

The Archaeologist

Issue 107

Summer 2019



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Themes and deadlines

TA 108 **Climate change:** During the dry summer of 2018 we were blessed with some amazing aerial images of many new or forgotten archaeological sites.

On a more serious note how does climate change have the potential to impact archaeologists and the archaeology itself? **Deadline 1 August 2019**

TA 109 **Osteology/Forensic Archaeology:** HS2 St James' garden, Euston excavation has provided a fantastic opportunity to excavate a vast number of human remains. This work highlights the opportunities and issues that working with human remains brings.

What contribution have new developments in recording techniques, updated guidance, storage arrangements and ethical concerns made recently in archaeological practice? **Deadline 1 December 2019**

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: Allen Archaeology employees on site in Lincolnshire. Credit: Allen Archaeology



EDITORIAL



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The theme for this edition of The Archaeologist is about championing employers who make a difference, with the aim of highlighting experiences from individuals where their employers have offered support which has made them feel valued.

The articles cover a range of different initiatives. Gemma Ward and Craig Huddart share how their companies have invested in mental health and wellbeing training and support for staff, providing an environment where individuals can feel comfortable talking about their issues. Amedeo Viccari and Laura Hampden provide two case studies about how their employers have supported their professional development through training, and in Laura's case, how having flexible working hours has allowed her to pursue her career as well as supporting her family circumstances. Laura has also benefited from being given time to take part in professional networks through her involvement with ClfA Groups.

The added benefits of having contact with the profession is reinforced by Peter Lovett, who discusses how attending professional archaeological events has added to his knowledge. He encourages employers and individuals – especially field staff – to realise the benefits of taking part in these events. To complement this, Kerry Wiggins discusses how we, as individuals, must take responsibility for our own professional development and make the most of the

opportunities open to us to expand our career horizons. Taking an active role in volunteering for committees, inspections panels and Groups, through ClfA or other organisations, can provide a wealth of CPD and networking experience, and this is reflected in the results of the recent participation survey completed by ClfA members.

Finally, Jessica Bryan and Sadie Watson explore what the sector can do to support EU colleagues working in the UK, and additionally, what support they should expect from Prospect and employers.

The examples showcased in this TA are but a few, but hopefully they make it clear that often the result of introducing additional benefits for staff is a healthy and proactive workforce, who feel motivated to deliver their best. This is a topic we want to continue to explore. Advisory Council will be looking at the recommendations from a report from Jaime Almansa-Sánchez and Guillermo Díaz de Liaño del Valle following the On health and archaeology: mind and body as professional issues session at the ClfA conference in Brighton, and considering what more ClfA can do to address and support some of these.

If you would like to share examples of other initiatives your employers provide that could be included in future editions of The Archaeologist please contact me by email – alex.llewellyn@archaeologists.net.

Championing employers who **make a difference**



Historic England

Case study Laura Hampden and Greater London Archaeology Advisory Service

I have been working with Historic England at the Greater London Archaeology Advisory Service (GLAAS) since 2016. I joined as a Historic Environment Record Officer and now work as a Historic Environment Record Project Officer. There are many reasons why I enjoy my role, but there are particular areas of support that Historic England offers that I really value and would like to share in this case study.

Flexible working

I have three young children, aged 4, 10 and 12. Historic England offers all employees flexible working arrangements including flexi-time around their core working hours. This is especially useful and helpful for employees to be able to enjoy a healthy work/life balance. It is particularly useful for me as I have one child with a range of additional needs that are ASD-related, and another with complex medical needs. While I can manage the majority of the time, occasionally I have to spend a night in hospital, attend appointments, or leave work for emergencies. Having flexible working arrangements in place means that I can make alternative arrangements to fulfil my professional role when someone gets sick, or if we have appointments to attend. This gives me incredible peace of mind, reduces potential anxiety or stress and improves my own mental health and wellbeing.

Diversity and professional development

My employer allows me to factor in additional work in ClfA's Equality and Diversity Group. I have been involved in this Group since 2016. We are very active and being part of the committee requires time to take part in meetings, for planning and attending conference or training sessions run by the Group, and for contributing to various schemes or discussions across the sector. I am passionate about improving representation and inclusion within the profession and am glad that Historic England sees the value in supporting my involvement in this.

Line management support and team working

My line manager and team leader are particularly supportive of my equality and diversity work. We have feedback sessions, periodic personal development reviews and attend regular team meetings. At our team meetings we share our work, discuss our priorities as a team and talk about personal and team development. I think this makes a huge difference as we are supported to fulfil both our specific job requirements and to factor in personal development, which adds to job satisfaction.



Family weekend walk at Silchester. Credit: Laura Hampden



Cannon Bridge Roof Gardens. Credit: Laura Hampden

OPENING DOORS: RECOGNISING, SUPPORTING AND TALKING ABOUT MENTAL HEALTH

Craig Huddart, Regional
Manager – Northeast
England & Scotland and
Business Development
Manager, Allen
Archaeology



Allen Archaeology employees on site in Lincolnshire. Credit: Allen Archaeology

Mental illness amongst archaeologists is a little-publicised condition. For whatever reason, a very high proportion of archaeologists suffer from some form of poor mental health and struggle on with little help, or in some cases, little tolerance. It is often seen as a taboo and embarrassing subject.

By its very nature, archaeology is often a transient profession, with short-term contracts and a site-by-site experience being the norm. Mental illness (in my experience) has affected every project I've worked on, supervised and managed and it's often most prevalent amongst the staff on short-term contracts. Poor mental health is often briefly picked up on before the staff member in question moves on to another project or another company, so the opportunity to engage, help and offer support has been lost. I've seen this happen all too frequently within our profession and it's something that I have

experienced first-hand during my time 'on the circuit'. My mental health suffered greatly; I was often working on away jobs, for an unfamiliar company, living and working with unfamiliar people. There was very little contact with the head office and management and certainly little or no opportunity to speak to someone who may have been able to help or simply listen. Unfortunately, many people still find themselves in this position.

I'm lucky enough to work for an energetic, forward-thinking and genuinely caring employer. Every staff member counts and

they are seen not just as a ‘digger’ but as a person. Through my own experiences and because I am now able to influence internal policy as a senior manager, I feel that I am in a great position to help out my colleagues, irrespective of their role or grade. I’m not ashamed to admit that I still struggle with mental health issues and I have an open dialogue with my employer to ensure they know that I’m coping and that strategies can be put in place to ensure that I am ok.

We have a very active and informal line management structure, with people being able to talk openly about issues and when they are struggling. Mental health isn’t looked down upon and is taken seriously and treated confidentially and compassionately. Every employee is on a permanent contract, making them feel valued and included; the vast majority of our supervisors and project officers started out as diggers at Allen Archaeology, which I feel is a massive sign that we are getting something right. The ethos of our company is as much about the happiness and wellbeing of our staff as it is about doing the archaeology well.

We have several members of staff who have attended ‘Mental Health First Aid’ courses and who are always available to have a chat with, whether in person or over the phone, and all conversations are treated confidentially and with patience. We can also offer guidance and help through our external occupational health team, who have been of great help to several staff members and can act as an intermediary with GPs and HR.

I have had some bad experiences within archaeology when it comes to mental health acceptance and provision and this has really made me determined to make a difference to my colleagues within Allen Archaeology and within archaeology in general. I work for an employer who is on ‘the same page’ as me and simply wants to help its staff. My hope is that other employers start paying attention and looking out for ‘the signs’ amongst all of their staff, not just their core, permanent staff. There is a still a duty of care to temporary/contract workers and we really all need to pull together to stop people slipping through the cracks. It could genuinely save a life.

‘There is a still a duty of care to temporary/ contract workers and we really all need to pull together to stop people slipping through the cracks. It could genuinely save a life.’



Craig Huddart, giving a site tour to clients and a County Archaeologist in Leicestershire. Credit: Allen Archaeology



Craig Huddart

Craig is Regional Manager for Northeast England and Scotland and is also the Business Development Manager for Allen Archaeology Ltd. Craig is also a father of four and his hobbies include football, boxing, running, reading and hiking. He has also travelled a lot, living and working in the Peruvian Andes, studying anthropology and archaeology at the University of Tennessee and visiting Jerusalem, Ephesus, Rome and Paris amongst other places.

Craig has been in archaeology for over 15 years and has worked on, supervised and managed every type of site from watching briefs through to large-scale infrastructure projects. Craig’s major archaeological interests lie in the period spanning the late Roman through to early medieval Britain.

‘The ethos of our company is as much about the happiness and wellbeing of our staff as it is about doing the archaeology well.’



Wellbeing and Dignity at Work initiatives: supporting staff to identify and discuss wellbeing to promote healthy lifestyles and positive mental health

Gemma Ward PCIfA (6150), Field Archaeologist, Archaeology South East

Last year Archaeology South East (ASE), part of UCL Institute of Archaeology, further increased the number of members of staff trained as first aiders via the British Red Cross scheme, thereby significantly increasing the number of physical first aiders on any given site. The reassurance of always having a first aider in proximity led me to wonder if it was possible to emulate the scenario with mental health first aid.



Staff working alongside contractors. Credit: Archaeology South East

Since starting in commercial archaeology – and particularly through my roles in ClfA's Diggers' Forum, various ClfA working parties and the Enabled Archaeology group – I've come to believe that the heritage industry attracts highly empathetic individuals.

This is evidenced by the number of people I've met who have left the industry to pursue vocational, caring careers in areas such as nursing, midwifery, social care and social housing. However, I have considered whether having higher levels of empathy makes people more prone to everyday stressors, having encountered several colleagues who have experienced mental health issues.

When I approached my management with this concept, they not only supported me in identifying mental health



Field staff at work. Credit: Archaeology South East

first aid courses, they also went out of their way to find resources that could be shaped to fit our specific needs in the field and assisted me in becoming a Wellbeing Champion.

ASE is unique compared to many other commercial archaeology companies in that our connection with UCL allows us to access a host of resources built around supporting an academic community. However, staff welfare and mental health is not a one-size-fits-all solution, and the company has endeavoured to take the core principles from UCL's main strategy and create a useful set of resources and support network for both field and office staff. Nothing illustrates this as clearly as our Wellbeing and Dignity at Work initiatives.

ASE uses the five-year UCL Wellbeing Strategy, dedicated to creating and supporting a happy and healthy community. This strategy was developed to introduce a proactive approach to wellbeing by promoting and embedding positive physical, mental and social health and wellbeing behaviours and activities across the UCL/ASE community.

There are six Pillars of Wellbeing:

- 1 Positive environments
- 2 Policies and practice
- 3 Healthy lifestyles
- 4 Mental wellness
- 5 Removing mental ill-health stigma
- 6 Culture and behaviour change

Our network of Wellbeing Champions is spread across our Sussex, Essex and London offices, incorporating members of staff from all levels of responsibility. They help to implement and support Wellbeing@UCL through effective signposting, knowledge of support available, organising and promoting wellbeing activities, and encouraging healthy lifestyles and positive mental health. Champions foster a positive and supportive environment across the workplace community, also acting as contact points for Dignity at Work concerns. They facilitate and document local wellbeing activity, working collaboratively with other wellbeing champions.

ASE is committed to providing a safe, all-inclusive work environment, hence the development of our Dignity at Work initiative. We drew the base structure for Dignity at Work in collaboration with UCL's 'Where do you draw the line?' scheme, tailoring it to commercial archaeology and therefore creating a bespoke policy that is not yet in place anywhere else within the industry.

Staff workshops were created after an anonymous consultation exercise with all ASE staff, which was used to identify and model different scenarios for use in role-playing. They also drew on the results of pre-workshop questionnaires that modelled approaches to, and understanding of, harassment and bullying in the workplace. The workshops were held over a three-month period ensuring full staff participation, and involved presentations, round-table group working, role-playing

exercises and feedback sessions. Each workshop concluded with the formal identification of action points, and these have established an ongoing action plan for a standing working-group within the ASE team.

The Dignity at Work policy now forms a part of our Research and Method Statements (RAMS), meaning all clients and sub-contractors encountering our staff are required to read and adhere to the policy whilst working alongside our staff. Infographics created for use on site give staff contact details for the Wellbeing Champion of their choice.



The infographic on display in all staff locations, including all welfare units in the field. Credit: Archaeology South East

Gemma Ward

g.ward@ucl.ac.uk

Gemma joined Cl/A as a student, obtaining a seat on the Diggers' Forum committee shortly after beginning work in commercial archaeology. She is currently a field archaeologist for Archaeology South East and teaches field methodology to research students for Brown University. She has a focus on mental wellbeing in the workplace, as well as promoting the rights of and improving general working conditions for archaeologists.



Championing employers who make a difference



Case study Amedeo Viccari PCIfA (10225), Archaeological Geophysical Supervisor

I have worked for Magnitude Surveys since April 2018, an archaeological geophysical survey company registered with ClfA, based in Bradford. I joined Magnitude after a period of uncertain employment because of the terms of my contract while working for a different archaeological company. I decided to take action and pursue my career at a company where I would have chances for personal development, progression and stability. I successfully applied for two positions and was thrilled that Magnitude was one of the offers I received! I decided to join Magnitude because I felt they were an ethical company that shared my ambition.

My impressions of Magnitude Surveys have been very encouraging. Initially, I didn't have as much experience as other people within the company, but they gave me confidence, nurturing and enhancing my archaeological knowledge and IT skills. They have invested

in my future career development by allowing me the time to undertake various courses from quad-bike training and the use of Ground Penetrating Radar (GPR), to surveying and processing the data. As I have gained experience, working on small-scale to large national infrastructure projects, I have been given the opportunity to take on more responsibility, and have been promoted to Archaeological Geophysical Supervisor. Most importantly, I have been given the opportunity to work on one of Magnitude's research projects, which is of particular interest to me because it allows me to use skills, in practice, that I developed during my Master's dissertation, such as 3D modelling and gaming development. The 3D model will be used to improve the techniques used for processing data from magnetometry surveys and the game development is aimed to be informative to a general audience and raise awareness of the techniques used in archaeological geophysics.

Amedeo undertaking survey work at Chirk Castle in Wales. Credit: Magnitude Surveys



Surveying at a community project in Newport Pagnell. Credit: Magnitude Surveys

Magnitude has a great teamwork ethic, employing around 20 people from diverse backgrounds. I feel I belong to a close-knit, supportive team, which is illustrated by our, and my, participation in the Bradford Dragon Boat Race Festival this coming June. I have found that in the time period I have worked for Magnitude I have been able to learn new skills in a working environment that encourages personal development and progression in a motivated, ambitious, results-driven company. Magnitude Surveys encouraged and supported my ClfA membership, paying for my subscription costs, and they believe in supporting the qualities of the individual – making the company and myself a success.

PRACTICAL AND MORAL SUPPORT FOR EU ARCHAEOLOGISTS WORKING IN THE UK

Jessica Bryan and Sadie Watson explore what the sector can do to support EU colleagues working in the UK at this time of political uncertainty and the support they should expect from Prospect and employers.



Archaeological recording on A14C2H. Credit: Highways England, courtesy of MOLA Headland Infrastructure

The boom in archaeological work linked to infrastructure and housing in the UK has resulted in a growth in employment of almost 100 per cent in development-led archaeology (ClfA et al 2019), with major projects requiring large numbers of field staff, often at short notice.

The need to resource large projects could not have been met by the existing UK workforce and as a result there have been significant numbers of archaeologists migrating to the UK to take up work opportunities. Across the country the number of EU nationals employed in the sector currently stands at approximately 13 per cent (Landward Research 2019), rising significantly on particular projects including major infrastructure works for which MOLA Headland Infrastructure actively recruited across Europe. This is a substantial change from the late 1990s, when only 2–3 per cent of professional archaeologists in the UK originated from outside the country (ClfA et al 2019).

HOW CAN YOUR UNION HELP?

The uncertainty introduced by Brexit and the future for our EU colleagues is the top campaigning priority for Prospect Union, which now has over 800 members in its Archaeologists branch. Prospect campaigns for a better deal for all EU workers based on the value of their experience and expertise. To help and advise members, Prospect produced Guidance for EU workers on applying for settled status, which outlines existing rights and legislation, provides information on the various possible outcomes to the Brexit process and leads members through the settled status application.



A copper-alloy penannular brooch found near Brampton for the A14C2H.
Credit: Highways England, courtesy of MOLA Headland Infrastructure

The document also guides readers through the various levels of status – settled, pre-settled, permanent residency or indefinite leave to remain – as well as making clear some confusing aspects of Brexit; for example, although Irish nationals are theoretically excluded from these requirements it may still be worth applying for settled status, as the updated laws to protect the UK–Ireland Common Travel Agreements are still yet to become law.

The Heritage section of Prospect (in which the Archaeologists branch sits) cites movement of EU workers as one of its 'key industry areas of concern'. The Prospect Brexit website (<http://brexit.prospect.org.uk/#heritage>) outlines the main concerns within heritage, including free movement of staff, loss of grants and the negative effect on collaboration. The website also provides a contact for members to raise their own concerns to Prospect.

Crucial to the professional and personal development of our EU colleagues is the protection of their status in the UK, that they know they are valued, and that we continue to learn from one another, whatever the result of Brexit might be.



Roman chicken-shaped brooch. Credit: Highways England, courtesy of MOLA Headland Infrastructure

WHAT CAN EMPLOYERS DO?

Prospect is working closely with employers within archaeology to ensure support for our EU members. In January 2019 Prospect and MOLA agreed that MOLA would pay the £65 application fee for settled status for MOLA and MOLA Headland employees, only to hear that the fee had been cancelled that very afternoon! Nevertheless, there is much that employers can do to help staff further; at MOLA this includes the provision of an Employee Assistance Programme (EAP) as part of their employees' healthcare package. The EAP provider can support and advise on a range of issues, including applications for settled status in the UK. The service is free to use, confidential and independent from MOLA, so staff can discuss concerns away from work.

The boom and bust nature of the British archaeological market inevitably means that there will be downturns in the future and a mobile workforce is better able to take

advantage of the varying employment levels across Europe. Anecdotal evidence suggests that most of the young migrant archaeologists working in the UK will eventually return to their native countries or find work elsewhere; they are following the work rather than moving permanently (Caruso et al 2018, 153) and the UK market currently offers higher levels of pay and less precarious employment contracts than are available in many other countries.

Finally, and importantly, MOLA has been consistent in its messages of support to its EU employees, with a recent communication to staff stressing that MOLA is committed to supporting EU colleagues and acknowledging that international staff are a contributory factor in the organisation's success. Crucial to the professional and personal development of our EU colleagues is the protection of their status in the UK, that they know they are valued, and that we continue to learn from one another, whatever the result of Brexit might be.



Jessica Bryan. Credit: MOLA



Sadie Watson. Credit: MOLA

Jessica Bryan and Sadie Watson, MClfA (5532)

Jessica is a Project Officer at MOLA and the Branch Secretary for the Archaeologists branch of Prospect Union.

Sadie is also a Project Officer at MOLA and the Equality & Diversity Rep for the Archaeologists Branch of Prospect.

ClfA's work to support EU archaeologists

We strongly support Prospect's work to offer practical guidance to individuals and encourage employers to take positive steps to manage uncertainty and assist EU archaeologists working in the UK. In support of this role for trade unions, ClfA has taken a strategic lead on advocating to government to ensure that EU colleagues who are accredited as archaeologists will continue to be able and welcome to work in the UK, as well as making the same arguments for UK archaeologists to be able to continue to work in the EU. ClfA has also stressed the need to protect the current EU employees who are critical to the sustainability of the current workforce in UK archaeology. For more detailed information on our policy position and work with Prospect and the Federation of Archaeological Managers and Employers, see our recent briefing, available on the ClfA website <https://www.archaeologists.net/briefings>

We will be running a session with our Deutschland Group at the European Association of Archaeologists (EAA) conference in Bern this September. This will promote collaboration between EU, non-EU and ex-EU archaeologists to explore how, practically and emotionally, we can continue to use UK archaeologists' firm identification with and affection for the rest of Europe, for the benefit of all of us.

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- ClfA, FAME, CBA, 2019 Response to the Migrant Advisory Committee on the UK Shortage Occupation List
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The benefits to field staff of attending professional events

Peter Lovett, ACIfA (9787),
Project Officer, Worcestershire
County Council

Last year I attended a ClfA conference for the first time, with support from my employers, Worcestershire Archive and Archaeology Service. The programme over the three days covered a range of topics, and by far the best sessions I went to were the collaborative ones. I sat at a table with Peter Hinton (ClfA Chief Executive) and discussed the direction of standards and guidance for evaluation reports with him on an equal footing. The session 'On Health and Archaeology' on the final morning discussed the mental and physical impacts on field archaeologists and I shared a round-table discussion with a young Australian digger who highlighted the lack of women's PPE, having just come off the A14 project. It reinforced the value that the conference can have for staff on the ground, and the value that those staff can bring to the conference and the wider industry.

One of the downsides to ClfA2018 was the low number of junior field archaeologists present. I found that most people at the conference already knew each other, so it was difficult to mingle with lots of senior management in an informal setting. On the way back from conference I spoke to Rob Sutton from Cotswold Archaeology about the issue. He told me that Cotswold Archaeology will pay for any member of staff to attend if it benefits their professional development plan. Unfortunately, they have found the uptake from the field section is always very low (there were no takers in 2018).

In my view there need to be more diggers in the collaborative sessions, speaking up and being heard. This would be valuable not only to the individuals but to the industry as a whole. I decided to approach some of the bigger companies to ask them to do the same as Cotswold and offer to completely fund a few places for diggers to go to ClfA2019 in Leeds. Despite a few cold shoulders, I was glad to hear that Wessex, like Cotswold, already offer to pay for staff to attend providing that it benefits their CPD. Some companies, such as Albion Archaeology, have been sending staff to the conference for some time. This year, Oxford Archaeology decided to offer to send staff from each of their offices to the conference, fully paid.

The low number of junior staff attending the conference is not solely down to a lack of provision on the part of companies, of course. There is the feeling that the ClfA conference is just for management to 'hobnob'. If we can increase the participation of field staff, then perhaps we can change the perception that this is a club for managers. But it is up to everyone in the industry to help shape professional archaeology and attending conferences can help empower people to achieve that.

So, my advice would be that for those of you being offered the opportunity to go to the conference, take it. It will almost certainly benefit you now, and in your future career.



Excavating medieval ovens in Evesham. Credit: Worcestershire Archive and Archaeology



Albion Archaeology staff attending ClfA2019. Credit: Helen Parslow, Albion Archaeology



The Royal Armouries in Leeds was the venue for ClfA2019. Credit: Alex Llewellyn, ClfA

My experience of ClfA conference

Elsbeth Iliff PCIfA

As an archaeologist who started on a recognised training scheme, I was given the opportunity to attend the ClfA conference as a trainee and I have since attended twice more. As a member of the field team, I have found the main benefit of attending the conference has been the opportunity to connect with archaeologists from other units and share knowledge and ideas about commercial archaeology as a sector. This can have a day-to-day impact, helping to change systems of work to improve quality and standards, and hopefully have more long-term effects on the innovation and progress of the sector. Another more individual benefit of conference attendance is the opportunity to learn about aspects of archaeology you might not otherwise encounter, such as community engagement or photogrammetry.



.....

Peter Lovett

Peter is a Project Officer for Worcestershire Archive and Archaeology. He has previously worked for several companies, including Oxford Archaeology, MoLA and YAT, having graduated from Bournemouth University in 2003.



ClfA professional training

In addition to the annual conference, there are a range of other professional training events run by ClfA and our Area and Special interest Groups. Information about these is on our events calendar www.archaeologists.net/events. Some of the forthcoming events include:

- ClfA Archives Group: Archives Selection toolkit training workshops (see p28 for more information)
- ClfA CPD workshop series: What's going wrong with the desk-based assessment? (Wales, Manchester, Edinburgh)
- Scottish Group: An introduction to dendrochronology in Scottish archaeology, buildings and landscapes (venue TBC, 20 June)
- Graphics Group (AGM and book launch, June)
- Finds Group (AGM and event, Birmingham, 25 September)
- Wales (AGM and event, 8 November)

TAKING CONTROL OF YOUR FUTURE

making the most of opportunities to expand your career horizons

Kerry Wiggins ACIfA (9032), ClfA Senior Membership Services Coordinator

All accredited ClfA professionals have a responsibility to keep their knowledge and skills up to date and many look to their employer to assist with this. Employers offer training to fill skills gaps, meet the changing requirements of the market and create coherent and productive teams.



Taking part in Registered Organisation inspection panels, for example, can provide valuable CPD opportunities. Credit: Kerry Wiggins

A capable business will recruit and develop staff to achieve these objectives. Good training will engage staff and develop competencies. Appraisals and professional development plans will note personal goals, but where time and money are at a premium, an organisation may focus training and development on those people and practices it has identified can quickly fill the gaps, rather than meeting the aspirations of the individuals it employs. An employer has no obligation and sometimes little incentive to offer anything beyond the requirements to make their business a success.

Most of us, as individuals, will not be the proprietors of the business we work for and will be unlikely to invest the whole of our career in one company or one area of work. We may well have a vision of growing and expanding our careers into other areas of interest and achievement, either within, alongside, or even outside our current profession. In this case we cannot afford to consign our future aspirations for personal development into the hands of our employer. We need to be more ambitious for ourselves than our employer is for us.

If we imagine ourselves as a business, we should invest for future growth. We should build on our strengths and identify areas for further development, be observant and agile in seeking and taking advantage of opportunities. We should look for chances to practise resilience and

‘You probably get more out of it [being a Registered Organisation inspection panel member] as CPD than virtually any other activity’

flexibility to help weather setbacks; build confidence and adaptability by stretching the boundaries of our comfort zone; and be prepared to embrace an element of risk. We should be patient and accept that investment for the future may not be rewarded with immediate benefits.

Taking control of our own learning frees us to explore and opens up new opportunities that often take us in unexpected directions. However, freedom comes with responsibilities and these are likely to include finding and sometimes funding our own training. However, if we are willing to travel a little further, we may find training that is less expensive or even free.

We can also spend time in self-directed study or distance learning or use annual leave to shadow others or volunteer. Importantly, we should maintain a record of learning and development. Some employers have

retained Continuing Professional Development (CPD) records when staff leave their employment, meaning it can be difficult to retrieve these later. ClfA's online CPD record is a portable resource that can be taken anywhere.

Sometimes, successful career development can take an unplanned route. Luck is an important element in our lives and we can all identify directions we have taken through chance encounters. Luck in career terms is the meeting of planning and opportunity.

Planning involves engaging in a wide range of activities and networking opportunities. This develops skills and competencies and provides valuable experience, meaning we are well prepared and best placed to take advantage of opportunities when they present themselves. Employers value this experience as real evidence of competencies. Engaging in a diverse range of activities and taking on even small challenges develops valuable soft skills such as effective communication, adaptability, integrity and resilience. These can give the edge in job hunting, progression at work and professional accreditation.

Taking advantage of activities, engaging in something without necessarily being able to assess the outcome, defaulting to saying yes rather than no, puts us in the way of unexpected opportunities either directly or through our enhanced networks. When those opportunities arise, the skills and experience we have developed will result in us being recognised as the right person for the role. So, next time take up an employer's offer of attendance at the ClfA conference.

Participation in our profession is another invaluable CPD opportunity. An accredited member of any grade can apply to sit on Advisory Council, Validation committee, Registration committee (Organisations) and Registered Organisation inspection panels. Get involved with ClfA Area and Special Interest Groups or look at volunteering with local societies who can sometimes fund training.

Our website has a careers page with online training and a wealth of training and professional development information, as well as access to the online CPD diary where members have shared their CPD learning opportunities. Further training and resources can be found on the BAJR and CBA websites, and ClfA Area and Special Interest Groups regularly run CPD courses.



Events such as the ClfA annual conference can provide a wide range of networking opportunities. Credit: Alex Llewellyn/ClfA

'Within three days [at a ClfA conference] I was able to improve my report writing and data management strategies and was confronted with the necessity of – and then equipped with the skills to produce – selection and retention guidelines for archives. I can see all of these experiences helping in my progression to attain ClfA membership and each has helped me develop further as an archaeologist.'



Kerry Wiggins

Before joining ClfA as Senior Membership Services Coordinator, Kerry worked for adult careers guidance services for 16 years. She has a Master's in Careers Guidance from the International Centre for Guidance Studies (iCeGS) at the University of Derby and was a long-standing member of the Career Development Institute and on the UK register of career development professionals.

Further reading:

Krumboltz, J D, & Levin, A, 2016 Luck is no accident: Making the most of happenstance in your life and career. 2nd edn. Impact Publishers
 Prince, E S, 2019 7 Skills for the Future. Pearson Education

COMMIT, COLLABORATE, CONSTRUCT

building relationships with the construction industry

Caroline Raynor MClfA (9008), Work Package Manager and Principal Archaeologist for the Costain–Skanska Joint Venture at HS2 enabling works

The Chartered Institute for Archaeologists is undergoing several changes, so what better time to establish new relationships, break down walls and build new bridges? There are a lot of construction-related analogies in this opening sentence because as an archaeologist who works within the construction industry for Costain, an engineering solutions provider, I perhaps have a different view on the industry and the inter-disciplinary relationships that can either help or hinder it. Wearing two different hard hats makes me twice as busy but perhaps twice as lucky, as I can help to bring together two very different approaches and outlooks.

Archaeology has traditionally been viewed by the construction industry as a preamble to delivering the works, rather than an intrinsic part of what we do and how we do it. Archaeology as a discipline has an often-uneasy relationship with the requirements of major construction projects and has moved in and out of Construction Design and Management (CDM) requirements on numerous occasions. A further example of the uncertainty of where the discipline fits comes with the removal of the Construction Related Occupation role from the Construction Skills

Certification Scheme (CSCS). This lack of certainty is not conducive to embedding, developing and maturing a relatively young profession.

I was lucky enough to be at the last ClfA conference (Brighton 2018), representing the Costain–Skanska Joint Venture and HS2 enabling works. Hundreds of people travelled to Brighton to participate, share experiences and ideas, and learn about change and innovation in the industry. That got me thinking... why don't we take ClfA to the archaeological field teams?

Kate Geary, ClfA's Head of Professional Development and Practice, was incredibly receptive to the idea when I approached her with an open invite for her team to set up a CPD day on site at my offices in Euston, Central London. The proposal was to create a day that allowed archaeologists to meet with ClfA representatives, whether they were members or not. By holding open workshops, the field team were given the opportunity to discuss ClfA membership, CPD and the development of Chartered Archaeologist, amongst other things.

We also planned a 'lunch and learn' session for the construction team. This was a first introduction to ClfA for many of the team on site, but it was an excellent opportunity for the construction managers, engineers and site foremen to understand ClfA's mandate and the important role that it plays.

Feedback from the day was very positive and it was encouraging to see so many different disciplines turn up to meet the ClfA team and find out more about what ClfA has to offer – not only to the archaeological team but the construction industry as a whole.



HS2 Ltd. Credit: Caroline Raynor



Caroline Raynor

Caroline is Work Package Manager and Principal Archaeologist for the Costain Skanska Joint Venture on the HS2 Enabling Works at Euston. She has a particular interest in uniting the fields of archaeology and engineering.



Talking to the construction team at HS2 Euston. Credit: Caroline Raynor

Promoting professionalism

Kate Geary, ClfA Head of Professional Development and Practice

From a ClfA perspective, we are always keen to take up opportunities to talk to members and prospective members. It's not always easy for those who are predominantly site-based to access information about ClfA membership or CPD, although our Diggers' Forum Group is doing a great job of breaking down some of the barriers, and it was extremely valuable to be able to discuss concerns and aspirations directly with the field team. Challenges on the scale of HS2 demand innovative approaches and ClfA is eager to work with project Contractors as part of our Promoting Professionalism campaign, as well as HS2 Ltd's Historic Environment team (all members of ClfA), who are supporting initiatives and encouraging good practice across the project.

We were pleased to have the opportunity to talk to the construction team as well, promoting the value of archaeology and the skills and professionalism of archaeologists. For the construction and environmental professionals on site, the requirements of professional accreditation, CPD and chartered status are all very familiar. But there was a lack of awareness that the same professional structures exist for archaeologists, indicating that there is still some way to go before archaeologists are seen as another vital, and integrated, part of the construction team. As well as working with Caroline and her colleagues, ClfA is also working with client sector professional institutes and trade associations to highlight the benefits and value that archaeology brings to construction projects and to encourage an approach that seeks to put social value and the delivery of public benefit at the heart of the process. Our publication *Professional Archaeology: a guide for clients* sets out the benefits archaeology can bring to construction projects and is free to download from the ClfA website at www.archaeologists.net/clientguide



Image credit: MOLA

Strengthening long-term capacity in the Scottish heritage sector: recent work by ClfA in Scotland

Cara Jones AClfA (6085), Chartered Institute for Archaeologists

How can we ensure we are a profession that is fit for the future? It's a question which we have been asking in Scotland recently with our work leading on Aim 5 of Scotland's Archaeology Strategy (Innovation and skills) to ensure that our profession is fit for the future. Since 2010 and in collaboration with the ClfA Scottish Group, we have been active in coordinating workshops that provide cost-efficient training opportunities. Our work with the Archaeology Strategy has enabled us to look further into ways we support professional development, to explore new ways of upskilling our existing workforce and to develop new entry routes into a career in archaeology.

The timing is never better to consider how we upskill our existing workforce or rethink entry routes into a career in archaeology. Our work in Scotland is being delivered against a wider backdrop of initiatives supported by Scottish government, which include the Attainment Challenge and the development of apprenticeships. Looking to our sector, heritage developments are being driven forward strategically through Our Place in Time and the Archaeology Strategy, and the recently launched Skills Investment Plan for the heritage sector also helps us consider what and where resources need to be focused for skills development.

Following a rapid review of skill gaps and losses (completed in 2017) and enabled by further funding from Historic Environment Scotland, ClfA is now co-ordinating the development of a Modern Apprenticeship in Field Archaeology and exploring the creation of several new qualifications that will help upskill our existing workforce. This work is being informed and guided by the recently created Archaeology Skills and Training Working Group, a collection of industry leaders who are ensuring that any new initiative that we are developing is fit for purpose.

We see these initiatives as the start of the long-term development of new and innovative ways to train future and existing archaeologists. We are just getting started, but thanks to dedicated funding from Historic Environment Scotland, the active Working Group and the industry-wide collaboration currently taking place, the future is looking bright for the Scottish Heritage Sector.



Cara Jones

Cara joined ClfA in June 2016 to lead a review on skill gaps and losses in Scottish Archaeology, an outcome from Aim 5 of Scotland's Archaeology Strategy.

Graduating from Cardiff University, Cara has been working in Scotland since 2005 as a field archaeologist, heritage consultant, local authority archaeologist and project manager in community archaeology. Her current role with ClfA includes supporting the development of initiatives that will help increase the diversity of our profession and upskill our workforce.

Cara also works at Archaeology Scotland, co-managing the Adopt-a-Monument scheme and leading on the development of new initiatives to widen engagement opportunities. Cara is passionate about increasing the diversity of our profession and ensuring that it is fit for the future. If you want to find out more about ClfA's activities in Scotland, contact Cara on cara.jones@archaeologists.net

Recent ClfA Scottish Group workshops. Credit: Cara Jones



Professional Pathways: short- and long-term strategies for sustaining a skilled profession

Anna Welch, ACIfA (7576), Professional Development & Practice Coordinator, ClfA

The archaeology market is never static and for every large infrastructure project there is the challenge of where the next contract is coming from. The recession of 2008 hit archaeology hard and during that time many competent archaeologists and specialists were lost to the profession. The last few years have seen a boom in the demand for archaeologists as a result of large infrastructure projects and increased house-building. More archaeologists are now employed than ever before – over 6800 in 2017/18 – but the impact of the recession has left the profession in a less confident position than it perhaps should be about the future.

An article in The Guardian in 2017 warned that the number of students applying to archaeology departments was dropping despite Historic England estimates that the UK would need between 25 and 64 per cent more archaeologists by 2033 to meet anticipated demand. Only a relatively small percentage of archaeology graduates go on to work in the sector, prompting an initiative by University Archaeology UK (UAUK) and ClfA to jointly accredit degrees, to ensure those who are planning a career in archaeology can choose courses aimed at delivering vocational skills. The first applications for accreditation will be assessed in a pilot scheme from June and announced by the end of the year.

Capacity building has been the focus for heritage organisations, and historic environment Trailblazer Apprenticeships will soon be available in England, meaning that employers can work with Further and Higher Education institutions to deliver training that is not only tailored to their needs but also meets wider sector requirements. See page 18 for more information about the Modern Apprenticeships in Scotland.

Apprenticeships have the potential to make our profession more inclusive by creating non-academic entry routes into archaeology. As part of our work to promote professional accreditation, we are expanding our existing Pathways to PCIfA scheme, adding to the advice and on-line resources already available with more tailored support for archaeologists throughout their career. Our newly launched Approved Training & CPD kitemark is one way of identifying high-quality learning opportunities that are mapped to National Occupational Standards and promote professional standards and ethical working practices. Many of our Registered

Organisations are also investing in training schemes for employees and ClfA has so far approved twelve of these. Work-based training for early career archaeologists is invaluable in helping to ensure that competent and confident employees are retained in the workforce.

Interest in archaeology is not diminishing, as the success of the Young Archaeologists' Club attests (many clubs have large waiting lists). As a sector we need to convert that interest into training for careers. The future for archaeology in the UK is bright if we have the confidence to expect a future and train the professionals to meet it.

For more information on Trailblazer Apprenticeships see <https://historicengland.org.uk/services-skills/training-skills/work-based-training/heritage-apprenticeships/>

For information about Accredited degrees see https://www.archaeologists.net/Accredited_Degrees#overlay-context=accredited-degrees

For more information about ClfA Approved Training & CPD see <https://www.archaeologists.net/development/training>



ClfA bursary holder Foxy Demeanour. Credit: ClfA



UCLan and UHI students excavating 19th-century whales at Cata Sand, Orkney. Credit: Vicki Cummings/Jane Downes

Archives for everyone: transforming traditional archives in a digital world

Emily Hathaway, Adrian Gregson, Sheena Payne-Lunn MCIfA (4506) and Tegan Cornah, Worcestershire Archive and Archaeology Service

In 2012 Worcestershire County Council's Record Office and Historic Environment and Archaeology Service were combined into a single 'Archive and Archaeology Service' (WAAS). At the same time WAAS moved into The Hive, a new public space in the heart of the city, also containing the public library and the University of Worcester library. It was the first building in Europe to include a combined public and university library, providing many diverse resources under one roof. The Hive provides access not only to physical resources, but also to a range of digital resources that would otherwise be inaccessible or chargeable; for example, the public can gain free access to online journals and publications normally behind university firewalls, as well as websites such as Ancestry and Find My Past.

As a combined service, WAAS has had the opportunity to engage with new audiences and provide better services to existing customers. One area being developed is the linking up of Historic Environment Records (HERs) and archival records so that customers, and partners such as Conservation Officers, can find information more easily. This, combined with another aim to create better access to the archives through digitisation and online dissemination, led to the creation of the Charles Archive

project. In 2018 Historic England funded a partnership project between WAAS and Worcester City HER to fully catalogue the Charles Archive, held by WAAS, and then digitise a selection of images from what was considered to be the most important and informative material.

The Charles architectural practice archive was deposited with Worcestershire Record Office (now WAAS) in 2002. Freddie Charles (1912–2002) was an architect and nationally recognised expert on the conservation and repair of timber-framed buildings. With his wife, architect Mary Charles (née Logan, 1924–2005), he set up an architect's practice that eventually specialised in historic timber-framed buildings. Throughout their careers Freddie and Mary were involved in the restoration of many important timber-framed buildings including the Ancient High House in Stafford, The Old White Hart Inn, Newark (Notts) and over 250 buildings in Worcestershire, many of them of national importance. Their publications included the seminal *Conservation of Timber Buildings*, first published in 1984, *Medieval cruck-building and its derivatives: A study of timber-framed construction based on buildings in Worcestershire* (Society for Medieval Archaeology Monographs no.2, 1967) and *The Great Barn of Bredon: Its Fire and Reconstruction* (Oxbow Monographs 1997). In terms of the practice's wider influence, it was a training ground for many of the next generation of architects working on the conservation of timber buildings. The practice also completed the accelerated resurvey of listed buildings in Hereford & Worcester in the mid-1980s for English Heritage.

The Charles Archive is representative of many collections held by record offices and archives nationally, containing important information about historic buildings that would provide enormous benefit if easily accessible. Now is an opportune moment to explore the integration of historic building conservation archives into HERs; to link up information held in archive catalogues with HER databases; and to understand how best to integrate historic building conservation records into online repositories in order to preserve them and make them accessible now and in the future. Issues of digital preservation, virtual storage, online access and future management of these archives also need to be understood and addressed as more archives are created or born digital.

Just over 1000 images from the Charles Archive have been photographed and information from the catalogue added to each of the building records within the HER for both Worcester City and Worcestershire. The information has enhanced each record to give details such as building layout, build date, and conservation and restorative repair work. Around two thirds of the buildings are listed and details of previous work will be invaluable in determining future repair and restoration. Low-resolution images are linked to the HER records and the archive-quality, digitised archive is available online via the Archaeology Data Service (ADS) in York.

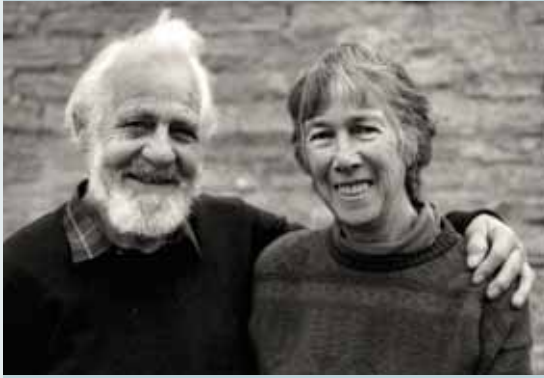
More information about the project can be found at www.explorepast.co.uk/project/Charles-Archive.



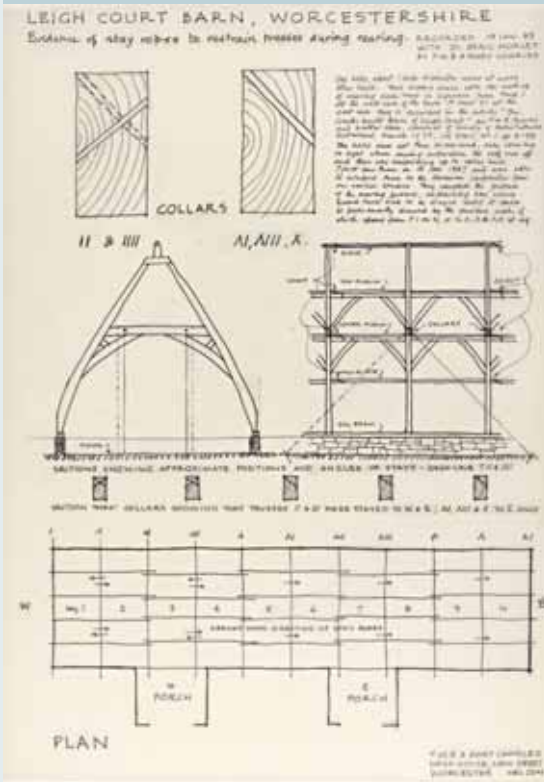
The Hive, Worcester. Credit: Worcestershire County Council

Photograph of F.W.B. 'Freddie' and Mary Charles taken by Malcolm S. Kirk, captioned 'with warmest memories of my stay with you at Churchill Mill'.

Credit: Kindly provided by Nickie Charles



Leigh Court Barn, South Worcestershire. Recorded and restored in the late 1980s–early 1990s. Credit: the Charles Archive



Decorated timbers in the roof at Astwood Court Redditch. Representative of the many photographs of architectural gems held in the collection. Credit: the Charles Archive

Sheena Payne-Lunn

Sheena has managed the Worcester City Historic Environment Record since 2003 and has worked closely with conservation officers in the department on projects to enhance the record of the historic built environment.



Emily Hathaway

Emily is the Historic Landscape Officer at Worcestershire Archive and Archaeology Service and has particular skills in landscape assessment and management of the rural historic built environment, having worked on several Historic England funded projects to understand and research the county's built heritage.



Adrian Gregson

Adrian comes from Lancashire but has worked for Worcestershire Archive and Archaeology Service since 1987 and is now Archive Collections Manager. His published work has been on the First World War but he is currently interested in the 18th century.



Tegan Cornah

Tegan is a Historic Environment Record Assistant at Worcestershire Archive and Archaeology Service. After working as a field archaeologist on numerous multi-period sites throughout the West Midlands and Scotland, she made the move into the HER and has contributed to enhancing the historic data held within the county from the Defence of Britain Project to wetlands and the Charles Archive. She also takes an interest in the planning and legislation of the historic environment.





Registered Organisation news

Cotswold Archaeology and Suffolk Archaeology merge

Neil Holbrook MCIfA (737) and Rhodri Gardner MCIfA (6095), Cotswold Archaeology

On 1 April Suffolk Archaeology Community Interest Company became part of Cotswold Archaeology. This initiative builds on the strong history of collaboration between the two companies in East Anglia over the last few years. Suffolk Archaeology now trades as the Suffolk office of Cotswold Archaeology from a base in Needham Market near Ipswich, with Dr Rhodri Gardner as office head and a member of Cotswold's Senior Management Group.

Cotswold Archaeology Chief Executive Neil Holbrook said, 'I am delighted that Cotswold Archaeology and Suffolk Archaeology have merged operations. We have enjoyed

working with Suffolk over the last few years and have the utmost respect for their unrivalled regional archaeological expertise. Rhod will be a great asset to us, as will his 40 or so colleagues, who between them have decades of first-hand expert knowledge of the archaeology of East Anglia. We are looking forward to harnessing that expertise for the benefit of our clients, and building on their excellent track record of community engagement and outreach.'

Rhodri Gardner said, 'The merger represents an exciting new development for archaeology in East Anglia. For our employees it offers increased security and

the chance to become a vital part of a larger national organisation with a tremendous reputation for high quality fieldwork and research. For our customers it will very much be "business as usual" in the short term, but we also look forward to being able to grow our regional capacity with the increased investment potential the merger offers.'

Suffolk County Council Archaeological Service was created in 1974, and the Field Team developed in the early 1990s into a self-financing contracting service. Their success led the County Council to outsource them as an independent Community Interest Company in 2015. Their incorporation within Cotswold Archaeology coincides with the 30th anniversary of the formation of Cotswold in March 1989, a notable landmark for the charity.



From top left, clockwise: Cotswold and Suffolk staff working together. Credit: Cotswold Archaeology; Rhodri Gardner; Tommaso Rossi and Rui Oliveira sharing a joke. Credit: Cotswold Archaeology; Neil Holbrook



Obituary

Professor Roger James Mercer

Diana Murray, MCIfA (173) and Ian Ralston, MCIfA (588)

Roger Mercer was born on 12 September 1944 in Hertfordshire and died on 3 December 2018 in Edinburgh, aged 74.

Roger Mercer studied under Stuart Piggott and Charles Thomas at Edinburgh University and after graduating he spent his early career working in England for the Inspectorate of Ancient Monuments. He returned to Scotland in 1974 as a lecturer at the University of Edinburgh and in 1990 was appointed as Secretary of the Royal Commission on the Ancient and Historical Monuments of Scotland, a post that he held until 2004.

His excavation career began in 1968 at Stannon Down in Cornwall and he undertook important excavations at Carn Brea near Redruth, and at Grimes Graves flint mines in Norfolk. This was followed by the excavation of the enclosed Neolithic settlement at Hambledon Hill in Dorset, which was to be central to his research for many years. In Scotland he conducted excavations at Balfarg Henge and undertook major field surveys in Caithness and the Borders. His students well remember him striding out in bonnet and army fatigues to cajole and encourage them, whatever the weather.

As Secretary of the Royal Commission, he oversaw the transformation of the organisation to be more public-facing, including the development of online access to the national inventory through Canmore. The collections were expanded to include many more architectural drawings and aerial photographs to create a national collection for the historic environment.

Roger also played a part in the development of the archaeological profession. He was a founder member of the Institute of Field Archaeologists, (now the Chartered Institute



Roger Mercer pictured during his time as Secretary of RCAHMS.
Credit: Crown Copyright HES

for Archaeologists). He passionately believed in raising standards for archaeological work, and so willingly became involved in the creation of the Code of conduct, which was adopted at the first AGM in 1984. Elected to the first Council, he served in that capacity until 1986. He took part in the working party set up to establish best practice for archaeological contracts and, from 1985–9, was Chairman of the Scottish Group of the IFA, the first regional group to be established, which boasted over 50 initial members.

In 2005, he was elected as an Honorary Fellow of the IFA and he was awarded an

OBE for services to archaeology. In retirement, Roger remained active, still lecturing at his old university, where he was an honorary professorial fellow, in the months before his death.

A slightly larger-than-life character with wide interests in art, architecture, literature and music amongst other things, Roger had a rich fund of archaeological and other stories he was wont mildly to embroider. All of this made him an entertaining and informative companion. His good humour and readiness to share his wide knowledge will be much missed.

Member news

This edition's member news is from three Practitioner (PCIfA) members who actively participate in ClfA committees and here they explain why they decided to get involved with their Institute.

Cat Gibbs PCIfA (5307)

I've been part of Advisory Council since the launch of the Chartered Institute, first as Diggers' Forum (DF) rep, then as an elected member and more recently as Vice Chair. If I'm being truthful, I accidentally volunteered for the role at a DF AGM and had no idea what I was getting myself into; luckily for me it was the first meeting for everyone.

Advisory Council's role is to discuss what the Institute should be doing for its members. The topics at the first meeting I attended included ClfA's policy positions and advocacy priorities. My views and opinions were directly influencing the future work of ClfA. I often get asked 'What is ClfA doing for me?' and as a Council member I (we) have a say in that.

For the past few years we have been discussing, amongst other things, individual Chartership. For my part, both as a representative of the DF and personally as a digger, I wanted to make sure that this was something achievable for all of us.

I think there is a perception that anyone who isn't MClfA doesn't have a say in ClfA's work, but as a PCIfA member I can honestly say this is not the case. I am fortunate that my employer allows me the time to attend meetings, and other Registered Organisations should do this too. The issues that matter to me and the DF membership can be raised and discussed, and our views heard on all topics.



Cat Gibbs © Cat Gibbs

Otis Roger Gilbert BA MA PCIfA (8005)

As a professional association we rely on volunteers from our membership to help make decisions, organise events and shape the future of the profession. ClfA committees are open to all accredited professionals (PCIfA, ACIfA and MClfA), and it is vital that members are represented and involved. I am a field technician at Wessex Archaeology in Sheffield, and I decided that ClfA could do with more representation from PCIfAs on committees to balance out the senior voices.

As a member of the Registration committee I have had the opportunity to understand the process our Registered Organisations go through and to provide a voice from an early career professional's perspective. This helps to remind other members about the valid views of the PCIfAs keeping projects going in the field.

I am also a committee member of New Generation Group, which represents the interests of early career professionals. Area and Special Interest Groups welcome new committee members at their annual general meetings, revitalising our professional community.

Samantha Boyle BA MSc PCIfA (7140)

I studied at Queen's University Belfast and worked in field archaeology before joining Bristol Culture. I am currently based at Bristol Archives having previously worked with the archaeology curators as a CBA Community Archaeology Trainee. I joined ClfA in 2012 to increase my knowledge of the wider profession, and to have access to the CPD opportunities and other benefits of being an accredited professional. In 2014, I joined the Diggers' Forum committee, became Treasurer and took the lead in organising their conference session at Leicester in 2016.

Opportunities to work with the University of Siena and Achill Archaeological Field School highlighted the importance of CPD, which has since become a passion – not only managing my own but helping and encouraging others as well. I joined the Validation committee in 2015 to make a tangible contribution to the profession. It also helps me to gain a better



Samantha Boyle © Samantha Boyle

understanding of the requirements of the accreditation processes and allows me to learn from more experienced members of the committee. Reading reports and articles about archaeological work taking place across the country is an added bonus.



Otis Roger Gilbert © Otis Roger Gilbert

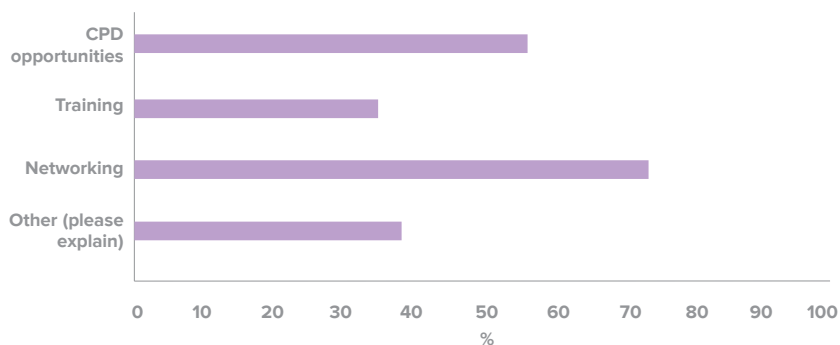
PARTICIPATION IN COMMITTEES AND GROUPS: REVIEW OF SURVEY RESPONSES

At the beginning of 2019, on behalf of Advisory Council, Kayt Hawkins issued a survey to members asking for feedback on individual experiences of being involved in ClfA committees and Groups. The survey also asked members to identify any barriers to getting involved. The result of the survey was presented to Advisory Council in February, and the meeting discussed what actions could be taken to encourage and assist more members to get involved with ClfA in future.

The highlights from the survey included

- 561 people responded to the survey, about 15 per cent of the membership
- there was positive feedback from personal experiences on committees. These included gaining a greater understanding of the sector, ability to influence change, improving standards/best practice, learning from and sharing experience and knowledge
- in addition to individual benefits, there was a strong sense of being able to contribute to the profession and to give something back
- individuals want to participate in ClfA committees but are not always supported by their employers to do so
- the top three barriers to getting involved were other commitments, loss of work time and travel costs
- there was some uncertainty around what the committees do, their relationship to ClfA, their effectiveness, and their composition
- there were calls for increasing/encouraging more participation from Affiliate and Practitioner grades
- one group of members the survey did not adequately cover was self-employed individuals and more consideration needs to be given to these circumstances

Q4: What do you consider the main advantages of participating?



Overall it is very clear that we need more communication and promotion of the benefits – to individuals, the profession and to ClfA – of being involved in committees. In addition, we need to consider the location of events and meetings to ensure that these are accessible to members throughout the UK. Advisory Council suggested various alternatives to traditional in-person meetings, such as using conference calling or online meetings for Group committees.

The survey results have been reported to Registered Organisations via their Responsible Post Holder meetings, commending them on the support they already offer staff, but also asking them to consider what more they can do to encourage staff to participate. ClfA staff have also discussed the feedback from Advisory Council and have several initial ideas to take forward.

If you'd like to know more about getting involved in ClfA committees and Groups, please contact admin@archaeologists.net



Advisory Council discussing the feedback from the committee participation survey.
Credit: Matt Parker Wooding

New members

Member (MCIfA)

10471 Kate Lamballe Armstrong
 10389 Jonathan Barkley
 10480 Craig Cessford
 10479 David Cowley
 10015 Chloe Duckworth
 10482 Adrian Hadley
 10400 Chrys Harris
 10476 Nigel Jeffries
 10477 Aisling Nash
 10526 Suzi Richer
 10360 John Thomas

Associate (ACIfA)

10481 Simon Brown
 10484 Abigail Brown
 10478 Jim Burke
 8829 Nick Crabb
 10358 Alex Davies
 10391 Richard Durkin
 10533 Delun Gibby
 10499 Gregory Griffin
 10495 Samuel Griffith
 10413 Thomas Hodgson
 10362 Arthur Hollinrake
 10556 Tomasz Moskal
 10390 Stephanie Said
 10472 Jason White

Practitioner (PCIfA)

8270 Victoria Anderton-Johnson
 10464 Sophie Bell
 10490 Konstantinos Bompotis
 10381 Sadie Brown
 6503 Matthew Charlton
 10462 Stephen Clarkson
 10496 Chris Coffey
 10560 Ileina Colaizzi
 9877 Corso Dominici
 10424 Thomas Dooley
 10425 Jenni Eaton
 10359 Cecilia Galleano
 10363 Emma Grange
 10357 Rocio Jimenez Diaz
 10423 Samara King
 10522 Bruno Lagarde
 10561 Raquel Margalef
 10385 Michael Nicholson
 9156 Irina Oliveira
 10394 Lucy Osborne
 10489 Ryan Paterson
 10528 Jasmine Porter
 10534 Arkadiusz Pruchniak
 9863 Bernadetta Rzadek
 10416 Ian Salisbury
 10383 Nicole Schoute
 10422 Roger Smith
 10393 George Stewart-Phillips
 10415 Paul Thompson
 10361 Isobelle Ward
 10562 Thomas Watson

Affiliate

6282 Jo Ahmet
 10487 Ashley Almeida
 10469 Matthew Atkinson
 9588 Monika Baczek
 10382 Nicholas Botschin
 6319 Steven Cameron-Smith
 10444 Adelaide Caprara
 10494 Panagiotis Delavinas
 10441 Francis Frassine
 10520 Janine Fries-Knoblach
 10457 Anthony Griffin
 10397 Ian Hammond
 10465 Tom Hayes
 10402 Hendrik Hofmann
 10445 Imogen Hubner
 10512 Charlotte Jordan
 10375 Megan MacLean
 10412 Clarissa Marley
 10507 Alex Marsden
 10498 Luis Manuel Martin-Villasanta
 10411 Katherine McClelland
 10378 Alistair McKeever
 10428 Raveena Meempat
 10452 Petra Meijerink
 10398 Gary Mills
 10395 Ariela Moreno Barbosa
 10379 Vanessa Oppermann
 9802 Klara Peichl
 9640 Daniel Scott
 10365 Letisha Service
 5002 Hannah Smalley
 10566 Jack Smith
 10431 Chloe Surrige
 10377 Eloise Turner
 10406 Vicky Vizard
 10553 Fiona Isobel Watson
 10373 Katie Fern Wylie

Student

10376 Hoden Ahmed
 10459 Gisem Alporslan
 10502 Leila Araar
 10555 Rebecca Avery
 10446 Lucy Bagshaw
 10430 Christopher Baker
 10518 Nina Baker
 10485 Sarah Batchelor
 10454 David Bennett-Jones
 8607 Nathaniel Bidgood-Shelley
 10552 Alejandra Borg
 10521 Robert Carchrie
 10513 Jiayi Chen
 10364 Jen Clarke
 10409 Megan Clements
 10506 Jon Cogdale
 2734 Isabel Cook
 10440 Christopher Corden
 10403 Christian Dalton
 10372 George Davies
 10451 Emily Dee
 10453 Paul Devine
 10458 Aureore Di liberto
 10396 Robert Don
 10404 Maria Durkin
 10501 David Eastham
 10548 Matthew Fleming
 10426 Joellen Fowler
 10427 Amanda Gilmore
 10503 Drury Graham
 10356 Roxanne Guildford
 10549 Andy Hazzard
 10443 Michele Holubek
 10460 Cheryl Hook
 10568 Suzanne Hyde
 10551 Jacob Stonewall Jackson
 10370 Samuel Jenkins
 8234 Iunn Jenn Ong
 10517 Istvan Keszei
 10447 Robert Larsen
 10504 Yin Pak Andrew Lau



10374 Jonathan Lester	10442 Elvina Norvaisaite	10439 Alaina Schmisser	10497 Simona Sulis
10505 Sarah Marshall	10567 Helen Ohlsson	10432 Elizabeth Severn	10515 Kexin Tan
10410 Sophie Martin	10529 Sigrid Osborne	10455 Tooba Siddiqui	10368 Daniel Tang
10508 Roland Maynard	10429 Rowan Patel	10366 Alex Slater	10510 Bangcheng Tang
10468 Adam McCann	10369 Stefanie Petrovic	10407 Claire Smith	10488 Kimberley Taylor
10456 Annette McKittrick	10448 Daisy Phipps	10530 Megan Smith	10467 Jonathan Wheeler
10500 Imogen Meade	10509 Jodie Pinnell	10531 Carolyn Smith	10380 Zoe Wiacek
10461 Luke Michno-Neville	10511 Samuel Randall	10486 Katarzyna Stasinska	10535 Ann Wilkinson
10516 Aneta Milczarska	10466 Marco Romeo Pitone	10569 Brittany Stone	10371 Nikki Zwitter

Upgraded members

Member (MCIfA)

7334 Matthew Adams
 5157 Martin Brook
 2024 David Bull
 5058 Katie Churchill
 4921 Johnny Crawford
 7816 Victoria Donnelly
 8900 Christopher Dore
 6508 Sebastian Fry
 7431 Catherine Maclver
 7088 Rafael Maya Torcelly
 5994 Paul Murtagh
 9424 Zbigniew Pozorski
 4954 Calli Rouse
 8151 Laurence Savage
 2047 Donald Wilson
 5299 Thomas Woolhouse

Associate (ACIfA)

8460 Briony Clifton
 6291 Christopher Chinnock
 8032 Joe France
 8756 Sarah Generalski-Sparling
 9029 Marta Perlinska
 7513 Nik Petek-Sargeant
 6541 Alexander Portch
 8445 Matthew Saywood

Practitioner (PCIfA)

5558 Graham Arkley
 9922 Neil Bayliss
 9630 Camila Carvalho
 10125 Emelie Fransson
 5272 Tamsin-Kate Howard
 10229 Tanja Peter
 10038 Kevin Williams

Addendum to TA member list

ACIfA Upgrade August 2018

7546 Robin Weaver

NOTICEBOARD

Training workshops on using the ClfA Selection Toolkit

The ClfA Selection Toolkit has been produced to aid practitioners in the formulation of an appropriate project-specific selection strategy, ensuring that the elements retained from a working project archive for inclusion in an archaeological archive are appropriate to establish the significance of the project and support future research, outreach, engagement, display and learning activities.

<http://cifa.heritech.net/selection-toolkit>

Training workshops on the application of the Toolkit will take place across the country this summer. Booking for the workshops will be opened following the ClfA conference in Leeds.

The proposed dates and locations are:

- 12 June in Birmingham
- 4 July in Cambridge
- 24 July in York
- 21 August in Taunton
- 4 September in Manchester
- 18 September in London



ClfA Professional Practice Papers

Professional Practice Papers offer in-depth guidance on specific areas to support ClfA's Code of conduct and Standards and guidance. All practice papers are free of charge to ClfA members. PDF versions are available on the website at www.archaeologists.net/members/downloadpapers and for printed copies please contact admin@archaeologists.net.

The most recent Professional Practice Papers in the series are

An introduction to professional ethics, Gerry Wait MCIfA

An introduction to drawing archaeological pottery, Lesley Collett MCIfA

Updated guidelines to the standards for recording human remains, Piers Mitchell and Megan Brickley

Save the date!

ClfA 2020 conference

ClfA 2020 will be taking place from 22 to 24 April at the Apex City of Bath Hotel in Bath. Please see our website www.archaeologists.net/conference for more information about the call for sessions.

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