland Archaeology



Luke Craddock-Bennett
© Headland Archaeology

SPOTLIGHT



DigVentures' paperless recording app goes global

Is this the biggest leap forward in archaeological recording since the context sheet? Archaeologists around the world seem to think so: from north-west Spain to upstate New York, communities are using Digital Dig Team – DigVentures' paperless recording app – to manage archaeological data and publish finds online in real time.

Imagine being an archaeologist who could locate a context record with a single tap, record a new feature just by whipping out your phone, add a new interpretation without making a mess, get your pottery expert to add their analysis to the primary record and instantly share that information with the whole team.

Digital Dig Team is the world's first entirely paperless recording system that also allows instant and open access to data online. Developed in collaboration with fellow Registered Organisation LP Archaeology, it is now being adopted by community archaeology projects around the world, including teams working on a late glacial cave in Yorkshire, an Iron Age hillfort in Spain, a Shaker site in the US and an Anglo-Saxon chapel at Lindisfarne.

Each of these projects is crowdfunded, with teams made up of professional and budding archaeologists who support the research either in the field or from home.

Instead of paper files that can only be accessed by one person at a time, archaeologists can instead use smartphones, tablets and laptops to create an online, editable and publicly available record of the

site they're working on. As soon as they start work, everyone on the team can see what's been found, and so can you.

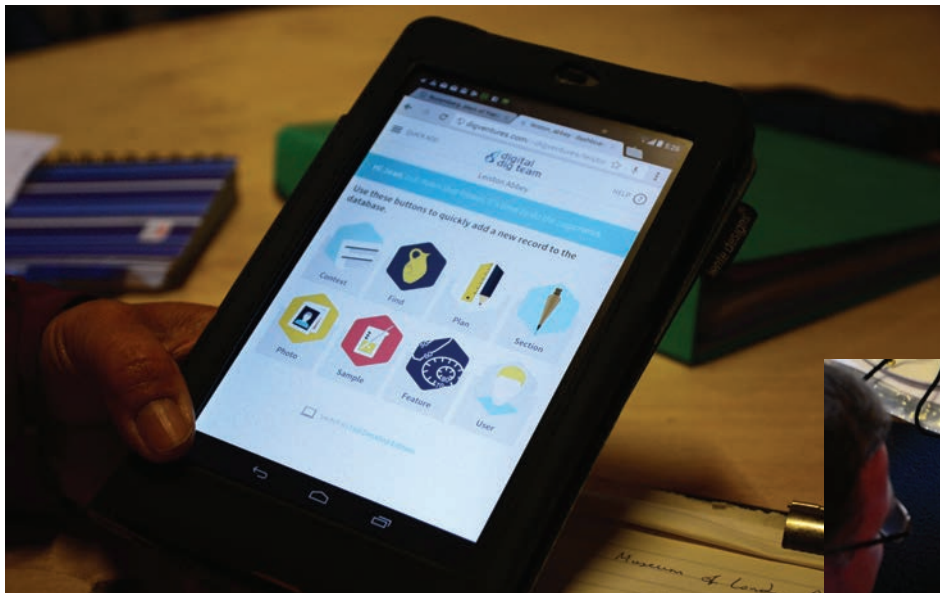
Global communities who stay connected

For these community-led projects, where people from around the world have come together to make a project happen, born-digital archives that update in real time aren't just efficient, they're imperative – not just for feeding information into the system, but for keeping those communities engaged.

People who temporarily join the team in the field can see how that complicated feature they were working on ultimately turned out, or what happened when the pot they found finally got lifted. Likewise, people participating from home can use Digital Dig Team to support and follow the dig remotely.

Archaeology in your hands (or your pocket)

Paperless recording systems preserve the integrity of traditional recording skills, but for these projects it's also allowing better communication between remote members of the team, as well as between the team and their community of public supporters, and they're starting to do it in their own, increasingly visual, ways.



Digital Dig Team is user friendly, has inbuilt help sections and has a responsive design so that it can be used on any smartphone or tablet.
© DigVentures



Everyone has archaeology in their pockets.
© DigVentures



After piloting Digital Dig Team at Leiston Abbey, it's clear that photogrammetry is becoming a standard part of the recording process, with 3D models being added by contributors to the primary record. The same is happening for the extensive collection of late glacial fauna and Romano-British artefacts from Victoria Cave, which are then collated into a virtual museum, allowing casual browsers to explore them up close and in detail.

For the more technically minded, 'map view' creates an interactive map through which people can explore the entire site, zooming in to see trenches, features or even individual artefacts in greater detail. And we're developing a plug-in that means the identification of features can be crowdsourced – people will be able to tag possible features, or even groups of features, helping experts to identify areas for further analysis.

In short, Digital Dig Team is a born-digital archive that means professional and budding archaeologists can contribute to, enjoy and access all stages of the archaeological process either in the field or remotely, whether it's for fun, independent study or as part of the project write-up.

Next steps

As the functionality of Digital Dig Team expands, we're increasingly asked about versions that work on sites with no internet connection, or that can be used in schools and classrooms. Rest assured, we're working on it.

In the meantime, we're on the lookout for new project partners. If you're interested in trying it out on your own dig, we'd be delighted to hear from you.

To see the pilot project go to www.digventures.com/leiston-abbey or find out more at www.digventures.com.



Digital Venturer Fred came to visit and had followed the dig so closely he was able to give us his own site tour. © DigVentures



Trench supervisor James Early shows Field Venturer Rita Baker how to record a posthole on an iPad. © DigVentures



Field Venturer Anna Roik records a new context using her Blackberry. © DigVentures

NOTICEBOARD

ClfA conference 2016

Archaeology in context 20–22 April 2016
University of Leicester

Hosted at the University of Leicester, expect to find our 2016 event packed with sessions, training and networking opportunities. We will have our usual three-day programme, from Wednesday to Friday, this time exploring the broad theme of *Archaeology in context* by discussing the role that archaeology has across the many sectors it can sit within.

You can find all the latest updates and news on our conference website: www.archaeologists.net/conference/2016. If you have any questions or comments, please get in touch with us at conference@archaeologists.net

Book now

Booking is now open! You can find our online booking forms at the conference website and you should find a hard copy of the session details circulated within this issue of TA. The programme and timetable are also available online, so you can see which day each session is taking place.

This year, our conference excursions will take us to Leicester's Town Heritage Initiative (including the King Richard III Visitor Centre (on Thursday afternoon), and a tour around Bradgate Park (on Friday morning) with Dr Richard Thomas, co-director of the archaeological field school. We will be asking delegates to pre-book excursions once the full programme is accessible in March 2016.

Special offers!

This year, to help Registered Organisations support staff to attend conference we are offering a 10% discount on the registration fee. Look out for your discount code and further information which we'll be sending out in the near future.

For individuals, our conference bursary scheme offers assistance of up to £100 to help with fees or travel bursaries for student members, unemployed members or members on low income. Applying is simple via our online form which can be emailed to conference@archaeologists.net.

Yearbook 2015 additions

The following members should have been included in the Yearbook 2015. We apologise for any inconvenience caused.

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