



Summer 2013
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The ARCHAEOLOGIST



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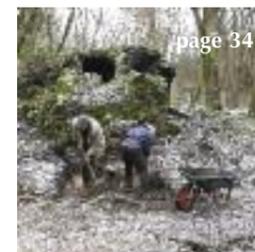
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This Summer issue of *The Archaeologist* includes the wide spectrum of updates, news and discoveries from our members, Registered Organisations and the wider sector. Our feature article focuses on a subject close to every archaeologist's heart – the current situation with pay and conditions in UK archaeology, and the future of that discussion. At the close of conference this year in Birmingham we hosted an open forum entitled *Valuing your profession*, enlisting the help of FAME and Prospect in exploring the issues and concerns surrounding the pay debate. The policies of each organisation are presented alongside a summary of the discussion which followed. It is a difficult discussion from which to find a tangible way forward, but general agreement between both those presenting



and the audience was positive: there needs to be a change in culture across the sector. Those engaged in the profession have to kickstart the positive changes needed – not an easy task to be set from an individual's perspective. We have provided some ideas as to how you might be able to contribute to this change at the end of the article – and I would welcome any comments for the next issue.

All readers will be aware of the current situation in Scotland, with a review of national heritage bodies Historic Scotland and RCAHMS taking place in 2012. Diana Murray (RCAHMS Chief Executive) provides a summary of the current situation and details of how you can comment on the formal public consultation regarding a merger of the two organisations. Some of the work being undertaken by RCAHMS, a Registered Organisation, is also showcased by Mike Middleton and Matt Ritchie, who discuss a recent collaborative venture between RCAHMS and the Forestry Commission Scotland.

In this issue we also include news from our members and highlights from our other Registered Organisations – as well as news of a recent merger and the innovative way one organisation is tackling CPD. As always, if you have any news you would like to report to other members, please get in touch with the editorial team.

Amanda Forster

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Notes to contributors

TA 89 Autumn 2013

Feature article: Making an impact; designing and demonstrating impact in archaeological projects

Deadline: 1 August 2013

For Member news: please send copy to Lianne Birney, lianne.birney@archaeologists.net and **For Registered Organisations:** please send copy to Camilla Massara, camilla.massara@archaeologists.net

Contributions are always welcome. Please get in touch if you would like to discuss ideas for articles, opinion pieces or interviews. Our Autumn 2013 issue will include a feature article on 'Making an impact' – the subject of our recent conference. We would also be interested to hear from anyone with positive and negative experiences of training and maintaining their CPD. If you would like to include something for this theme, or can provide a short article on a current project, the following guidelines will apply. Articles should be between 800 and 1500 words, and sent as an email attachment including captions and credits for illustrations. Illustrations are important in any article, and should be provided as separate files in high resolution (at least 300dpi) and jpg, tif or pdf format. TA is made digitally available through our website and if this raises copyright issues with any authors, artists or photographers please notify the editor. Copyright of content and illustrations remains with the author, that of the final design with IfA (who will make it available on its website). Authors are responsible for obtaining reproduction rights and for providing the editor with appropriate captions and credits. Opinions expressed in *The Archaeologist* are those of the authors, and are not necessarily those of the IfA.

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Valuing the profession: pay and conditions in archaeology

On the final day of the IfA conference in Birmingham this year, we held an open forum to discuss the improvement of pay and conditions across the archaeological profession. In January, IfA Council made the decision to remove the absolute requirement for Registered Organisations to meet IfA salary minima. This decision was made alongside strong confirmation of IfA's commitment to the improvement of pay and conditions, reiterated by a unanimous vote by Council to increase salary minima. While recognising the need to support both employees and employers increasing pay, Council made the decision to take a different tack: in order to have a sustainable impact, the profession needs to find a workable solution together.

Representatives from FAME (Adrian Tindall and Tim Malim) and Prospect (Antony Francis) joined Nick Shepherd (Chair of IfA pay working party) and Kate Geary (IfA Standards Development Manager) in an open discussion. All three organisations had previously indicated that they believed remuneration across the sector is not commensurate with skills or responsibilities; and all three were asked to present their current policy on how they intend to address

the issue. Each provided a statement on current policy concerning the remit of the organisation, what that organisation plans to do and what can be achieved in the next 12 months. To set the scene, you will find below the IfA interim policy statement on pay and conditions in archaeology which has been developed to focus our own work in this area. The statement is expanded on by Nick Shepherd and Kate Geary below.



IfA INTERIM POLICY STATEMENT ON PAY AND CONDITIONS IN ARCHAEOLOGY

This statement is intended to guide Council and its working party during the working party's investigation of these issues. Comments to the working party are welcome and the intention is to issue a fuller statement in due course.

IfA believes that appropriate pay in archaeology is an essential prerequisite for confident maintenance of professional standards. The widespread absence of appropriate remuneration is an issue which the industry must take collective ownership of and accept collective responsibility for solving. Through its remit

to promote high professional standards, IfA has a legitimate interest in ensuring that archaeological employers are able to recruit, retain, motivate and develop appropriately competent archaeological staff and believes that remuneration is one of the factors that will assist employers to do so.

Other bodies have equally legitimate interests in, and responsibilities for, improving pay and conditions in archaeology: some have more levers at their disposal to effect improvements than IfA does. In addition to its own work in promoting professional standards, the Institute will work with relevant bodies to assist them in fulfilling their responsibilities and producing the changes the profession needs.

IfA: OUR CURRENT POSITION ON PAY AND CONDITIONS

Nick Shepherd

IfA believes that low pay has the potential to affect adversely standards in archaeology by reducing the ability of employers to attract and retain staff. We believe that in the long run low pay will lead to a shortage of talent, skills and experience in the profession. That situation will be very difficult to address in the short to medium term. An organisation may be able to meet its quality obligations now but its ability to do so will erode over time and it will be extremely difficult for it to respond to an increased workload; and in that scenario there will be a significant risk to the maintenance of standards. Low pay is a critical issue to individuals, there is no doubt about it, but it is a chronic one for the organisations and to the profession. Now to this end, the IfA continues to set minimum and recommended pay scales – annually reviewed – with an obligation for all members under the *Code of conduct* to ‘give reasonable consideration to any IfA recommended pay minima and conditions of employment and endeavour to meet or exceed the IfA minima.’

As you all know, IfA has recently removed the obligation placed on Registered Organisations in 2005 to meet the pay minima as a requirement of Registration. The management teams in those organisations are now held to the same standard as individual IfA members – the standard outlined above. However we will not carry advertisements for archaeological jobs that does not meet the minima in the IfA Jobs Information Service and any organisation that do not meet the minima will be required to demonstrate how they mitigate the impact on standards that we believe will otherwise occur. If an organisation cannot demonstrate that they can maintain standards then they fail the test, and cannot become or remain a Registered Organisation.

This emphasis on the link between pay and standards is really important as far as IfA is concerned. IfA cannot be seen to directly support a simple call for increased pay – however much we believe that it is something to be desired – while it is of commercial benefit to our members as it is not in the public interest. In our role as a professional body, IfA has a clear obligation to safeguard the public interest above that of the Institute and its members. It is this commitment to the public interest first that provides any professional body with the legitimacy to promote the professional interests. The

public needs to know that the balance is towards them and pursuing commercial gain directly – either for organisations or for members – explicitly tips the balance in the wrong direction. This undermines our legitimacy as a professional organisation able to represent the profession’s interests.

The remit of IfA on behalf of the public is to regulate the profession, set standards, measure applicants against those standards, support members in maintaining those standards and improving performance, and ultimately where those standards are not met, to provide a mechanism for complaints to be heard and sanctions imposed. This process gives us professional legitimacy but we cannot regulate on pay directly and to do so means we are acting in the role of trade association or trade union, and those roles are already taken. What we can do is to act on standards promotion and this has indirect benefits which we believe serve to ultimately improve pay and conditions. We can still set pay minima and with some force and legitimacy as long as it is in service of standards. Through individual membership and through the Registered Organisation scheme we are putting in place legitimate barriers to entry to the profession – barriers that are in the public interest because they guarantee minimum standards. At the same time these barriers will act to restrict the supply of archaeologists which may (if demand is consistent or growing) push prices, margins and rewards up in the long term. If, as has been happening over the last few years, demand is contracting then unfortunately this does serve to blunt many of our efforts. We then have to wait like everyone else for improvement in the market.

We can also continue to work to improve training and a more skilled workforce that provides more value and is more valued. And we can continue to lobby and advocate for expertise and accreditation to be recognised in policy and guidance, expertise that is only proven by IfA accreditation. No-one else provides this. And we will be helped towards these goals through Chartership.

Finally we can work in partnership with those whose role it is to negotiate on pay. The majority view on Council is that even setting pay minima is outside our remit, and IfA should at some point in the future withdraw from doing so if it can. But, however reluctant we might be, we’ve taken on that job and in the absence of alternatives we have a responsibility to keep doing it. Today we are here as a first step in the process of engagement across the sector with our partners about what those alternatives are.

We committed to working with Prospect and FAME as I know they are committed to working with us. Together we aim to come up with a better way of doing things, one that allows us (IfA) to focus properly on those things that have legitimacy

within our remit and which support both employers and employees - all of whom are our members - to reach agreements which address their aspirations for sustainable wages and sustainable business.

Nick Shepherd BA PG Dip MifA 5428

Nick is a Director of Archaeology at CGMS. Nick has over 27 years as a professional archaeologist with expertise in consultancy and fieldwork management across a range of major infrastructure and development projects. He has lead and contributed to environmental impact assessments on large scale complex sites such London Gateway Port and Stansted Airport, and most recently has worked on the EIA for Phase 1 of High Speed 2. He is currently Vice Chair of the Institute for Archaeologists and Chair of the Institute’s Professional Development and Practice Committee. Nick is also Chair of the IfA Pay Working Party.



NEXT STEPS: AN ACTION PLAN FOR THE IfA SALARIES WORKING PARTY

Kate Geary

The Pay Working Party consists of representatives of IfA, Prospect and FAME and was originally constituted to provide IfA Council with information and advice in order to develop a consistent methodology for determining what, if any, annual increase should be applied to minimum salary recommendations. Since Council’s decision to remove the requirement for Registered Organisations to meet the minimum salaries as a condition of Registration, the remit of the working party has been expanded to include wider consideration of the issues around pay and conditions in archaeology and how, working together, they might be improved.

What IfA has already done

- drafted an interim policy statement on pay and conditions for consultation
- updated and recirculated its policy statement on the use of trainees and training posts

- restricted the Jobs Information Service to adverts complying with minimum salaries
- organised an open forum with FAME and Prospect to facilitate debate

Over the next 12 months, the Salaries Working Party will

- agree with the Registered Organisations Committee how organisations not meeting minimum salaries will be addressed
- outline the criteria for a Good Employer Scheme and consult with the sector
- facilitate dialogue with FAME and Prospect with the aim of producing a joint statement on pay, outlining the steps each organisation can take to improve pay and conditions in archaeology
- publish further advice on self-employment and the use of freelance workers for individuals and organisations
- continue to foster a culture of professionalism through promotion of CPD and training



- promote existing resources like the Training Toolkit (www.archaeologists.net/trainingtoolkit) and identify other areas where we can support members and Registered Organisations to do the same

Kate Geary BA MIfA 1301

Kate is the Standards Development Manager, IfA, responsible for effectively researching, documenting and developing best practice and professional standards for historic environment professionals. She started working for IfA in January 2005. Her background is in curatorial archaeology in north Wales and at Devon County Council. She has been involved with the Young Archaeologists Club, Prospect and development of a research agenda for Welsh archaeology. Her main interests are the archaeology of upland landscapes, especially north-west Wales, and making archaeology accessible to a wide audience.



FAME: REMODELLING THE MARKET

Adrian Tindall and Tim Malim

The Federation of Archaeological Managers and Employers (FAME) represents the interests of archaeological practices whose primary objective is to carry out commercially-funded or grant-aided archaeology in the UK.

Our members include a wide range of small- and medium-sized consultancies, contracting organisations, registered charities, university departments and local authorities in England, Scotland, Wales and Northern Ireland. FAME is not an employers' negotiating organisation; our advocacy role is more akin to that of the Federation of Small Businesses.

Among our objectives are those of promoting best professional practice in employment, fieldwork, publication and archiving, and training and professional development to improve standards within the profession. These objectives are of course linked to wider aspirations of both maintaining and improving salary levels across the sector and promoting a culture of staff retention and skills development. Not only are these essential for the wellbeing of our profession, but they also make sound business sense.



We welcome the IfA decision to publish indicative, non-binding salary levels. Comparison with other

professional bodies suggests that the IfA had been exceptional in recommending binding levels, but we feel that indicative levels provide a useful industry benchmark and we strongly encourage our members both to join the Registered Organisation scheme and to meet such benchmarks. However, not all of our members are Registered Organisations, and we have neither the authority to compel them to meet IfA recommended salary levels, nor any mandate to enter into wage negotiations on their behalf.

Salary forms only one part (albeit an important one) of any employment package. Any comparison of employment terms must take into account other factors, such as non-salary benefits, geographical location, and so on. The depressed state of the archaeological market has been very well documented since 2008. Those practices remaining in business have done so through laying-off staff, swallowing up any reserves built up during the preceding decade, or a combination of the two. Market conditions remain difficult and highly competitive. The Faithful and Gould UK Construction index showed a fall of 2% in tender prices in 2012, and a predicted 0% growth in 2013. Not until late 2014 does it predict any significant rise. Salary levels are governed by our ability to provide the client with a product they value. Once surplus is achieved in any organisation, its capacity grows for training and development and for investment in its key resource, its staff.

We regard the current debate on salaries as simplistic, and would like to put forward a more ambitious vision for the sector. Over the next few

years, we would like to develop an environment in which improved levels of pay become achievable, and we see a number of ways in which this can be brought about

- 1 Informed procurement: better understanding from clients of what risks they run when choosing a supplier on cost alone. Archaeology is a young profession, and since PPG16 we have competed immaturely and seriously undermined the perceived value of our work. As an industry we need to move on from crude price-driven competition to a more balanced, better informed procurement model, based on quality, outcome and enhanced value – competition by design. The current market is a product of our own making, in which all parts of our profession are complicit – national agencies and local government, commercial and charitable organizations, not-for-profit and university-based practices. We will shortly be publishing a discussion paper on procuring quality, and will invite comments from across the sector. We envisage this forming a central strand of any new Archaeologists and Developers Code of Practice.
- 2 Greater barriers to entry: the proverbial 'levelling of the playing field' can only truly be achieved by developing less permeable barriers to entry for development-led work, based in the short term on a more rigorously-enforced IfA Registered Organisation scheme and a greater insistence on accreditation by local government advisors, and in the longer-term by Chartership.
- 3 Partnership: building long-term relationships and framework agreements with those clients who already operate quality systems.
- 4 Measurement: the development of standard methods for the measurement of archaeological tasks (for example through fee benchmarking), to manage expectation and reduce uncertainties in cost allocation by clients.
- 5 Innovation: developing new methods and techniques for improving efficiency and thus increasing value to the client.
- 6 Future proofing: exploring the potential for moving the profession upstream, by actively responding to government- and industry-led initiatives such as Building Information Modelling and other construction-sector modernisation programmes.
- 7 Skills enhancement: developing appropriate skill-sets that will be truly valued by clients, including

business planning, project management, risk and contract management

- 8 Employment Best Practice: revising our own 2004 Employment Manual with up-to-date information and regular updates
- 9 Raising our profile: moving upstream, to be perceived as designers rather than construction workers; the need to be valued as part of the knowledge and creative industries, rather than simply a sub-set of the construction industry.

We need to change the game. For only when we've created a radical new environment for our profession will we be able to reward both ourselves and our staff in a manner commensurate with our skills, expertise and value.

Adrian Tindall MA FSA MIfA 66

Adrian Tindall is Chief Executive of the Federation of Archaeological Managers and Employers. He has been a professional archaeologist for 35 years, including twenty as county archaeologist, for Hereford and Worcester, Cheshire and Cambridgeshire. He has managed field units in the West Midlands and the East of England, and as Head of Archaeology for Cambridgeshire managed the transfer of the County Council's field unit to become Oxford Archaeology East in 2008. He has been a Member of the Institute for Archaeologists since 1983, and was elected a Fellow of the Society of Antiquaries in 2005. In 2008 he set up Archaeological Risk Management, and has carried out development-led archaeological projects throughout East Anglia and the South West of England.





Tim Malim BA MIfA 1826

Tim Malim is the Technical Discipline Manager for Archaeology and Heritage at SLR Consulting, with over 30 years of archaeological experience following graduation from the Institute of Archaeology. Tim is an FSA and a MIfA, a specialist on Fenland archaeology and was head of the Cambridgeshire Archaeological Field Unit for 12 years and has worked in Europe, South America and Sri Lanka. Tim's research interests include prehistoric and Anglo-Saxon periods.



PROSPECT: TRADE UNIONS, PAY AND CONDITIONS

Antony Francis

Prospect is the main trade union for archaeologists in the UK. The TUC-affiliated union also represents engineers, scientists and specialists in areas as diverse as agriculture, defence, energy, environment, shipbuilding, telecoms and transport as well as heritage, representing professionals who work in museums and galleries. There are 120,000 members in all, with 400 archaeologists and specialists in the Archaeologists Branch.

Although there are other unions that represent archaeologists (such as UNISON for local government units), Prospect has a unique approach in organising archaeologists in their own branch. This means that the officers of the branch are all working archaeologists with direct knowledge and experience of the industry. We are elected by union members at

the branch's annual general meeting and meet regularly to pool experience, determine the direction of the branch and discuss how to deal with issues that we have encountered in our workplaces. We are advised in this by Negotiations Officers and Organisers who are appointed by the union.

The Archaeologists Branch is divided into sections that largely correspond to

employers where the union is recognised. Union reps in individual sections will negotiate on a range of issues with their employer, usually aided by the union's Negotiations Officer. These issues will include pay and conditions as well as health and safety and training (where union representatives have statutory powers). The aim of the union is to defend and support its members and to protect their jobs, pay and conditions.

One of the main problems in our industry is that pay and conditions do not match the knowledge and skills of archaeological professionals. This has been acknowledged for a long time, not least by MPs and peers a few years ago who conducted a wide-ranging investigation into the profession. They found that 'there is an urgent need to improve pay and conditions for employment in field archaeology so that they are commensurate with graduate entry level in allied professions'. IfA convened a Working Group in 2007, which sought advice from Prospect and SCAUM (the forerunner of employers' organisation FAME), to compare archaeologist and specialist pay with that of other professionals. The results indicated that IfA minimum salaries were 13% lower than the nearest comparator and in some cases were up to 53% lower than some comparable posts.

In April last year IfA stated that it was still intent on increasing minima by 13% above inflation as soon

as economic and market conditions allowed. Later in 2012, a second working party recommended that IfA should continue to set pay minima. The suggestion earlier this year that IfA might stop setting minima provoked wide protest across the profession, with over 150 people writing to IfA Council urging them to keep setting minimum recommended salaries.

At its meeting in January, Council unanimously reaffirmed its commitment to minimum salary recommendations, which is welcome. Council also resolved that compliance with minimum salary recommendations would no longer be an absolute requirement of Registered Organisation status. I understand this was because some local government units are finding it difficult to pay their archaeologists even the low IfA minima due to central government's pay restrictions. However, local authorities all have mechanisms for regrading staff who are paid less than their knowledge and skills merit, and this should be explored. In the past there has also been some leeway in the government's restrictions where problems of recruitment and retention can be demonstrated. I hope that no Registered Organisations start paying less than the minima. I don't think anyone wants to see a two-tier structure developing of Registered Organisations who comply with the minima and those who do not; the wider profession would rightly protest against such a move.

Prospect, along with others such as FAME, has been invited to take part in Stage 2 of the working party on minimum salaries and we welcome this opportunity. We agree wholeheartedly that the industry must take collective responsibility for dealing with the problem of low wages that archaeologists face. Prospect has worked extensively with the IfA's Diggers' Forum as well as the wider IfA and employers and we look forward to representing our members' views on this important issue.

Antony Francis

Antony Francis was Chair of Prospect's Museum of London branch for eight years and has been Chair of the Archaeologists branch of the union since November. He is a Project Officer at Museum of London Archaeology and has been a professional archaeologist for over 25 years. Before joining MOLA he worked for a local government archaeological unit where he was a union rep for UNISON.

You can join Prospect online at www.prospect.org.uk/joinus/index or email membership@prospect.org.uk for more details.





Live streaming the pay debate

Amanda Forster

This is the first time IfA has attempted to live stream an event, so behind the scenes there was some trepidation as to whether it would get online at all. We learnt a lot about the do's and don'ts of recording and live streaming and we have had some really positive and constructive feedback – largely glad we did it, with some advice for better results next time. Thanks must go to all those involved in Birmingham, but also to those who took part online, via email and Twitter. In addition to the 60 individuals in the audience, we had around 30 people watching and a further 50 views since then.

The medium has the potential to enhance all our training workshops, discussions and forums, making them more widely accessible to our members – an exciting prospect. With regards to this particular debate, it also meant that anyone with access to a computer could get a sense of the issues being discussed and to contribute to the Q&A session. We didn't want to limit the forum to members only – or to conference delegates only. The live stream provided a practical solution which produced an accessible archive of the event itself, in the form of the video itself and also in the twitter feed.

Comments and questions shown in blue italics came from the audience or those watching, only panel members are named in the responses (KG, Kate Geary; AF, Antony Francis; AT, Adrian Tindall; TM, Tim Malim; NS, Nick Shepherd). It is stressed that this is a summary (and not a transcription) of the discussion, reordered into themes and highlighting some of the main points made. The recorded forum is available online to watch at www.archaeologists.net/2013livestream.

■ Training and career entry

IfA will need to provide guidance on how pre-PIfA posts should be considered, and what would be needed for training posts.

KG IfA will need to clarify the situation with pre-PIfA posts: there is currently a gap for those entering the profession from University. To some extent we have provided an outline for structured training posts within the *IfA Training Toolkit*, but perhaps we need to demonstrate how that could link with pay minima and how it fits in with the steps taken from between student to PIfA.

AF The IfA minima and their potential abandonment created a significant uproar when made public. In terms of having allowable of sub-PIfA wages in the guise of training, most archaeologists are committed to increasing pay and conditions and it is difficult to understand how paying people less will lead to an increase in pay. We have to be very careful in making a particular sub-PIfA level of pay.

IfA now requires all members to undertake 50 hours CPD over two years. Shouldn't IfA require Registered Organisations to provide a certain amount of hours to contribute to that?

KG The Registered Organisation scheme recommends all practices provide an average of 5 days training per year (which would amount to 40 hours per year). We cannot monitor the provision of training for each individual employee but an IfA appointed *Inspection panel* will speak to individual members of staff and will usually ask about training provision. Although training is not necessarily the same as CPD (which must be tied to your individual Professional Development Plan – PDP) this does mean that employees of a Registered Organisation should receive an adequate amount of training as part of their work. If they don't, they can put forward a complaint. Where individuals are not keen on making a complaint or whistle blowing, you will find support from Diggers' Forum which is happy to provide advice on complaints against organisations.

What is the IfA's position on making University degrees (UG/ PG) more relevant to the profession?

KG At undergraduate level, degrees are simply not designed or structured to deliver vocational training to the extent that graduates will be fully trained archaeologists. There is a mismatch, but we can't really expect academic departments to deliver the level of vocational training through degree programmes – they are aiming to provide a good general degree. IfA cannot influence this: it is up to individual institutions as to which route they go down.

It is important to recognise the experience that volunteering and vocational training can give in building professional careers. In terms of academic and vocational training, as a profession we do need to get to grips with the diversity of routes into archaeology. Graduate numbers are falling and the complexion of traditional academic archaeology is changing and will continue to do so. We must implement vocational routes to accommodate the needs of everyone.

■ Meeting the pay minima – or not

Diggers' Forum asked (via email) if IfA could confirm if there have been any requests to pay below minima from Registered Organisations?

What are IfA doing about several Registered Organisations who have been paying below minima prior to April 1? Finally, what would IfA do if it was made aware that wages were being paid below minima?

KG Any information from the organisations is likely to come to IfA via the Registered Organisation scheme. All Registered Organisations have been asked to notify us of any changes to the status of Registered Organisations and pay. With regards to dealing with those already paying below minima, IfA has not been formally advised of any organisations where this is the case. However, the Registered Organisations committee and the Pay working party are looking at the overall process. In the meantime, IfA would welcome any further information.

Regarding the final point, any Registered Organisations paying below minima would need to demonstrate to the Committee that the

below minima pay is balanced against increased and appropriate employment benefits – such as access to training, pensions and holiday which is considered above that normally expected.

■ Have we been through this debate before?

Is anyone else having a case of déjà vu? The pay debate has gone on for the last 20 years and we are at the same point – there is no structure to it, and many of the solutions suggested are the same. Perhaps it is time to look at the whole structure of professional archaeology and how we perceive our roles.

We need to update our data in order to present a current understanding and view of our profession – too often we are relying on out of date statistics to argue the case for better pay and conditions.

AT The vision that FAME has presented here is perhaps aspirational but over the years we have got ourselves into a circular discussion – the debate has become sterile. As a profession we are chasing our tails and need to move forward the entire basis of how we work. We have been trapped since 1990 into the same position and must lift our eyes above the horizon to think radically about how we see our profession and how we value our staff.

TM The problem is that we work at two different levels, and we are seen by those we work with as just that. On one level we are the equivalent of engineers, designers, architects - we can charge rates which are the same as others. For site work, however, despite the fact we have a motivated and highly skilled staff, this is not recognised. Field staff are perceived as being manual workers and it is very difficult to argue that everyone needs to be paid at a higher level. In order to do that we need to raise the quality and value of the work we do. As the archaeological specialists we have to push clients to understand how archaeologists can help keep programmes to appropriate scale and on time, how developers can risk manage by choosing the right organisations, and make sure the client understands that in order to do that organisations have to invest in their staff. Pay and working conditions are linked to the market place and, as such, are based on how the client values what we do.



■ The structure of the profession

What about use of unpaid staff on commercial jobs – is there a perceived threat that use of volunteers will threaten jobs?

KG IfA has a clear policy on this which is included within our policy statements online (www.archaeologists.net/codes/ifa). Essentially, any voluntary work on-site must be undertaken in addition to staffing that has been charged for commercially, and not part of it.

Do we have an oversupply of archaeologists, combined with a lack of barriers to entry?

The vast majority of people doing an archaeological degree do not want to be archaeologists – not really what you can call an over-supply of graduates. Also, it is wrong to think it is easy to start a career in archaeology. From the University perspective, an undergraduate degree is not a vocational option but a mix of arts and sciences – it does not always need to lead to an archaeological career.

AT On one hand we have a barrier to entry into the profession as an individual but, in our view, there are too few barriers to entry in setting up a business. There was a low percentage of graduates going into archaeology back in the 70s – and to some degree this is now worse than ever. Is the supply diminishing or increasing? We need to develop non-graduate and pre-graduate routes of entry and, as employers, should support this by providing apprenticeships. We need to take a broader view to training.

We also have a high exit barrier – once you are an archaeologist and have been in the job a while, it is a difficult career to get out of. We limit ourselves and as a result the structure of the profession is wrong. Basically, we have low entry barriers and high exit ones – the formula for a low profit high risk industry. We need to fundamentally change the structure of the industry.

(From email) Archaeological Consultants are instrumental in promoting competition and creating and enhancing a downward pressure on tendered prices (the majority of which are comprised of wages) and therefore the removal of pay minima are directly beneficial to the work they do for their clients...

NS To start with, we must be clear that IfA pay minima are still in place. During the discussions of the IfA pay working party, we agreed that the minima have probably performed the job of providing a baseline safety net, but have not been a great motivation for moving pay up. They have prevented them from going down.

And on the more specific issue of consultants and their function to depress prices on behalf of clients... To some extent that is the market and how it operates – we have to recognise that the market exists and that we (all of us) are part of it. If we have an oversupply of services, you will get depressed prices. Everyone has a role to play in that – consultants, employers and employees (who work for organisations that don't pay much). We are all implicit in this but consultants are not the cause: you still have to be competitive.

Commercial units have a really bad habit of underselling ourselves and the work we do – why do we sell ourselves so cheap? Why not promote ourselves in a better way to clients and the public? We are all qualified and experience and yet we are not selling ourselves on that basis. We offer our services cheap, and then undercut each other to drive down the prices even further.

What do other professions do? Ecologists and those working with the natural environment work in very similar markets, how are they getting on with pay? Are there lessons we can learn from other disciplines?

TM Within a consultancy as a specialist in heritage services, you will be paid on a commensurate level with the other professions as you are seen as doing a similar job. You will find some similarities with our concerns about pay from other professions, such as ecologists. However, other disciplines do not have to undertake work in the same way – we have time-heavy fieldwork where staff are having to excavate and record systematically. In other disciplines fieldwork tends to be monitoring – setting up equipment and taking results at intervals. In terms of time, a more similar role is that of landfill engineers – but they receive very low pay and work long days.

Archaeology isn't entirely unique, and there are consultants who will depress prices

for clients. However, most consultants understand that low quality is not going to save them money – and the client will agree. It is important to have a quality organisation to do the job, with the right people doing the right job. There are always budgets, but what is an initial budget may not be the final expenditure. Changes always come up in projects – and tend to be couched in terms of variations.

As a profession, we need to savvy up about when and how you ask for additional money – but you need to be respected by the client in order to do that.

We do have a problem of undervaluing and unfortunately some larger project funders do not help us. If leading heritage organisations and funders like English Heritage are prepared to pay architects and engineers far more than archaeologists, they are setting a wrong example – and 25% overhead is simply not realistic to support either the profession or the individual organisation.

■ What next?

AT FAME's action plan promotes a fundamental change to the way we operate, with specific targets over the next one, two and three years.

AF We must get out of the current blame culture – and address the structural problems in the way we are organised. Crude price-driven completion is bad for the profession. We need to tackle those fundamental structures of the industry – **Prospect** looks forward to the discussion on how we best do that.

NS Today we have seen a lot of agreement from each of the organisations represented. We know the problem can't be solved by simply bumping up pay from the top, but instead we will have to drag it up by using structural reform. We have been talking about it for a long time now, but today we can say that we are all working towards change. Still, it isn't going to happen quickly. There is short term work we can do, but working in concert across the sector to improve things for everyone is a good starting point. **IfA** is keen to support that.

Being professional: working towards better pay and conditions

Alex Llewellyn

The forum and discussion highlighted the real feeling that we need action not words. We all have a constructive role to play in fixing the problem, whether employee or employer – but we have to work together for the future of the profession. As a profession, we need to get our act together – at the end of the day we need to grasp the nettle as individuals. While it is really positive that organisations such as Prospect, FAME and IfA can find such broad common ground on the issue, we need a sea change in order to make it work.

As individuals, you might consider the following

- join IfA, FAME or Prospect (or all three!) as appropriate. These are all representative bodies and, the more members they have, the stronger their voices. Even better, become an active

member and really make sure your voice is heard

- try to encourage all archaeologists you work with or come across to consider what they earn – is it an acceptable wage to work for? Just as the profession needs to stop undervaluing itself, so do individual archaeologists. If you feel that the salary on offer completely undervalues your level of skills and competence, consider whether you really have to accept it. This is a difficult decision to make; it may mean longer periods of unemployment and/or result in archaeologists leaving the profession, and may not be possible for some; but while archaeologists are prepared to work for low wages, the brutal fact is that there is no pressure on employees to increase them
- encourage people to look at the contracts and terms they are signing up to. It is not unreasonable to go back and try and negotiate a

better rate of pay if a job is offered within a pay scale. Know what your rights are - try to gain some understanding of basic employment and contract law

- take the initiative: put together your own Personal Development Plan and ask for the opportunity to discuss it with your line manager/employer. Ask for training and CPD opportunities that are relevant to your job – and keep asking – rather than wait to be offered them
- keep a record of the skills/training you have achieved and benchmark them against the IfA competency matrices in the IfA Applicants Handbook – this could help with contract negotiations at the beginning or during employment at your appraisals
- apply for the relevant grade of membership and get professional recognition for the level of skills you have gained
- if you are a member of the IfA – be proud

of your professional accreditation. Make use of the letters you are able to use after your name in order to show that you have demonstrated your professional and ethical competence and are subject to the oversight of your peers

- encourage others to demonstrate their competence and agree to be bound by an ethical code

We would also encourage all archaeologists to be aware of the *Code of conduct* and think about their own situation - and if you have concerns that these obligations are not being met then you should report them to the IfA. All IfA Registered Organisations and individual members have signed up to and are bound by the *Code of conduct* which, under **Principle 5**, states:

The member 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.

Rules

- 5.1 A member shall give due regard to the requirements of employment legislation relating to employees, colleagues or helpers.
- 5.2 A member shall give due regard to the requirements of health and safety legislation relating to employees or to other persons potentially affected by his or her archaeological activities.
- 5.3 A member shall give due regard to the requirements of legislation relating to employment discrimination on grounds of race, sex, age, disability, sexual orientation or religious belief.
- 5.4 A member shall ensure that adequate insurance cover is maintained for persons or property which may be affected by his or her archaeological activities.
- 5.5 A member shall give due regard to the welfare of employees, colleagues and helpers in relation to terms and conditions of service. He or she shall give reasonable consideration to any IfA recommended pay minima and conditions of employment, and should endeavour to meet or exceed the IfA recommended minimum salaries.
- 5.6 A member shall give reasonable consideration to cumulative service and proven experience of employees, colleagues or helpers when deciding rates of remuneration and other employment benefits, such as leave.
- 5.7 A member shall have due regard to the rights of individuals who wish to join or belong to a trade union, professional or trade association.
- 5.8 A member shall give due regard and appropriate support to the training and development of employees, colleagues or helpers to enable them to execute their duties.

Help us ensure that the requirements of the Registered Organisation scheme and *Code of conduct* are being met. We appreciate that in some circumstances individuals may not wish to bring a formal allegation forward but in order to act upon concerns we need to know they exist. There are ways to discuss concerns which do not need an individual to bring them forward in the first instance.

- you can raise concerns with members of any of the IfA's Area or Special Interest Groups, particularly the Diggers' Forum, Council or committee members who can initially bring these to the attention of IfA themselves
- Organisations are registered with the Institute for a three-year period and need to apply again for Registration in the year preceding the end of their current period of registration. At this stage IfA will carry out an inspection of the organisation, and concerns about organisations can be brought to

the attention of the office at the stage (or at any other time during the year). Dates of organisations registration periods will be published in the Yearbook and on the website or you can contact the IfA to ask

As everyone at the pay seminar agreed, all organisations want to see action - but it will be a slow process. In order to move forward we all need to work together as a profession – which includes individuals as much as it does organisations. The Institute's aspiration to achieve a Royal Charter would give archaeologists a stronger mark of professionalism, and in turn would bring influence and recognition in your dealings with others. We feel that the level of recognition afforded to IfA and to the wider profession by becoming a Chartered Institute would encourage authorities and clients to restrict work in the public interest to members of the Chartered body. But in the meantime we need to promote what we have.



Alex Llewellyn BSc MIfA 4753

Alex Llewellyn is Head of Governance and Finance, IfA. Alex advises on and manages the governance of IfA in order to meet legal, constitutional and organisational requirements. She took a degree in heritage conservation and archaeological conservation and began work with IfA in 1998, moving to her present job in October 2001.

A PRINCIPLED PROFESSION: a survey of values in archaeology and beyond

Rob Lennox

As part of PhD research being undertaken at the University of York a survey of historic environment professionals is currently underway that looks to gather opinions on heritage and heritage policy issues. Readers of The Archaeologist are encouraged to take the 10-15 minute survey and contribute their views. The survey is available to fill in online at <http://bit.ly/heritageattitudes>.

In the last few years the historic environment sector has been undergoing a period of upheaval in the political policy governing its management. We regularly see the principles upon which archaeology rests being tested by political agendas and economic realities. With the emergence of new guidelines and policies it is important that we, as a sector, understand the plural influences that act to shape how heritage management works in order that we can best ensure the protection and enhancement of the heritage in the context of the needs of wider society.

My thesis, currently being undertaken at the University of York and with the Council for British Archaeology, aims to investigate the political processes which sometimes go underappreciated in mainstream policy analysis, but which can be seen to



Wind farms provide a contentious illustration of the complex plural motivations at play in the planning system. © English Heritage

have a definite impact on the manner in which the sector develops. Essentially the thesis examines how the heritage sector develops its ideologies, how they are formalised in policy and implemented in practice. It also considers who controls the processes and where external influences exist. In particular it closely examines the flashpoints that arise around the creation and enactment of new policy and the transition periods which follow, wherein peculiar pressures can be judged to act on how the sector operates.

As part of the research, I am currently rolling out a survey which seeks to gather information on the different perspectives professionals in the historic environment sector hold on heritage and the legislation and policy governing it. This is a critical component of the research in that it raises the possibility to better understand the values of the professional heritage diaspora; from archaeologists, to planners, to architects, and conservators.

The survey seeks to test what range of value the various practitioners in the historic environment hold and whether these ideological positions match professional expectations of the regulatory framework. It will attempt to show whether there are multiple distinct or divergent ideas of what heritage is and what it does. It will also test how respondents' views compare with official principles enshrined in policy and legislation as well as in sectoral vision statements, such as the Southport Report, and political advocacy strategies.

With such diverse training and backgrounds different professionals may bring different priorities and different understandings which will alter how heritage protection is implemented. It is significant to consider these issues of professional value if they carry any potential for confusion of aims, clashes of principle, or plural interpretation in the implementation of new policy.

Whilst policy and guidance attempts to join any diverse strands together by providing a framework for common understanding, the way in which current policy it is interpreted can often be widely divergent. For instance the brevity of the National Planning Policy Framework has increased the potential for clashes generated by varied interpretation of wordings of definitions. As such, pre-existing value judgements are important to understand and should be interesting to measure.

Professionals like those reading this magazine are responsible for performing a vast array of functions that contribute to the management of the historic environment. Not only are those functions important for the individual contributions they make, but they are cumulatively influential on the direction of the sector's development. Accessing the opinions of these practitioners, and the personal views and experience they have, is crucial in making the research valuable to the sector.

However, getting a broad sample is vital: that is why I am urging readers of *The Archaeologist* to spare a few minutes to fill in the survey and provide their views and experiences. Your contributions will go a long way towards making this research valuable. You can find the survey by visiting <http://bit.ly/heritageattitudes>. Results from the survey will be analysed and published in winter 2013.

8. Any place can have heritage significance. *

1 2 3 4 5

Strongly disagree Strongly agree

9. Formal designation of heritage assets is a satisfactory way to protect what people value about their historic environment. *

1 2 3 4 5

Strongly disagree Strongly agree

10. The heritage assets people value most are primarily what is considered to be 'national heritage'. *

1 2 3 4 5

Strongly disagree Strongly agree

11. Others may value the same places or concepts as me, but essentially my heritage is individual. *

1 2 3 4 5

Strongly disagree Strongly agree

12. Only heritage assets that reach certain thresholds of significance should be a concern of regulatory controls. *

1 2 3 4 5

Strongly disagree Strongly agree

13. It is more important to secure an economically stable future for the nation than protect our heritage. *

1 2 3 4 5

Strongly disagree Strongly agree

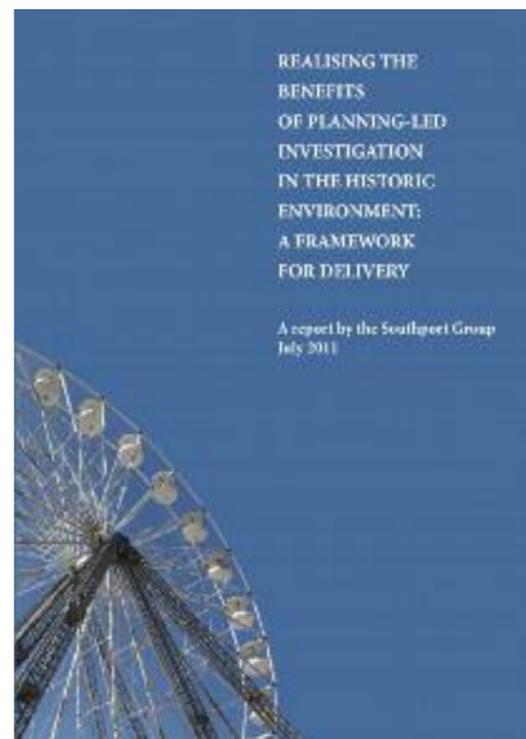
14. Heritage must fit within sustainable development, otherwise it should not be privileged with protected statuses. *

1 2 3 4 5

Strongly disagree Strongly agree

A sample of questions from the survey. © Rob Lennox

Does sectoral vision adequately take account of broader opinions on heritage? © IfA



Rob Lennox BSc MA
IfA Student Member 7353

Rob Lennox is a studying for a collaborative doctoral award PhD at the University of York and the Council for British Archaeology investigating the processes of transition in cultural heritage policy. His research looks at how innovative planning policy is currently being adopted in the UK and the ways in which the archaeological profession interacts with government and influences its engagement with the public. You can follow his research at <http://ofarchaeologicalinterest.wordpress.com>.



At the beginning of May 2013, Scottish ministers announced that a new lead body for the historic environment in Scotland would be created by merging Historic Scotland and Royal Commission for Ancient and Historical Monuments of Scotland.

The new organisation will be established as a Non-Departmental Public Body which will bring it closely in line with many of its comparatives and partner bodies in the sector such the National Galleries, National Library and National Museums of Scotland. The functions of the new body will be set out in legislation and we expect it to come into being in 2015.

The merger of RCAHMS and Historic Scotland has been on the cards for at least 20 years – but, until now, the time had not been deemed right. The question has never gone away entirely, however, and the uncertainty of this as well as the opportunities for a new, more resilient, sustainable and effective organisation were the determining factors behind the decision.

Both organisations have distinct functions and have, over many years, been careful not to duplicate work but where possible to work closely together. There are many examples of successful joint projects. Both organisations have long and distinguished histories and have had notable successes, many of which have been well-reported in *The Archaeologist*. RCAHMS has focused on research and survey to build a knowledge base of the historic environment and has an unsurpassed international archive of over 15 million items. Historic Scotland has a key role in heritage management, conservation and maintenance of 345 sites and properties in the care of Scottish ministers including the hugely successful visitor attractions of Edinburgh and Stirling Castles and the World Heritage site on Orkney all of which generate nearly £32m in income.

Following a review of RCAHMS in 2012, Fiona Hyslop, the Cabinet Secretary for Culture and External Affairs announced that she intended to merge the functions of both bodies to create a new organisation and that this new body would have its functions laid out in legislation. The business case that followed took six months to prepare and sets out the scope, desired benefits and technical detail for this new organisation. This document is now

published along with a formal public consultation that will continue until the end of July 2013.

The consultation can be accessed on the Scottish Government's website at: www.scotland.gov.uk/Consultations/Current

On this website there is also information about the new Historic Environment Strategy for Scotland – Scotland's first historic environment strategy – which will provide the context for the new organisation. Once it became clear that both organisations had to work together to plan a new future, the senior teams along with the RCAHMS Commissioners and Historic Scotland Advisory Group started work together to set out the purpose, vision and underpinning values of the new body. This draft document is now being tested with staff across both organisations. Following staff consultation, it will form the basis of how we will move forward to transform two successful organisations into a new, highly motivated and respected national cultural institution.

Purpose

The headline purpose of the new organisation will be

- to act as the lead public body on matters relating to Scotland's historic environment
- to support and enable partners, stakeholders, communities and individuals to fulfil their roles
- to act as guardian of Scotland's historic environment
- to deliver public benefit from the activities of the body

Functions

The functions of the new organisation have been defined using the tripartite framework established by the new Historic Environment Strategy. These three key strategic headlines match closely the existing defined roles and functions of both organisations which can be mapped against them.

Investigate and record

- to identify, survey, record and interpret the historic environment
- to undertake and support research into the

conservation, management, understanding and value of the historic environment, including the information, objects and properties held by the body

- to undertake and support research into the historic environment to inform decision making and understanding

Care and protect

- to conserve, protect and manage the properties and the associated objects in the care of Scottish Ministers and assess proposals to take properties and objects into care
- to collect, conserve, protect and manage the information and objects held within its collections
- to provide expert advice on policies, plans and proposals that impact on the historic environment
- to designate important assets of all types and maintain the Schedule, List and Inventories of designated assets
- to provide financial assistance towards the conservation of the historic environment and supporting activities
- to undertake and support archaeological works on sites threatened by erosion or land use
- to provide advice and guidance on the conservation, protection, management, survey and recording of the historic environment and on the management of the related collections
- to contribute to, lead on and promote the setting and maintenance of standards for the conservation, protection and management of the historic environment
- to build capacity and develop skills in relation to the conservation, protection and management of the historic environment and to encourage the availability of the appropriate materials to undertake this work

Share and celebrate

- to provide public access to the properties, objects, knowledge and information held by the organisation as appropriate
- to promote and support understanding enjoyment

of the historic environment, including the provision of educational and engagement opportunities

Values

And finally, both organisations aspire to work both on the transformation programme and as the new body comes into being with an agreed set of values which will underpin our culture and ethos. These are:

- passion for our heritage
- integrity of knowledge, expertise and research
- openness and objectivity
- cooperation and collaboration
- respect for staff, partners and the public
- innovation and creativity
- learning organisation

Much preparation has been done and we have now crossed the starting line towards creating a new opportunity for Scotland. This is not just about combining the work of two organisations, but about building a new future, an opportunity to review what we do and how we do it for the benefit of the people of Scotland and the stewardship of our unique and very special historic environment.

RCAHMS Chief Executive Diana Murray MA FSA FSAScot MIfA 173

Diana Murray has an MA in Archaeology and Anthropology from Cambridge University and has been employed by RCAHMS since 1976. She was elected as a Fellow of the Society of Antiquaries of Scotland in 1977 and of the Society of Antiquaries of London in 1986. She is a former chair of the Institute of Field Archaeologists, and also helped establish the Register of Archaeological Organisations which helps to set and maintain standards for the profession. She has lectured and published extensively on information systems for archives and the importance of public access to such data.

RCAHMS is an IfA Registered Organisation.



Mapping the historic environment: enhancing GIS data on Scotland's national forest estate

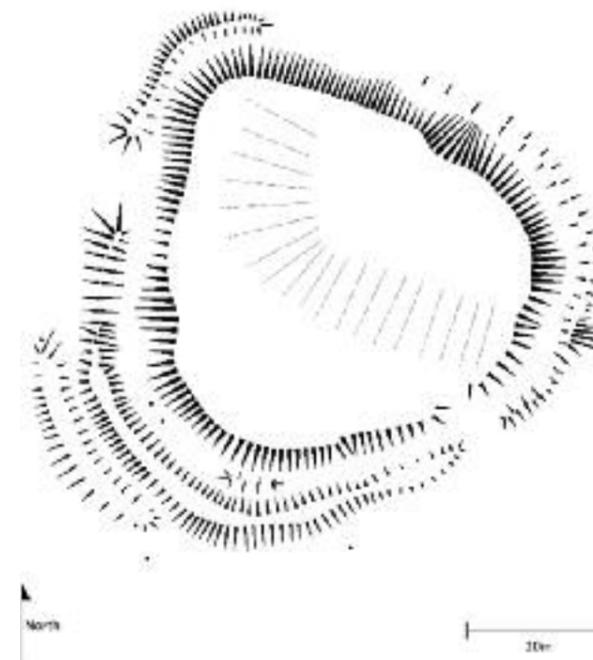
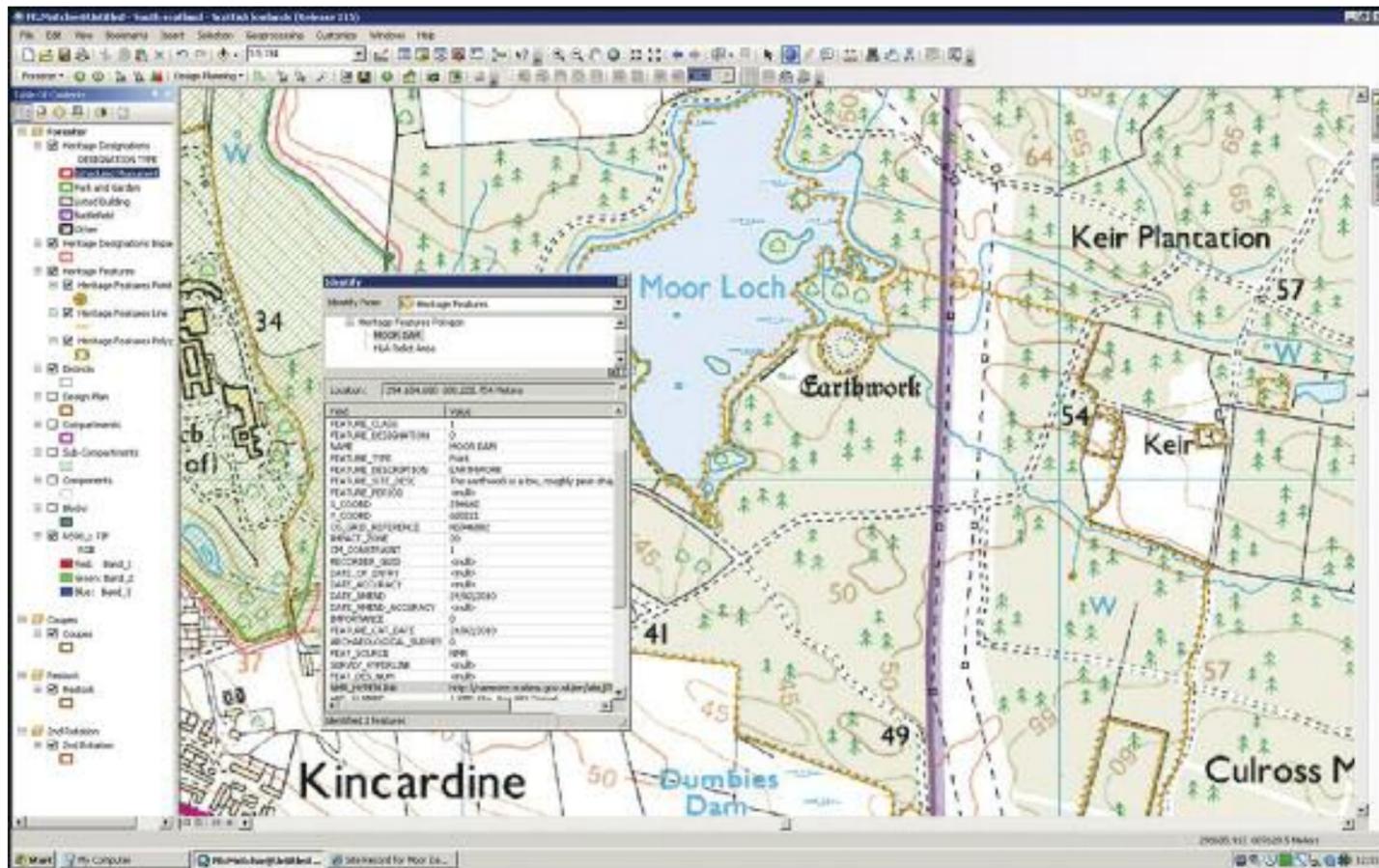
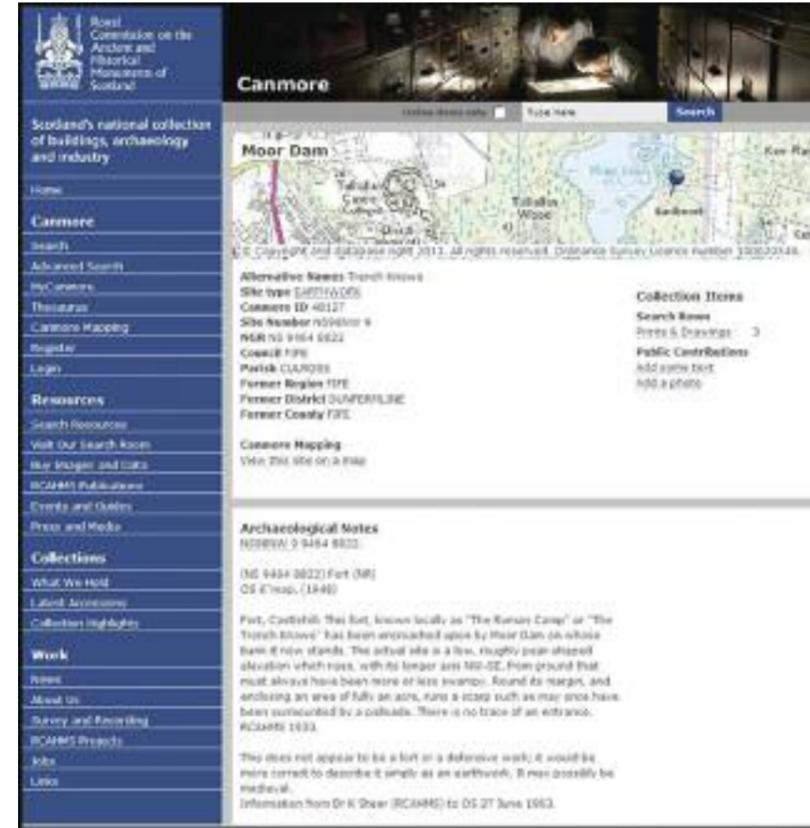
Mike Middleton and Matt Ritchie

A partnership project between Forestry Commission Scotland (FCS) and the Royal Commission on the Ancient and Historic Monuments of Scotland (RCAHMS) has seen the enhancement of historic environment GIS data on Scotland's national forest estate result in what must be amongst the best protection mechanisms for the known archaeological resource anywhere in the UK.

The Forester GIS Heritage Module/ Canmore Mapping enhancement project is described, alongside the policy background, the wider functional context and the importance of known site extents in historic environment protection and conservation.

Canmore Mapping

An area marked on a map is often the easiest way of understanding the extent of a record. Ever since RCAHMS began collecting information, mapping has been an integral part of the recording process. Visitors to the RCAHMS Search Room may be familiar with using the 'record sheets' to find out if there is information in the collection relating to a mapped location, but because the map is broken down into 5km square sheets users often don't realise that, all together, the record sheets collectively form a nationwide map index to the collection. The resulting map is the culmination of over 100 years of recording; the Canmore Mapping project aims to make this information available online.



The undesignated earthwork of Kier Wood fort had previously been depicted as a point within the available Historic Environment Record (Canmore) and as a defined Antiquity Model by the Ordnance Survey. The **heritage module** now displays the **known site extent**. Other sites are visible (including a walled garden and a small spring), alongside designated features such as Tulliallan Castle designed landscape. The site record for Kier Wood also links to Canmore and (where possible) the Local Authority Historic Environment Record. It also links to information that the Forest District may hold, such as a modern archaeological measured survey and/ or the photographic record or management plan

the **heritage designations** and **heritage features** layers include a buffer zone function – allowing a bespoke buffer zone to be set and saved for any historic environment feature.

The resultant polygonised areas will be available

online via Canmore and Pastmap, and Canmore Mapping downloads are available on request. Long term, our aim is to open up the map to our specialist partners for editing as part of our Specialist User Recording Environment (SURE) development.

Mike Middleton BSc MAAIS MifA 4771

Mike Middleton works for the Royal Commission on the Ancient and Historical Monuments of Scotland in Edinburgh and is the project manager for both the Canmore Mapping and the Historic Land-use Assessment Projects. Mike studied archaeology at Glasgow University and has a background in field archaeology, survey and graphics. Prior to working with RCAHMS, Mike worked for long periods with AFAN (now INRAP) in France and Headland Archaeology Ltd in Edinburgh.



Matt Ritchie FSA Scot MifA 6429

Matt Ritchie is the Forestry Commission Scotland Archaeologist and is based in Inverness. He provides advice and guidance in relation to the protection, conservation and promotion of the historic environment on Scotland's national forest estate. His particular interest is in the methodology and practice of archaeological measured survey – and its use in promoting the conservation of significant prehistoric monuments. He learned his trade at RCAHMS, Historic Scotland and Cadw. Matt also sits on the Committee for the IfA Scottish Group.



Links:

Historic Environment Polygonisation Standards (Scotland): www.rcahms.gov.uk/historic-environment-polygonisation-standards-scotland.html

SURE: www.rcahms.gov.uk/rcahms-projects/the-specialist-user-recording-environment

Local Authority Archaeological Liaison Project: www.rcahms.gov.uk/local-authority-archaeological-liason-project.html

UK Forestry Standard and Guidance: www.forestry.gov.uk/ukfs

National Forest Estate Strategic Plan: www.forestry.gov.uk/website/forestry.nsf/byunique/inf-d-6pelhd

International Cultural Heritage Practice group: a new Special Interest Group

Leonora O'Brien, Chair

The newly formed International Practice Group provides a forum for archaeologists, historic environment and cultural heritage professionals working on international projects and initiatives (or based outside the UK and the Republic of Ireland), and advises IfA Council on issues relevant to the international practice of archaeological and cultural heritage management. The group brings together international commercial, academic and public sector practice on fieldwork and survey, research, heritage management and policy.

The inspiration for the group arose from the Archaeology and Economic Development conference at UCL in September 2012. We explored the ethics and practicalities of working in countries other than our own, and discussed ethical approaches, professional best practice, ways to build local heritage capacity and effective methods of engaging local communities. Identifying an opportunity to create a forum and support network within the IfA, we put together a proposal for a new Special Interest Group (SIG).

The International Practice SIG was formally established at the Annual Conference in Birmingham in April 2013. The committee elected at the AGM are Leonora O'Brien (Chair, MifA 2487), Gerry Wait (Treasurer, MifA 771), Alice Hobson (Secretary, MifA 5741) and ordinary members Kenny Aitchison (MifA 1398), Paul Belford (MifA 5339), David Jennings (MifA 1892), Ian Oxley (MifA 448) and Annette Roe (MifA 174). The group currently has 39 members from the UK and Ireland, Spain, Italy, Norway, Sweden and Australia, working on cultural heritage projects across the world.

Despite extensive soft law, voluntary codes and best practice documents, practical guidance on international heritage work is relatively recent. There



Community engagement: public consultation, Sabodala, Kédougou Region, Senegal. © Nexus Heritage



Establishing heritage inventories: recording rock art, spiral forms and concentric circles, Tiris Zemmour Wilaya, northern Mauritania. © URS



Establishing heritage inventories: surveying a complex Protohistoric tomb, Tiris Zemmour Wilaya, northern Mauritania. © URS



Colonial heritage: the remains of a small colonial fort outpost (c1932 to mid-1960s), Tiris Zemmour Wilaya, northern Mauritania. © URS



Capacity-building in survey and recording: establishing excavation grid on a Neolithic occupation site, Inchiri Wilaya, Mauritania. © URS



Conflict heritage: remnants of the Western Sahara War (1975–1979) – detonated mortar fin and French-manufactured spent brass cartridge cases, Tiris Zemmour Wilaya, northern Mauritania. © URS



Sacred heritage: waterfall, Chutes de Fougamou, Ngounié Province, Gabon. © URS



Diaspora heritage and cultural rights: medieval khachkar (Armenian memorial cross-stone), Dashkasan Rayon, Azerbaijan. The symbolism and craftsmanship of kachkars are inscribed on the UNESCO list of Intangible Cultural Heritage. © URS



Late Bronze Age to early Iron Age grave goods, including pottery and agate, nacre and paste beads, Dashkasan Rayon, Azerbaijan. © URS



Interdisciplinary studies: ethnographic study of blacksmithing craftsmen, Sabodala, Kédougou Region, Senegal. © Nexus Heritage



Interdisciplinary studies: traditional crafts and livelihoods – artisanal fishing pirogue under construction, Cap Lopez, Ogooué-Maritime Province, Gabon. © URS



Climate change: palaeoenvironmental indicators – ostrich egg shell (*Struthio camelus spatzi*); ostriches are now extinct in this part of the Sahara. Leading off into the distance are camel hoof prints. Tiris Zemmour Wilaya, northern Mauritania. © URS

Climate change: palaeoenvironmental indicators – Neolithic rock art depicting elephants with long trunks (*Loxodonta africana*), Tiris Zemmour Wilaya, northern Mauritania. © URS



is a significant diversity in the legal bases for cultural heritage work, and little linkage between regulation and practice. Few case studies that consider the complex methodological and ethical aspects of international heritage work have been published. Effective consultation and community engagement can be challenging, particularly when confidential traditional knowledge and sacred sites are involved. Difficulties may be exacerbated in cases involving extensive socio-cultural change, ethnic conflict, traumatic heritage, the heritage of minorities and diasporas, human rights abuses, historical revisionism, and colonial and post-colonial perspectives. The IfA group aims to promote professional responsibility, standards and ethics, by encouraging collaboration among practitioners, ensuring accountability to the public and building public support for research.

Local standards and technical expertise, regulation and governance, methodologies, and ethical approaches can be highly variable due to cultural, legal and historical factors as well as diverse social and economic systems. We would like to promote interdisciplinary perspectives, bringing together international academic and commercial practice on survey, research, heritage management and policy. We are keen to involve technical experts working in related fields, such as anthropology, ethnography, socio-economics, hydrology, geology, climate, landscape, ecology, palaeontology, built heritage, architectural conservation and environmental engineering. The processes where all these disciplines interact most is in social and environmental impact assessment.

The SIG will strengthen the IfA's links with a number of international associations, organisations and initiatives involved in cultural heritage professional practice, capacity building and training. We would like to enhance international perspectives in the IfA, with a view to fostering innovation by learning from ongoing debates and advances in other countries and regions. The SIG will also advise the IfA Council on opportunities for cohesive advocacy in international historic environment policy, practice and management, and respond to IfA Council on consultations.

Working outside your own country can be politically fraught and technically challenging. It can be difficult to establish considered, ethical and pragmatic approaches in the face of conflicting demands. Nowhere in heritage work are such practices more needed, emphasising the value of the forum for open and critical discussion provided by the new International Practice SIG.

If you would like more information, please contact Leo O'Brien (leonora.obrien@urs.com) and to join the group, please contact Camilla Massara, IfA group contact (camilla.massara@archaeologists.net).

COMMITTEE BIOGRAPHIES

Leonora O'Brien Chair (MIfA 2487)

Principal cultural heritage consultant at URS. Leo has over 15 years' experience as an archaeologist and cultural heritage consultant. She has contributed to commercial and academic projects in the UK, Ireland, France, Bulgaria, Romania, Ukraine, Russia, Azerbaijan, Mauritania, Sudan, Gabon, Côte d'Ivoire, Kenya, Tanzania and Mauritius. Leo has led extensive field surveys of upland, wetland and desert areas. She prepares Environmental and Social Impact Assessments (ESIA) and cultural heritage management plans, provides independent technical review of archaeological projects and develops and delivers community and developer training in cultural heritage awareness. Leo has an MA in International Relations and French from the University of St Andrews and an MA in Field Archaeology from York.



Alice Hobson Secretary (AlfA 5741)

Cultural heritage consultant at Golder Associates. She has an undergraduate degree in Archaeology and Geography from Nottingham University and an MA in Cultural Heritage Studies from UCL. Alice has worked as a consultant on Environmental and Social Impact Assessments (ESIA) in Uganda, Sierra Leone and Guinea. Alice specialises in the identification and management of locally sacred sites, sites of spiritual significance and related ritual practices, this involves working closely with affected communities – these days she is probably more of an anthropologist than an archaeologist! Alice is passionate about protecting the less tangible forms of culture in the face of large-scale development projects and keen to promote collaborative working and local capacity building, sharing ideas, knowledge and experiences across disciplines involved in environmental management and sustainable development.



Gerry Wait Treasurer (MIfA 771)

Director at Nexus Heritage. Gerry has over 30 years of experience as an archaeologist and heritage consultant. His passion is in finding ways to make the past relevant to people and communities in building their future, with the belief that successful communities have firm roots in their past. Gerry has prepared conservation management plans and led Environmental and Social Impact Assessments (ESIA) in the UK, USA, Romania, Ireland, Senegal, Sierra Leone, Burkina Faso, Niger, the Republic of Congo, Mongolia, Morocco, and Kyrgyzstan. Gerry served as Hon Chair of IfA and was recently elected Co-Chair of the Committee on Professional Associations in Archaeology of the European Association of Archaeologists. Gerry has degrees in anthropology and archaeology and a PhD in Archaeology from the University of Oxford. He is a Fellow of the Society of Antiquaries of London and of many other professional and academic associations.



Members' news

Paul Belford MfA 5339

Paul is now the Director of the Clwyd-Powys Archaeological Trust (CPAT), replacing Bill Britnell who retired at the end of May after 28 years in the role. Paul has come to CPAT from Nexus Heritage, where he has been engaged on a variety of commercial and community projects around the UK. Before joining Nexus in 2010 Paul spent ten years as the Head of Archaeology and Monuments at the Ironbridge Gorge Museum Trust.

Archaeology in Wales is going through a period of change, with the roles of Cadw and the RCAHMW under review, and an impending Welsh Historic Environment Bill. This is also an exciting time for CPAT, with a number of new and ongoing projects dealing with a variety of prehistoric and later sites and landscapes. Paul is particularly keen to strengthen CPAT's role in delivering community archaeology to a wide range of groups, and in developing closer links with other heritage organisations in Wales and beyond.



Paul can be contacted at: paul.belford@cpat.org.uk; or follow him on Twitter @PaulBelford



Hazel Butler PfA 5494

Hazel is currently in the final stages of a PhD in *Gender dynamics in Iron Age and medieval Britain* and has a background in Celtic archaeology. She spent a year working in commercial archaeology after finishing her Masters, and has participated in several research excavations both in Britain and Austria. Hazel's main areas of research are women in 'Celtic' societies, gender studies, medieval literature, the archaeology of death, and disability and mental illness in pre- and ancient history. She first joined the IfA in 2007 when she began working in commercial excavations and, with her PhD drawing to a close, decided to renew her membership and rejoin the 'real world' having spent several years buried in research rather than good old fashioned dirt.

Emma Jeffery AlfA 6249

Emma is currently working as a Project Officer at Compass Archaeology, a commercial organisation based in Central London. She has worked at Compass Archaeology for almost three years, having



been lucky enough to be offered a job straight from University. Emma has been given the opportunity to carry out a number of varied projects (in type, period, and scope) across London and the surrounding counties, including desk based assessments, evaluations, watching briefs, excavations, and historic building recording projects. She recently completed writing up the post-excavation assessment report for an archaeological investigation in Chelsea, which uncovered the remains of an early 17th-century kitchen basement, and a 16th-century wall (possibly part of Sir Thomas Moore's estate). Emma is undertaking a part-time distance learning Masters in Archaeology, which she is thoroughly enjoying and which is introducing her to a wider variety of archaeological heritage, as well as providing her with a more robust knowledge about archaeological theory and practice.

Emma decided to upgrade her IfA membership to Associate grade (AlfA) because she felt she had reached the competence level required, and wanted to make the most of everything the Institute has to offer.

Roosje de Leeuwe MfA 7497

After finishing a bachelor degree in maritime engineering, Roosje worked on the stability of drilling rigs for about a year. However, building ships turned out to be not as thrilling for her as it sounded. In 1998 therefore, Roosje decided to study archaeology at the University of Leiden. During her studies she completed over a year of fieldwork, including projects in Mali and Malawi. She finished her Masters degree in 2004, specialising in the late prehistory of northwest Europe, although her thesis was an ethnographical study of East African ship building, funded by the British Institute in Eastern Africa.

From 2003 onwards Roosje had a job with the commercial archaeology branch of Leiden University (Archol). Through Archol she also lectured a course in Maritime archaeology at the University for five years, but most of her work experience was still in field archaeology (69 projects to date), which she always enjoyed. In 2010 Roosje left Archol for another commercial company, ADC Archeo-projecten, where she stayed for half a year, until she got the opportunity to work as a forensic archaeologist at the Netherlands Forensic Institute in The Hague in January 2011.



At the Institute there are only two full-time forensic archaeologists for case work in the whole of the Netherlands. In addition to case work they also teach courses to the police, the army and at universities and have several research and development projects. On some cases they work together with other forensic disciplines, as there are over 30 areas of expertise at the Institute. Their case work consists of assisting the police in the excavation of clandestine buried victims or objects, the salvage of scattered or burned human remains, the search and survey for missing and presumed buried persons and various other cases.

David Petts PlfA 7658

David first joined the IfA in the early 1990s following graduation from the University of York. After spending some time working in commercial fieldwork with English Heritage Central Excavation Unit, Oxford Archaeology and Wessex Archaeology, he went back to university to do a Masters and then a PhD at the Department of Archaeology at Reading. After leaving Reading he moved back to York where he spent two years working at the York Archaeological Trust as an editor. Following this, after a brief stint as a post-excavation researcher at Oxford Archaeology, he joined Northumberland County Council to work on an HLF-funded project to put the Durham and Northumberland HERs on-line. He stayed in the north-east to act as project officer for the NE Regional Research Framework based at Durham County Council where he also began work on the Hadrian's Wall Research Framework before taking an academic post at the University of Chester.

David is currently at the Department of Archaeology at Durham University, where he is Lecturer in the Archaeology of Northern England and Director of

Research for Archaeological Services. Having spent time working in commercial, local government and academic archaeology, as well as being active in developing community archaeology in the north-east, he is particularly interested in how different sectors within the profession can work together successfully. Recently he has become the Secretary of the new IfA Research and Impact Special Interest Group.



Jörn Schuster MA Dr phil FSA MifA (4819)

Jörn has recently established himself as an independent archaeological consultant with his company ARCHÆOLOGICALsmallFINDS. He offers a range of services, including post-excavation management, assessment and analysis of small finds, as well as translations of archaeological and other texts.



An archaeologist with more than two decades in the profession, both in the UK and Germany, Jörn has a wealth of experience in archaeological research, heritage and museum management, assessment and analysis of archaeological small finds, publication and report editing, and translations. During his career to date, he has been fortunate enough to be involved in key archaeological projects such as Springhead (CTRL/HS1), Cliffs End (near Ramsgate) and Feddersen Wierde (Germany).

Having worked as a finds specialist for English Heritage and as post-excavation manager for two of the UK's largest archaeological companies, Jörn has a keen interest in effective management procedures that provide the means and opportunities to understand past life through efficient post-excavation work.

For more information contact joern@smallfinds.org.uk or visit his website www.smallfinds.org.uk

New members

Member (MifA)

- 7625 James Adcock
- 7497 Roosje de Leeuwe
- 7622 Seren Griffiths
- 7657 Alex Hale
- 7619 Owain Lloyd-James

Associate (AlfA)

- 7628 Jennifer Barnes
- 6646 Sharon Cook
- 7627 Derek Evans
- 7498 Stefan Sagrott

Practitioner (PlfA)

- 7620 Rowan Kendrick
- 7658 David Petts
- 7231 Derek Roberts
- 7621 Joseph Tong

Affiliate

- 7713 Kerry Allen
- 7655 Laura Beasley
- 7680 Jonathan Boffey
- 7714 David Byrne
- 7648 Ian Channell

Affiliate (cont)

- 7669 Elizabeth Chappell
- 7654 Robin Charnley
- 7697 Daniel Connor
- 7665 James Green
- 7647 Christopher Hawkins
- 7715 Honza Horak
- 7696 Adam Jarvis
- 7646 Toby Lee
- 7667 Andreas Michaelas
- 7649 Sarah Parkin
- 7664 James Preece
- 7650 Laura Rainey
- 6264 Thomas Slater
- 6313 Simon Tootell
- 7670 Helen Wallbridge
- 7651 Stephen Wass
- 7695 Helen Wilson

Student

- 7677 Jessica Ashley
- 7672 Tessa Baber
- 7710 Shannon Birch
- 7642 Maxime Brami
- 7706 Alan Burchell
- 7692 Jamie Cameron
- 7707 Annalisa Christie
- 7643 Eleanor Cooper
- 7690 Pablo Dominguez Garcia
- 7632 Clive Drew
- 7635 Andrew Fewster

Student (cont)

- 7630 Josh Gaunt
- 7717 Pauline Goetz
- 7718 Charlotte Goudge
- 7679 David Gray-Hammond
- 7633 Amy Green
- 7640 Dilwyn Griffiths
- 7693 Nick Hannon
- 7631 Sarah Haycock
- 7639 Jamie Ingram
- 7645 Katherine Jackson
- 7676 Hannah Leighton
- 7689 Leila Mazzon
- 7661 Amy Murdie
- 7674 Myles O'Brien
- 7663 Caroline O'Brien
- 7705 Thomas Piggott
- 7709 Rebecca Pont
- 7634 John Quarrell
- 7712 William Rathouse
- 7644 Joshua Russ
- 7671 Laura Schenck
- 7638 Tiffany Seery
- 7629 Michael Smith
- 7662 Andrew Souter
- 7675 Andrew Sturdy
- 7719 Kevin Suller
- 7694 Aisling Tierney
- 7641 Charlotte Tooze
- 7636 Steven Watt
- 7691 Angela Watts
- 7711 Czelsie Weston
- 7708 Mark Woolston-Houshold
- 7678 Diane Wren

Upgraded members

Member (MifA)

- 6030 Marc Steinmetzer
- 6135 David Williams

Associate (AlfA)

- 6249 Emma Jeffery
- 2401 Rosemary Muldowney
- 4954 Calli Rouse

Practitioner (PlfA)

- 5764 Sarah Botfield
- 7286 Sophie Mills
- 7399 John Winfer

REGISTERED ORGANISATION DISCOVERIES



Archaeological Research Services

A future from the past?

The *Jubilee Colliery: unearthing the past* project aimed to enable a group of people to use investigating the past as a way to help them enhance their future prospects. The project was a partnership between Groundwork Oldham & Rochdale and Archaeological Research Services Ltd (ARS Ltd), funded by the Heritage Lottery Fund. The main objective, along with engaging the local community with their heritage and investigating the archaeology of Jubilee Colliery, was to provide a group of unemployed people with experience of working both individually and within groups that would aid their employability by them obtaining experience in recognised skills required in the workplace.

Jubilee Colliery is located on Milnrow Road to the north of Shaw, Oldham. The colliery, which operated between 1845 and 1932, now contains the derelict remains of structures including the dynamo house and steam engine, a row of coke ovens and mine shafts that have been capped and closed to public access. Since its closure in 1932 the site has been allowed to return to nature, resulting in the buildings and structures becoming overgrown.

A work programme was developed, aimed at rediscovering local heritage through archaeology, community engagement and learning, whereby a group of twelve unemployed people were able learn, train and gain skills while creating a local heritage legacy. The participants on the programme, which ran for twelve weeks from November 2012 to early February 2013,

worked towards achieving the requirements for them to gain a certificate in community volunteering.

From desk-based investigations to hands-on archaeology and community development work, *Jubilee Colliery: unearthing the past* provided skills training and experience in many areas. The group of volunteers rediscovered Jubilee Colliery under direction and training from ARS Ltd. Through archival research, an in-depth topographic survey and focused excavations a comprehensive understanding of the heritage of the site was arrived at. This learning and discovery was then relayed to hundreds more through community engagement activities, ranging from onsite tours, interviews on local radio and creation of videos made available on the internet through to presentations given to children at local schools and to members of the local community.

A community activity day kicked off the project at the Jubilee Colliery Nature Reserve in Shaw. The results of the project were then presented to dignitaries, including the Mayor of Oldham, and members of the public at the site during a community open day at the culmination of the excavation work.

In all of the areas of Jubilee Colliery investigated using archaeological excavation, significant structures

were identified relating to the operation and development of the coal mine and its associated phases of coke ovens. These include those associated with the sinking of the original shaft, the later insertion of the upcast (air) shaft, and the extensive use of the site in the production of coke in the late 19th and early 20th centuries, along with railway sidings built in the late 19th century used for transporting the coke away from the site. A significant number of standing structures also remain. These include a double bank of coke ovens, the dynamo house, part of the winding engine house for the downcast shaft, the base of a chimney and a revetment wall along the majority of the eastern side of the site. In addition ephemeral remains of the former pumping house, a series of four timber posts and other as yet unidentified structures are also present.

Archival research determined that, although many such collieries existed in the surrounding area, the scale of the workings at Jubilee in terms of the number of coke ovens present is amongst the largest recorded in a Lancashire Coalfield colliery. The majority of sites, especially in the Greater Manchester area, are now in a very poor condition or completely destroyed. Jubilee Colliery is significant not only in the size of the colliery it represents but also in the fact that the upstanding coke oven remains must be considered as some of the best preserved in the region. A follow-up application has been submitted to the HLF for funding to consolidate and present/interpret surviving standing remains on site for visitors to see.

The benefits of this kind of project are clearly visible: the volunteers gained invaluable experience in skills that will assist them in future employment; the local community gained an understanding and ownership of a disappearing part of their local Heritage; and an important heritage site has been recognised and, hopefully, will be preserved into the future.

Regarding the *Jubilee Colliery: unearthing the past* project, Lili Briggs, Project Officer at Groundwork Oldham & Rochdale, said: "This site is one of the few remaining examples of Oldham's industrial mining heritage and is the most accessible site in the area. Jubilee is important as it provides an ideal location to explore and share the story of Oldham's industrial past. This is a great opportunity as it will increase the skills, experience and employability of those involved and provide the wider community with a greater understanding of their local history."

Richard Walker BA MA MSc
Community Archaeologist



Volunteers at work near the upstanding coke oven remains © Archaeological Research Services Ltd



Volunteers recording details in the area of the railway sidings © Archaeological Research Services Ltd



Volunteers commencing excavation of the boiler house © Archaeological Research Services Ltd



Richard Walker and volunteers at the start of the project © Archaeological Research Services Ltd

Gloucestershire County Council Archaeology Service



History on your doorstep

The Archaeology Service at Gloucestershire County Council

has been working with the residents of Kingsholm, Gloucester, over the last 18 months to research the history of their community. The *History on Your Doorstep* project is about hands-on participation in archaeology, especially for those who have never been involved before.

Kingsholm is now a northern suburb of Gloucester city but it was also the site of the earliest Roman military occupation. Much of the Claudio-Neronian material known from the city has been found in this area. What is thought to have been a ditch forming the northern boundary of the first Roman fort was sectioned in Kingsholm in 1985 and various sightings of timber buildings have been made in the area. Part of the cheek piece from an auxiliary cavalry helmet was found during excavations in Kingsholm Square in

1972 and many early burials have been recorded. However, despite numerous small investigations the plan – and indeed the precise location – of the fort has still not been identified.

While running an archaeological stall at the Cheltenham Science Festival in June 2010 we were approached by a resident of Kingsholm who had been finding lots of Roman pottery very close to the surface in her garden. She knew of neighbours who had also found Roman material and the germ of an idea for a community archaeology project developed. After a successful bid to the Heritage Lottery Fund the *Kingsholm: history on your doorstep* project was launched in January 2012.

A day school held at Gloucester Rugby Club in March 2012 attracted over 130 attendees to hear from Henry Hurst and Carolyn Heighway on the current thinking about Roman and Anglo-Saxon Kingsholm. Many of those present were entirely new to archaeology, and joined follow-up tours of the local Blackfriars priory, and a *Behind the scenes at the museum* tour of some of the research collection at Gloucester City Museum and Art Gallery.

Since then we have held sessions on pottery and other artefact identification, documentary research, geophysical surveying, cellar surveys, excavation and post-excavation techniques, and report writing and archiving.

Over five hectares (approximately 52,000 square metres) of resistivity and magnetometry survey have been carried out by 190 volunteers in sixteen areas ranging from tiny back gardens to a field of nearly 2.5 hectares. In fact, we have tried to cover all of the open areas of Kingsholm, hunting for the Roman fort as well as for other evidence of the evolution of the settlement. However, not all of our survey results relate to the distant past. One area of high resistance, showing a rectilinear feature, caught the imagination of the volunteers. A trawl of the aerial photographs resulted in the high resistance being identified as a post-Second World War memorial rose garden. Once identified, many residents remembered the memorial and sent in further information about it.

Eleven 1.5m square test pits have been dug in back gardens and three larger trenches have been excavated by residents and other volunteers under professional supervision. Roman material has been retrieved from all of the excavations. Some of the

most significant pottery and artefacts came from two large trenches covering 69m² on a former playing field. These included part of an early military face pot, a painted glass bead, imported wares including Baetican olive oil amphora and 1st-century Central and Southern Gaulish Samian.

Amongst the local Kingsholm military wares from the excavations there are flagons, mortaria, honey jars, open lamps, dishes and bowls that are all typical of an early Roman military assemblage.

An Anglo-Saxon palace at Kingsholm is first referred to in 1051 when Edward the Confessor summoned his magnates to his *'palace at Gloucester'*. It is also known that William I commissioned the Domesday Survey during his stay in Gloucester at Christmas 1085, perhaps while staying at this same palace.

A cellar survey was undertaken in Kingsholm Square and one piece of reused, possibly 12th-century, masonry was recorded. Many of the cellars contained very large pieces of cut stone which may indicate the



Early military face pot fragment © Gloucestershire County Council Archaeology Service

proximity of an earlier building. Two other pieces of worked stone were also found in Test pit 14 which was in the garden of a house in the corner of the

Annette and Sam surveying the former playing field © Gloucestershire County Council Archaeology Service



Test pit 14 underway © Gloucestershire County Council Archaeology Service



Johnny's giant jaw bone
© Gloucestershire County Council Archaeology Service

same square. All of these blocks of stone may have been taken from the stone church that would have been associated with the Anglo-Saxon palace and reused in more modern buildings.

An interesting offshoot of the project was the identification of a group of former Kingsholm residents who had lived in an area known as Clapham. The closely packed Victorian housing was categorised as a slum and cleared by the City Corporation in the 1950s and 60s, the residents being moved to more modern housing estates around the city. This group of 'Claphamites' still meets each month to reminisce about old times and has a collection of over 600 photographs and newspaper clippings. Some of the Kingsholm project volunteers have recently been attending the meetings, writing down the memories of the former residents and trying to help identify the people in the photographs.

Whilst the location of the Roman fort remains frustratingly elusive we have engaged over 1000 people in exploring the archaeology of their city –



Pauline learning how to take levels © Gloucestershire County Council Archaeology Service

from Romans to the 20th century - including school children, home educated groups, local archaeological societies, and residents of Kingsholm.

The project is due to end in June 2013 with an exhibition at Gloucester City Museum and Art Gallery, Brunswick Road, Gloucester running from 25 May until 7 July where finds and information from the project will be on display.

"The whole Kingsholm community project in my view is a model of how to bring archaeology to local people and highlight its relevance to our community. It has given an opportunity to meet like minded people from the wider community and provided a learning path that has both enriched my understanding of Gloucester's place in history and taught me new skills that will, I hope, be valuable in other related activities." Mick Philpott, (project volunteer)

"Anna Morris organised great training at the beginning of the project and during each dig for newcomers. It gave me so much confidence and made every dig great fun. I have learned such a lot and I have thoroughly enjoyed every dig. I have made some wonderful friends and I will be sad when it finishes. Thanks to this project archaeology was once just an interest and it is now my passion!" Emma Keep (resident and owner of test pit no 4)

Anna Morris BA MA Outreach Assistant

Jan Wills BA FSA MIfA (188)
County Archaeologist

MOLA

Roman London revealed like never before



MOLA (Museum of London Archaeology) is coming to the end of one of the biggest excavations to have taken place within the historic and archaeological core of the City of London. We have been on the site of Bloomberg Place for over two years; the most recent phase involving a team of some 50 archaeologists, on-site processors and geoarchaeologists, excavating a sequence 7m deep, for a period of six months. The number of accessioned finds is fast approaching the 10,000 mark.

Prior to MOLA's investigations the site already had a rich archaeological legacy being home to the Temple of Mithras, discovered in 1954 by Professor W F Grimes. The Temple made headlines at the time with thousands of members of the public flocking to see the work unfold. This extraordinary reaction from the public led to an early case of preservation and display of the archaeological remains.

1954 W F Grimes
excavation of the
Temple of Mithras
© MOLA (Museum
of London
Archaeology)



A section of Roman oak fencing, surviving to shoulder height © MOLA (Museum of London Archaeology)



The Temple was built in AD240 and was later reused as a temple of Bacchus. Marble sculptures from the Mithraic phase constitute the finest assemblage of sculpture from Roman Britain and the Temple itself remains a major London monument, with listed status. Reconstructed on site in the 60s, MOLA supervised the dismantling of the Temple reconstruction before below ground work commenced. The reconstruction is currently in storage ready for a return to its original location upon the development's completion.

Bloomberg Place is located in the heart of Roman Londinium and straddles the Walbrook River, one of London's lost rivers; a prominent topographical feature of the Roman town, running through the developed area to the north of the Thames. Excavation of the immediate Walbrook environs saw unparalleled preservation of organic artefacts, timbers and metalworking due to the anaerobic conditions of the waterlogged deposits.

Results of recent archaeological work have yet to be fully analysed, as the main phase of works has only just completed but nevertheless, we already have startling and unexpected discoveries, with artefacts and structures spanning the entire Roman occupation of Britain.

The late Roman sequence is contemporary with the use of the Temple and is of particular interest as Grimes' excavations concentrated solely on the Temple remains, due to immense time pressure and

lack of legal protection for archaeology. Our main excavation area was a mere 5m north of the Temple; foundations of which amazingly survived the 1950s development and will be preserved in situ as part of the current development. The excavation demonstrated that during the 3rd and 4th centuries there was little development in the immediate vicinity of the Temple. Instead there was an open area against its northern face, which embraces a square timber-lined well. A clearly stratified assemblage of 4th-century coins deposited were found within the well's upper fills and at its base we found a fantastic hoard of pewter tableware vessels, deliberately deposited as part of a recognised ritual. Adjacent to the well and slightly earlier in date was a small area of external tessellated pavement. Due to the lack of structural evidence associated with this pavement it is interpreted as the location of a possible shrine, located alongside a metalled road, leading to the Temple. Further away two large ragstone buildings, with the road running between them were excavated. These buildings are suburban in nature, with areas of external tessellated floors that possibly originally sat within porticos and bread ovens in rooms to the rear.

Earlier Roman periods were characterised by large scale dumping of organic and other refuse material on the banks of the Walbrook, in order to make it habitable. These dump phases were largely in preparation for construction of structures, the timber remains of which are in remarkable condition. We excavated timber building remains spanning two

centuries including: plank floors, revetments, drains and fences and recovered individual items, such as a Roman door (reused as a platform in the Walbrook mud), industrial machinery (gears and cogs, mill paddles), tools (shovels and scoops) and pieces of furniture (chair feet, stool seats and legs and a decorated box). Within the complicated stratified deposits several structures stand out as worthy of special mention; a large timber building from the early 2nd century AD that may have been a watermill, circular buildings with tile coursed clay walls that were probably bread ovens for feeding the general populace, timber 'tanks' constructed on sloping banks to provide level building platforms and perhaps most exciting of all, a very early bank and ditch enclosure that may represent military activity in the first years of Roman Londinium.

The assemblage of artefacts from the site is unparalleled and we are still researching items from across the Roman Empire to locate comparisons. Of

supreme importance is an arch shaped leather object that was once embroidered with a mythical fight scene. The use of this object is a mystery but more details are coming to light as conservation continues. Many objects discovered with a military connection, from the 1st and 2nd centuries AD, remind us of the presence of the Roman army in the capital.

However, the most exciting and potentially groundbreaking aspect of the excavation is the huge collection of writing tablets unearthed. We have recovered over 300 fragments that span 400 years of Roman occupation; many of which are complete. They are now undergoing conservation and will be examined by experts to translate the cursive Latin. This text will undoubtedly bring the everyday transactions and personal relationships that played out in Londinium to life. We hope that the tablets will offer an understanding of wider Empire and London's place within it.

Work on the assessment and publication has already begun and will continue for the next few years. We are expecting to learn a great deal more about Roman London and individual objects we have found. The Temple of Mithras will be reconstructed on the site near to its original location in a purpose-built exhibition space courtesy of Bloomberg and many of the objects excavated by MOLA will be displayed.

Sadie Watson Project Officer BA MA MIFA (5532)



Hoard of pewter bowls and cups. These pieces of fine tableware were thrown into a timber lined well as part of a ritual offering. Roman, 4th century AD © MOLA (Museum of London Archaeology)



Unique Roman upholstered leather object with stitched decoration showing a warrior fighting mythical creatures. Probably upholstery from a high quality piece of furniture or the interior of a vehicle such as a chariot © MOLA (Museum of London Archaeology)



Copper-alloy fist and phallus cavalry harness pendant. This had a pair of clappers to make a jingling sound as the horse moved. Roman, 1st century AD © MOLA (Museum of London Archaeology)

Rubicon Heritage Services Ltd

Settlement and landscape on the River Lune

A programme of archaeological earthwork survey was recently carried out by Rubicon Heritage Services Ltd as part of a phased scheme of works associated with the new Heysham to M6 link road scheme. The route commences at Torrisholme to the northwest of the city of Lancaster and extends eastwards for 4.8km over predominantly agricultural land and undulating glacial terrain to join the M6 just west of the village of Halton. The Lune estuary and the tidal sands of Morecambe Bay dominate the landscape to the west, while to the east the Bowland Fringe represents a transitional landscape which rises to the upland core of the Bowland Fells.

Evidence for human settlement in North Lancashire dates from the Upper Palaeolithic period onward, and the Lune valley has been a transport route and focus of human activity from at least the Bronze Age. A Roman fort was built at Lancaster in the first century AD, dominating the southern bank of the Lune and probably defending the lowest crossing of the river. A medieval and later castle now partly occupies the site of the fort. The smaller settlement at Halton on the north bank was extant before the Conquest and possesses a Norman motte, although an early crossing of the river at this point is not known.

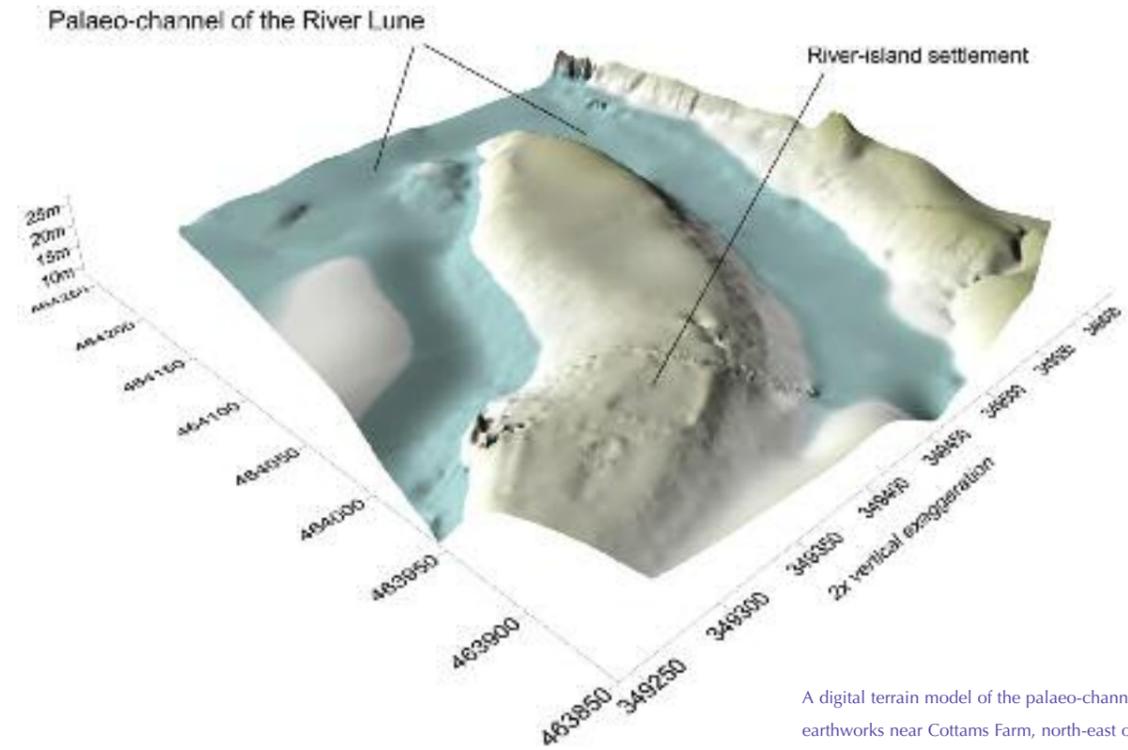
The programme of archaeological earthwork survey determined the extent, form and condition of 30 previously known earthwork monuments, ranging in date from the Late-prehistoric to the Early Modern period. Early field patterns, drainage features and ridge and furrow earthworks demonstrated the manipulation and management of this landscape through the historic period. Amongst the earthworks surveyed were settlement sites at Green Lane and Cottam's Farm. The Green Lane site comprised a coaxial field system with an associated house

platform, situated in a sheltered gully, and adjacent to a groundwater spring on natural route-way. The second settlement site at Cottam's Farm comprised an area of low earthworks covering 0.8 Ha that had previously been interpreted as a Romano-British settlement (Leah 1997). The complex stands at the southwestern end of a raised curving plateau, 190m to the south of the A683 Lancaster to Caton road. The topographical setting of this site was of particular interest as a palaeochannel of the Lune runs along its southeastern side, isolating the plateau from the adjacent terrace of the river, thus the plateau once formed a river-island. A geoarchaeological assessment of the floor of the palaeochannel revealed Holocene alluvial fills and seasonal floodplain deposits overlying fluvio-glacial deposits, indicating that the Lune continued to flow through this channel (at least seasonally) in the post-glacial period. The settlement comprises two main enclosures, defined by low banks, up to 7.2m wide. The eastern enclosure measured 58m (southwest-northeast) by 39m (southeast-northwest) and the western is of a similar size. Some limited evidence for internal structures is also visible on the surface. On the northwest and southwest sides of the enclosures the terrain falls precipitously, emphasising the external banks. The topographical setting of this monument suggests that this could have been an impressive settlement which utilised the natural landscape for defensive purposes, although further work, including excavation, would be needed to confirm this.

Enda O'Flaherty Surveyor and Landscape archaeologist

References

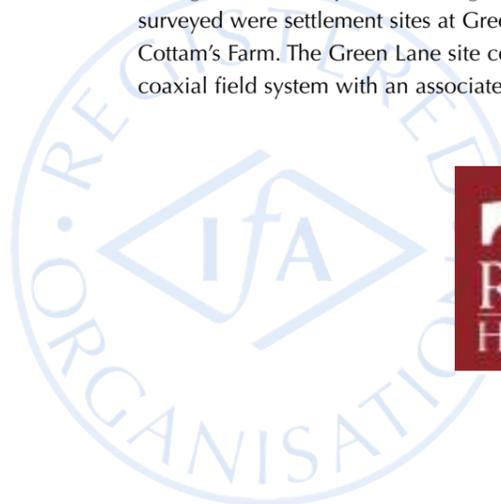
Leah, M. (1997) Lancaster Business Park, Cottam's Farm, Lancaster: archaeological evaluation report. Lancaster University Archaeological Unit [assessment & evaluation reports].



A digital terrain model of the palaeo-channel, river island and earthworks near Cottam's Farm, north-east of the city of Lancaster (Rubicon Heritage 2013)



A vertical aerial photograph of the earthworks (Google Earth 2000)



REGISTERED ORGANISATION NEWS



News from the Clwyd-Powys Archaeological Trust

The Clwyd-Powys Archaeological Trust is one of four Welsh Archaeological Trusts working closely with other national, regional and local bodies, to help protect, record and interpret all aspects of the historic environment for the whole of Wales. Most of CPAT's work is in the Clwyd-Powys area – the county of Powys and the local authority areas in the former county of Clwyd – Denbighshire, Flintshire, Wrexham County Borough and the eastern part of Conwy County Borough. The Trust works closely with Cadw and the RCHAMW.

The Trust's core activities include the provision of information and advice on the archaeological resource to local, regional and national enquirers, and fieldwork projects to survey, examine and assess that resource. The Trust also undertakes projects elsewhere in Wales, and across the border in England.

CPAT was established in 1975, having developed from the Rescue Archaeology Group which was undertaking excavation projects in Wales and the West Midlands during the early 1970s. Under its first

Director, Chris Musson, the Trust made a significant contribution both to the development of professional development-led archaeology, and to the understanding of prehistoric and later Wales. Bill Britnell became the Trust's second Director in 1985. CPAT continued to work on developer-funded projects, and also developed a series of research programmes looking at prehistoric and medieval landscapes and settlements. The Trust subsequently expanded its Curatorial role, enabling an increasing emphasis on heritage management work and public engagement.

In May 2013 Bill Britnell retired after 28 years. Paul Belford has now become the third Director of the Trust. Staff, some Trustees and other supporters gathered for a picnic at the Trust's own hillfort – Beacon Ring – to commemorate the transition.

This is an exciting time for the Trust, with a number of new and ongoing projects dealing with a variety of prehistoric and later sites and landscapes. The work is so varied that only a few examples can be given here. Thus in the impressive Neolithic ritual

landscape in the Walton Basin (eastern Radnorshire), the Trust is working with local communities in both characterising the field evidence and addressing management issues related to agricultural regimes. At Beacon Ring itself work continues on vegetation clearance and investigation in an innovative partnership with the Powys Probation Trust. Ongoing research into the monastic site at Strata Marcella is informing conservation and management issues; work is also continuing this summer on the Hen Caerwys community archaeology project. Indeed all of these projects have a community archaeology element, and this is likely to increase in the future – CPAT is very pleased to be hosting a CBA community archaeology bursary placement in 2013–2014.

This is an interesting period of change in Welsh archaeology more widely. The roles of Cadw and the RCAHMW under review, and there is an impending Welsh Historic Environment Bill. CPAT will continue to work closely with the other Welsh Archaeological Trusts in making sure that archaeology and cultural heritage continue to be protected, recorded and interpreted for the future. The next 38 years are likely to be even more challenging than the first!



More information can be found on the Trust's activities can be found on the website (<http://www.cpat.org.uk>). You can also follow the Trust on Facebook and Twitter (@CPATarchaeology).

Paul Belford MifA 5339
Clwyd-Powys Archaeological Trust

CPAT Directors:
Chris Musson (left),
Bill Britnell (centre)
and Paul Belford
(right) © CPAT

Chairman of the CPAT Board of Trustees, Frances Lynch (right) raises a glass to toast Bill's achievements and the work of the Trust past and future © CPAT



Essex County Council Field Archaeology Unit merges with Archaeology South-East

After over two years of detailed negotiations the UCL Institute of Archaeology has finally completed the business acquisition of the Essex County Council Field Archaeology Unit, involving the full transfer of all staff, facilities and projects. This was no easy exercise: at one point the UCL negotiation team involved 18 staff drawn from diverse administrative departments in addition to the legal team. Contracts were signed just in time to allow the transfer to take place on 1 May 2013.

The Essex County Unit has been at the forefront of archaeological research in East Anglia for nearly 40 years, but changes in the way in which Essex County Council delivers local services encouraged the Council to find an external organisation able to take over the operation. An exhaustive procurement exercise ensued, resulting in the business transfer that has now been agreed. The Essex Unit is now part of the Institute's Centre for Applied Archaeology, which provides professional archaeology services under the name of Archaeology South-East (ASE) operating from offices in London and Sussex as well as the new Essex office.

Once more unto the breach...
Charring Quarry, Kent.
© Archaeology South-East





The tyranny of paperwork. UCL students excavating the central market in Taraz city in Southern Kazakhstan © Archaeology South-East

UCL offers a very large and expert platform for archaeological research anywhere in the UK, and also has a long history of research interest in East Anglia. In particular UCL has been working closely with ECC on the 'Roman Essex' project for the best part of a decade (the main report on this project will be published later this year by Dominic Perring and Mike Pitts as *Alien cities: consumption and the origins of urbanism in Roman Britain*). The Archaeology South-East team within UCL – which also had origins as a County Archaeology Service (for Sussex) - has expanded considerably in the last five-years under Dominic Perring's direction. This acquisition is part of a planned programme of growth designed to consolidate the business platform that supports a comprehensive range of specialist services. The combined unit now boasts over 60 permanent specialist staff in addition to a large team of short-contract field staff. As an integral part of the UCL Institute of Archaeology the ASE team also draws on the support of Europe's largest university-based archaeology department. This gives the team a particular interest in research, community and capacity-building projects – and a global reach (current project commitments include work in Russia, Kazakhstan, Turkmenistan, Palestine, Lebanon, Abu-Dhabi, Qatar and China).

The transfer of the Essex Field Unit is supported by a commitment to complete work on a series of backlog projects and deposit archives. This programme will speed the process of publishing

the results of a series of important projects undertaken by the Essex team – whilst helping to build capacity for new projects throughout the region (supported by direct investment from UCL). The Essex team brings new skills to UCL – with specialist knowledge in the archaeology of Essex and the East of England, covering urban and rural sites, buildings and finds of all periods from prehistory to the present day, and particular expertise in the excavation of sand and gravel sites and pioneering research on coastal and inter-tidal archaeology.

Dominic Perring BA PHD FSA MIFA (4568)
Director, Centre for Applied Archaeology and Archaeology South-East



The joy of finding a lion's paw. UCL students excavating the central market in Taraz city in Southern Kazakhstan © Archaeology South-East

Headland Archaeology

Your passport to a better career!

We have had a CPD recording system on our intranet at Headland for several years now. Some people use it religiously to document their training needs while others reluctantly dust it off the day before annual appraisals as line managers try to balance the needs of the individual and those of the company. Of course we still need this compliance side of CPD but we wanted to build a more proactive culture. We needed something that was more accessible, something we could keep in our desk drawers, tool boxes or back pockets – closer to the day job.

The idea for a CPD passport came out of a meeting with our Project Officers. We had noticed that many



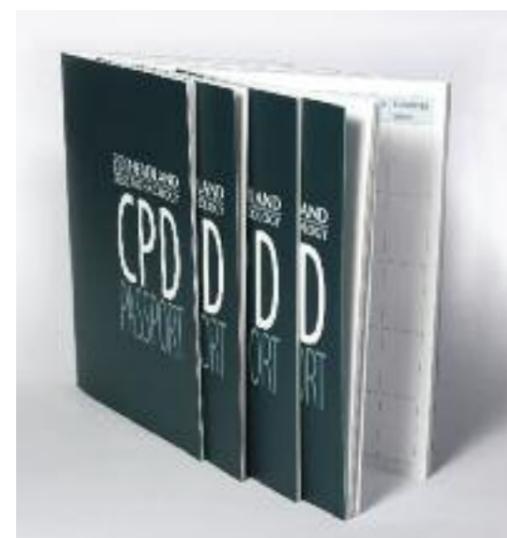
people tended to equate training primarily with external courses, massively undervaluing training and mentoring provided by colleagues. Not only was this going unrecognised but we also felt that, with better support from some of the more senior people there were clearly other ways in which we could assist people with their careers. With a little more thought, and at no extra cost, we could for example provide opportunities for people to gain targeted experience by working alongside more experienced colleagues who already have the skills.

The passport is divided into the familiar two sections:

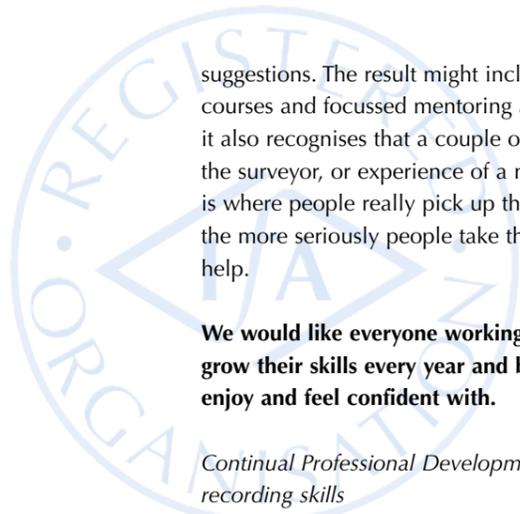
Personal Development Plan (PDP) – take your own career seriously.

All staff are encouraged to consider their career goals. These of course change from year to year and are different for different grades, types of contracts, specialism etc. The point though remains the same: be proactive about your career direction so we can help you target your efforts in the best possible way.

Recording these on the passport in a flexible and informal way allows individuals to identify what they need to do in order to achieve their goals. Managers, supervisors and more experienced colleagues can now see, at a glance, what sort of training or experience might be of benefit, and offer ideas and



UCL students excavating the central market in Taraz city in Southern Kazakhstan © Archaeology South-East



suggestions. The result might include some formal courses and focussed mentoring and experience, but it also recognises that a couple of days working with the surveyor, or experience of a new site type/period, is where people really pick up their trade. Of course, the more seriously people take this the more we can help.

We would like everyone working for Headland to grow their skills every year and be in a job role they enjoy and feel confident with.

Continual Professional Development (CPD) – recording skills

This is the part of the passport where employees record training and relevant experience. It helps us and them to keep track of progress - no excuses about not having internet connection out in the field. People can take the passport to annual appraisals, use it to demonstrate experience to potential



© Headland Archaeology

employers, and show our clients that we strive to provide well trained and motivated staff for every job they commission us to do.

For new team members the passports are now provided as a part of our induction pack. People who have not worked for Headland for a while will be asked to keep the passport safe, and bring it with them next time they work for us. We will endeavour to pick up where we left off; but we will also encourage people to add in anything relevant that they have acquired while working elsewhere – this way we can keep things relevant and focused.

We would like everyone working for Headland to leave with more skills than they arrived with.

We fully expect different people to use the passport in different ways. If they are just starting their careers, any training, mentoring or exposure to new skills should be included because it will enable them, and us, to monitor their progress and experience. More experienced people are perhaps more likely to need specialist external training but positions held, conferences and courses attended, client inductions received and publications completed all represent skills that have been acquired and new knowledge gained. Most importantly we hope this will help people to be more proactive about their own careers.

Of course the easy bit is printing the passport but the aim is to persuade everyone to get behind this and understand the need for better trained heritage professionals. The Project Officers and Project Managers are certainly key to its success in the field as they look for little ways to assist their colleagues. In the heat of the project they are being encouraged perhaps to relax a little and spend fifteen minutes or so with each team member. Finding the time to take an interest and help to move things along in whatever way they can – perhaps doubling up on machine watching, a tool box talk by the environmental department, a run through the drawing crib sheet, that first site H&S induction – it doesn't cost a lot.

The Passports cost surprisingly little to produce and for a few extra pounds we printed an additional 100 copies. If anyone wants one we will send them out while stocks last - just e-mail us at office@headlandarchaeology.com putting CPD Passport in the subject heading and not forgetting to include your terrestrial address.

Tim Holden Managing Director BSc(Hons) MSc PhD FSA Scot MIfA (1419)

Book reviews

A history of aerial photography and archaeology: Mata Hari's glass eye and other stories

Martyn Barber
2011, English Heritage: Swindon

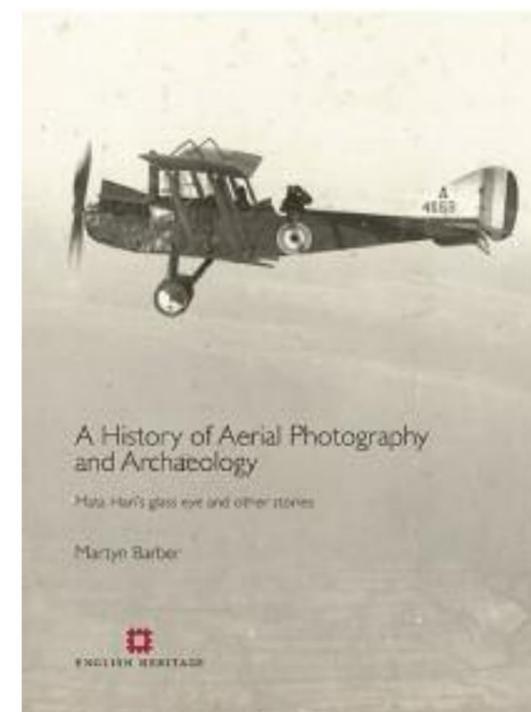
£25.00 pp304 hb
ISBN 978-1-848020-36-8

Review by Mark Kincey MIfA (6416)

Aerial photography is undoubtedly now one of the principal techniques used by contemporary archaeologists to explore past sites and landscapes. However, the history of the technique of aerial photography itself and how it developed into such a mainstay of archaeological research has often been given only cursory attention in books relating to the subject. This excellent volume by Martyn Barber redresses that imbalance, focusing primarily on the history of aerial photography and archaeology from the earliest attempts at gaining aerial perspectives through to the new remote sensing technologies of the 21st-Century. The book developed out of the celebrations surrounding the centenary of a series of balloon photographs taken of Stonehenge in 1906; the first aerial photographs specifically taken of an archaeological monument.

Following an introduction to the subject and the 1906 photographs of Stonehenge, the book discusses the development of both military and civilian airborne reconnaissance during the Victorian and Edwardian periods (Chapters 1-3). The impact of the First World War on both techniques of aerial photography and approaches to interpretative mapping are then discussed (Chapter 4), before the book takes a brief detour from its broadly chronological structure to focus on how the corresponding recognition of archaeological sites from an aerial perspective has developed through time (Chapter 5).

The role of O G S Crawford in driving forward our understanding of aerial archaeology through his relationship with the Ordnance Survey is rightly covered in some detail in Chapter 6, along with other aspects of inter-war aerial photography, such as the growing number of civil aviation firms. The



development of aerial photography during the Second World War follows in Chapter 7, including examples from both Allied and Luftwaffe perspectives, as well as the growing challenges for photo interpreters caused by the use of camouflage and decoys. The close parallels between the development of aerial photography and archaeology are emphasised even further when the wartime activities of the Photographic Interpretation Unit (PIU) at RAF Medmenham are discussed, with the staff list of this unit reading to some extent like a 'who's who' of later 20th-Century field archaeology.

The final section of the book follows the developments of aerial archaeology from the post-war period through to the present day (Chapter 8). Emphasis is again given to the role of individuals, such as J K S St Joseph, in driving forward both the recognition and scientific understanding of aerial archaeology, as well as the creation of important photographic archives (e.g. Cambridge University Collection of Aerial Photography, National Monuments Record) and more recent interpretative mapping programmes (e.g. National Mapping Programme). The subsequent discussion of new techniques and the future of aerial survey is perhaps

the weakest section in the book. For example, the burgeoning use of high resolution satellite imagery alongside aerial photography is given only a relatively brief mention. Similarly, there is no reference to the significantly increasing use of civilian Unmanned Aerial Vehicles (UAVs) for both aerial mapping and DEM-production on archaeological projects around the world (see for example: Verhoeven 2009; Verhoeven *et al* 2009), a development that interestingly echoes the 19th-Century use of automated cameras attached to tethered kites or balloons discussed in Chapters 2–3. The book is skilfully illustrated throughout with carefully selected and informative aerial photographs that relate well to the points made in the text. Overall this is a fascinating journey through the history of aerial photography and archaeology that is strongly recommended to both archaeologists and those interested in the history of technological developments alike.

References

Verhoeven, G. 2009. Providing an archaeological bird's-eye view – an overall picture of ground-based means to execute low-altitude aerial photography (LAAP) in archaeology. *Archaeological Prospection* **16**, 233–249.

Verhoeven, G., Loenders, J., Vermeulen, F. and Docter, R. 2009. Helikite aerial photography – a versatile means of unmanned, radio controlled low-altitude aerial archaeology. *Archaeological Prospection* **16**, 125-138.

Early European castles: aristocracy and authority, AD 800-1200

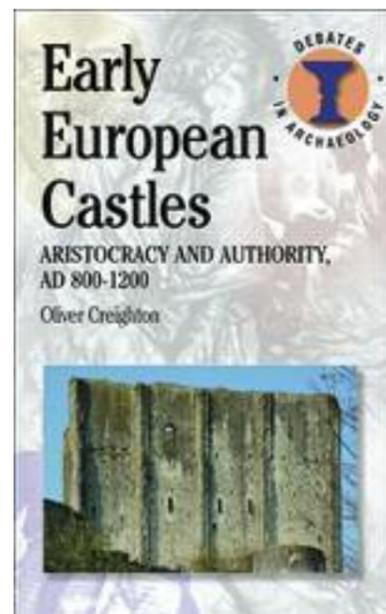
Oliver Creighton
2012, Bristol Classical Press

£14.99 pp168 pb
ISBN 978-1-780930312

Review by Chris Constable MfA (2283)

Early European Castles is part of a series designed to provide short introductions to archaeological subjects. The scope of this volume is ambitious in its coverage and retains a sufficient level of detail to be both useful and interesting.

The volume starts with an examination of castle studies across Europe to provide a context for what is a continental phenomenon, but one that has rarely been studied as such. Creighton surveys castles as an aspect of European medieval archaeology rather than in the traditional walled garden of castle studies in line with more recent approaches to the subject. Castles are placed in the historical context of the decline of central, state authority and the corresponding growth of a new aristocracy during the 9th- and 10th-century. This chapter makes important points illustrating the separation the long-held historic link between classical feudalism and castles emphasized by many earlier castle specialists, such as R A Brown. The



traditional definition of the castle as a private fortified residence is challenged by the looking at the foundation of many early post-Conquest castles in England. A great proportion of these sites are the works of the state to house garrisons and provide bases for the shire administrative system, and are not private fortifications at all.

This volume contains the inevitable focus on the origins of great tower. Creighton manages to escape from the early sites of the Anjou region by looking at

the documentary evidence for early sites in the Île-de-France where chronicles suggest a landscape of early castles and towers, with significantly fewer surviving sites. The examination of great towers continues by looking at their architectural precursors from Roman and Carolingian context.

The intriguing question of the small-scale defended hall or proto-manor sites of the Anglo-Saxon thengly class known as *burh-geats*, pre-Conquest church towers and specific architectural features of some early Norman keeps and gatehouses opens some wider questions of the influences on early castles. The number of *burh-geat* sites identified so far remains relatively low and potentially their distribution, with a focus on the midland counties and Lincolnshire, may indicate they are a regional phenomenon but their relationship to early castles remains of interest.

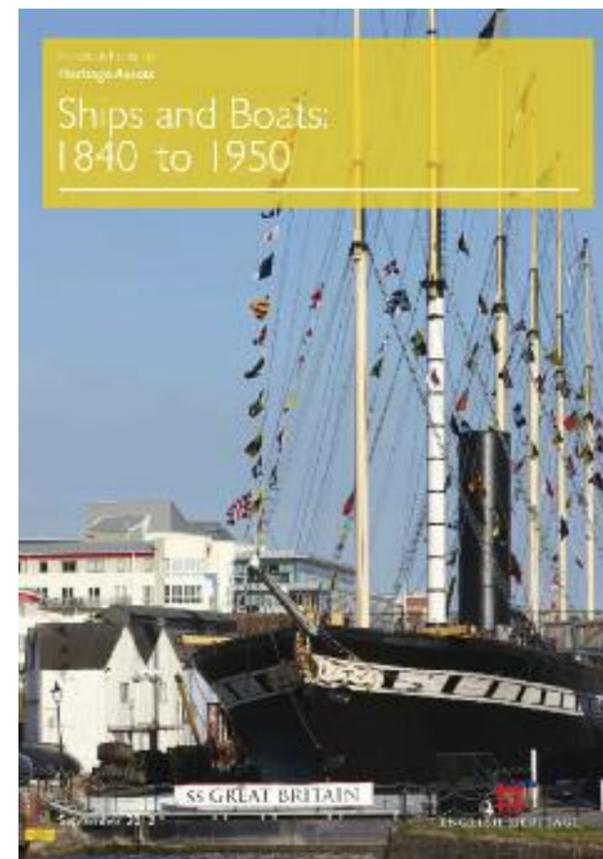
In the later chapters lordly lifestyles are examined through the archaeological deposits of excavated sites and the author discusses the wider landscape contexts of castles. The publication format of this volume, as a standard paperback, limits the scale and extent of illustrations; however, the presentation of plans as simple, clear black and white line drawings works well. The photographs are uniformly black-and-white and clearly reproduced. All illustrations are located near to the relevant point in the text.

Overall, this volume, for the limitations provided by its format, is a detailed, informative introduction to the wider context of castle studies across much of Europe. The focus of the volume on the differences of regional chronology, landscape patterning and development are welcome as is the emphasis on excavated evidence to interpret the sites. This is a valuable addition to the bookcase.

New volume: Ships and Boats: 1840 to 1950

www.english-heritage.org.uk/publications/iha-ships-boats-1840-1950/

The document provides an introductory archaeological and historical survey of ships and boats from 1840 to about 1950 in order to assist development of our understanding of these important asset types. This guide complements the *Introductions to Heritage Assets* publication on *Ships and Boats: prehistory to 1840* which together present an authoritative archaeological overview of England's watercraft from prehistoric times to the development of nuclear submarines.





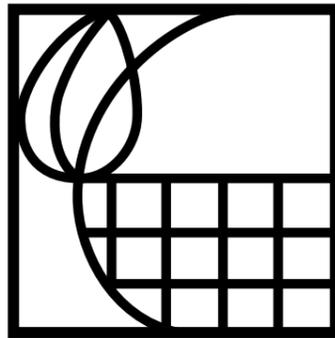
NOTICEBOARD

Research in practice

IfA annual conference and training event

9–11 April 2014, Glasgow

Research is at the core of all investigation: excavations as part of the planning process, historic building recording for private houses, community projects engaging a diverse audience or a million pound initiatives funded by research councils. Whoever is footing the bill, each time an archaeologist begins a new project the research design should outline how that investigation aims to answer specific questions, produce new knowledge or challenge old ideas. The pursuit of knowledge is central to our work – isn't it?



Our 2014 conference aims to examine the concept of research across current archaeological practice, as well as highlighting how archaeologists contribute new knowledge to a wider understanding of the human past. The conference hopes to question how research practice has developed and to face the challenges often posed to heritage professionals regarding value, quality, dissemination and accessibility. Why should all archaeological projects ensure the knowledge they create is accessible? How can academic research influence policy and practice? What can employers do to engage all their staff in best practice and guarantee the highest quality research? Why should developers and clients pay for archaeological research? What is the role of communities in setting our research agenda?

Finally, we hope our 2014 conference in Glasgow will give us all a chance to sit back and relax, while we enjoy new discoveries, experience new techniques and explore archaeological research at its very best.

We are now looking for session outlines which consider the 2014 theme, *Research in practice*. Sessions should aim to be half day in length and can comprise traditional papers, discussion seminars or training workshops. You can find further guidance on our webpages at www.archaeologists.net/2014conference. The deadline for proposals is 31 July 2013. Please email your session outline to Amanda Forster (amanda.forster@archaeologists.net) using the form provided on the webpage.



The 2014 conference will be sponsored by Historic Scotland and Towergate Insurance; if your organisation is interested in sponsoring any of our sessions and excursions, providing a display in our exhibition hall or advertising in our conference programme, please have a look at the conference webpages.

