

Autumn 2007
Number 65

The ARCHAEOLOGIST



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2007 and
THE IFA ANNUAL
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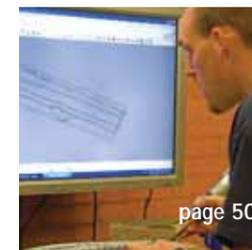
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In addition to carrying our obligatory annual report, this *TA* concentrates on IFA's annual conference, held this year on our home ground of Reading. Thus, unlike the usual *TA* which covers a single theme, it ranges around a great spectrum of archaeological endeavour. We have articles on vital issues such as qualifications in archaeological practice (with a special plea for senior IFA members to come forward as future assessors), an update on the current chaotic state of government rulings on excavations of human remains and (of course) archaeologists pay, but our wider views take us as far as considerations of modern art and evidence of Elizabethan and modern piracy, fruitful workshops run by IFA groups, advances in archaeological sciences, and the important planning issue of the setting of monuments and how we should value this.

It seems that, when planning themes for this year's *TAs* we were quite prescient in including climate change for the winter issue. Not only has that concern moved well up the agenda for government

and other organisations but, at the time of writing, it has manifested itself spectacularly in wide-scale floods that have disastrous immediate impacts on the historic environment, with longer term impacts inevitable. For this issue I am looking for articles on aspects and evidence for climate change in the past, for likely impacts of global warming on historic structures and archaeological sites as sea levels rise, for changes we ought to make in our care of monuments and archives, and for the impact of measures to counteract climate change on the historic environment (such as windfarms).

If you have stories or opinions on such matters, in particular first hand data from this summer's floods, do let me know.



Alison Taylor
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Michael Fulford shows archaeologists the real thing, at Silchester's Roman amphitheatre. Photograph: Mike Farley

Notes to contributors

Themes and deadlines

Winter: Climate change and the historic environment
deadline: 15 September 2007

Spring: Training in archaeology
deadline: 15 December 2007

Contributions and letter/emails are always welcome. It is intended to make *TA* digitally available to institutions through the SAL/CBA e-publications initiative. If this raises copyright issues with any authors, artists or photographers, please notify the editor. Short articles (max. 1000 words) are preferred. They should be sent as an email attachment, which must include captions and credits for illustrations. The editor will edit and shorten if necessary. Illustrations are very important. These can be supplied as originals, on CD or as emails, at a minimum resolution of 500 kb. More detailed *Notes for contributors* for each issue are available from the editor. Opinions expressed in *The Archaeologist* are those of the authors, and are not necessarily those of IFA.

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FROM THE FINDS TRAY

IFA Finds Group list of specialists

IFA Finds Group is compiling a list of finds specialists as a service to anyone looking for specialists covering specific periods, subjects and regions, although it does not constitute any form of accreditation or endorsement. If you would like to be on the list please send the following details to Phil Mills. Name, Organisational affiliation (or 'freelance'), Email, Phone no, Address, Specialism, Period, Geographical area, IFA grade (if any), Three publications (references to relevant work, which can include grey literature as well as formally published work), Other Information (which you think may be relevant).

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Archaeological Archives: a new guide

IFA, on behalf of the Archaeological Archives Forum, has just published *Archaeological Archives: a guide to best practice in creation, compilation, transfer and curation*. Written by Duncan H Brown of Southampton Museums, this is a comprehensive and practical guide to archaeological archiving for both material and documentary archives, from project planning through to final deposition and the archive's subsequent curation.

The Guide is available for download in PDF format from the Publications page of the IFA website, or http://www.archaeologists.net/modules/icontent/inPages/docs/pubs/Archives_Best_Practice.pdf. Printed copies will be sent to all Registered Archaeological Organisations. Members who would like a printed copy can request one from the IFA office.

Understanding the Scottish Town

AHSS National Conference 2007, held with the Universities of Stirling and Dundee, 19-20 October 2007, Lesser Albert Hall, Stirling. Recent Burgh Surveys have advanced new ways to investigate and interpret the development of Scottish towns. This conference brings together heritage managers and conservation professionals with historians, archaeologists and architectural historians to explore how we might set about understanding our urban heritage. It will include cases studies on work at Arbroath, Govan and Raploch, an interactive guided walk around the historic burgh town of Stirling, speakers from Ireland and Denmark, and reports on recently completed work at Linlithgow, Dunfermline, Whithorn and Tain, and Wigtown and Fraserburgh.

Tickets for the two days cost £28 for AHSS members (£35 for non-members and £18 for full-time students) or £18 for a single day. For more information visit www.ahss.org.uk or contact Dr Susan Buckham at the AHSS National Office on 0131 557 0019 or nationaloffice@ahss.org.uk



Chanonry (Fortrose) in the 1720s

New chairman for English Heritage

Lord (Sandy) Bruce-Lockhart took up the job of Chair of EH on 1 August, following the retirement of Sir Neil Cossons. He is currently Chair of the Local Government Association and was the Conservative leader of Kent County Council from 1997 to 2005. He has been involved in various local government and public and voluntary sector organisations and is currently a trustee of Leeds Castle Foundation, chair of Rochester Cathedral Council, president of Kent Thameside Development Board and trustee for East Malling Trust for Horticultural Research.

FROM THE FINDS TRAY

APPAG inquiry into pay and conditions in archaeology

The All Party Parliamentary Archaeology Group report *The Current State of Archaeology in the United Kingdom* (2002) commented forcefully on the 'urgent need to improve pay and conditions for employment in field archaeology'. Five years on APPAG is aware that there are initiatives under way to implement some of its recommendations and intends to hold a short inquiry how far these have got. Initially APPAG is seeking brief written submissions from those taking an active role in seeking to improve pay and conditions, setting out what they are doing and how they intend to implement any reforms. Submissions of up to 1000 words should be sent to inquiry@appag.org.uk by 30 September 2007. APPAG will then invite oral evidence at inquiry hearings during the autumn. After considering the evidence, APPAG will produce a report making targeted recommendations, and may organise debates in Parliament.

Society of Antiquaries – Making History for 300 years old

SAL is celebrating its tercentenary from September this year with an exhibition of its own antiquities in the Royal Academy (it was collecting long before the British Museum and so has some strange and wonderful artefacts, plus very fine drawings from the 18th century onwards). It is also hosting a series of public lectures on overarching archaeological themes at different venues around Britain, to which members of IFA will be welcome. Details are given in the enclosed leaflet, or can be downloaded from www.sal.org.uk.

The Ribchester helmet, an 18th-century drawing of one of the finest examples of a cavalry parade helmet from Roman Britain, shown 'as found' (with corrosion). The real helmet and this drawing will be reunited at the Making History exhibition for the first time since the 18th century. © Society of Antiquaries of London'



Archaeology Labour Market Intelligence: Profiling the Profession 2007–08

This project, which will again gather comprehensive and up-to-date information about the size and state of archaeology as a profession, has just been launched and will be published in spring 2008. Previous *Profiling the Profession* projects were carried out five and ten years ago (see <http://www.archaeologists.net/modules/icontent/index.php?page=34>), and so will again give us a snapshot of archaeology at this point in time. In September, the project will send questionnaires to all archaeological employers and self-employed archaeologists in the UK. Individual archaeologists are asked to please support their employers in completing the questionnaires as fully and accurately as possible. Individual, self-employed archaeologists (such as specialists) are particularly encouraged to email Rachel Edwards at Imi@archaeologists.net with their contact details to ensure that they are on the mailing list to receive questionnaires.

Kenneth Aitchison
IFA Head of Professional Development

Qualification in Archaeological Practice: ASSESSORS NEEDED

Kate Geary

The long awaited Qualification in Archaeological Practice was launched at the City of London Marketing Suite on the 25 April 2007 to an audience of archaeologists, training and skills specialists, trade unionists and (we hope) future assessors and candidates.

As guest speaker, Francis Pryor spoke about the need for standards in archaeology and the importance of training the next generation, and called on the sector to support the qualification. Mike Heyworth, on behalf of the Archaeology Training Forum, stressed the importance of the qualification as a measure of competence for amateur as well as professional archaeologists and Kenneth Aitchison, IFA head of professional development, described how the new award will work.

The Qualification in Archaeological Practice results from collaboration between IFA, the Archaeology Training Forum and EDI, with support from the Sector Skills Council. Implementation will involve training more assessors, ensuring that IFA's validation procedures are adapted and promoting its value as a professional qualification within the sector and beyond.

IFA must now build a network of assessors across the UK. As well as training our own staff, assessors may work on a freelance basis or for organisations acting as satellite centres. Assessors, or their employing organisations, will receive a fee per candidate for this work. Assessors must be occupationally competent in the areas they are assessing – including working in that area for at least two years within the last five. Assessors must also have, or be working towards, the 'A1' assessors' qualification, which is offered by EDI and

other awarding bodies and is assessed in the same way as an NVQ, ie you are assessed as you work with your own NVQ candidates. All assessment work of trainee assessors is checked and overseen by the awarding body. In addition to Assessors, we need a network of 'expert witnesses' - experienced archaeologists who can advise to assessors in particularly specialist areas.

If you are interested in training to become an assessor, or in registering as an expert witness, contact Kate Geary. In time, dedicated pages on our website will be created for the Qualification.

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Kenneth Aitchison, IFA's head of professional development, explains how the new award will work.
Photograph: Natasha Kingham



Registered Archaeological Organisations

UPDATE

Beth Asbury

IFA now has 55 RAOs, up from 51 in January 2006, with two more applications being assessed. Since January 2006 seventeen inspections have been carried out, eighty recommendations for improvement made and four conditions of registration imposed, all aimed at raising standards of archaeology and of staff welfare staff. Three RAOs are hosting HLF workplace bursaries and seven more have shown interest. These have proved to be invaluable projects and we hope to increase the numbers of RAOs involved in the future.

Minimum employment package

In November 2005 we asked RAOs to consider the implications of changes to the IFA recommended pay minima to include a package of employment benefits. Incorporating suggestions, this new scheme came into effect on 1 April and is binding on all RAOs. As a minimum, an employment package must now contain

- 1 6% employer pension contribution subject to any reasonable qualifying period
- 2 average 37.5 hour working week
- 3 paid annual leave of at least 20 days plus statutory holidays
- 4 sick leave allowance of at least 1 month on full pay subject to any reasonable qualifying period

Any shortfall in the above increases the minimum salary requirement, although betterment of the stated terms does not justify a reduction in basic pay. The amended scheme will be kept under review and its operational impact monitored. In support, we reworded Principle 5.5 of the *Code of conduct* so that action may be taken against individual IFA members (as opposed to RAOs) paying less than this. This was agreed at the 2006 AGM. SCAUM is also in the process of preparing good practice guidelines for its members, covering

pay and conditions of employment. These will complement the new IFA scheme, as will BAJR's initiative, the IFA salary benchmarking exercise (p7) and the Diggers Forum campaign for a living wage.

For the RAO scheme to maintain its quality assurance value, those who commission RAOs must be assured that any allegations of professional misconduct will be investigated under a formal complaints procedure. RAOs are subject to sanctions if they fail to comply with the scheme and in serious cases can be removed from the Register. Two such cases have been investigated since January 2006. In both cases, which involved financial disputes, investigating panels found in favour of the RAOs after contractual documents and correspondence were scrutinised. Two further complaints are currently being investigated.

Looking ahead

Application forms and guidance notes are constantly updated, and a new easy reference format has been used in the 2007 *Yearbook* for listing services offered by our RAOs. The scheme itself is continuously reviewed to make it more applicable to solely curatorial, academic or avocational bodies, as well as bringing in more commercial organisations that have achieved necessary standards. A joint statement with ALGAO was sent out to curatorial groups promoting the benefits of registration.

For more information about the scheme and the procedures for joining, please consult the RAO page of the IFA website, or contact Beth Asbury.

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Improving archaeologists' pay

Kate Geary

This year, the working group will identify archaeological posts to use as comparators, and gather data on salaries and entry requirements for them. These 'benchmark' posts will be assessed using job evaluation techniques so that they can be compared objectively to similar posts in other professions. The sectors currently being considered as comparable are engineering, planning, environmental management, other areas of the heritage sector, surveying and architecture, although others may be suggested along the way. Information from this comparison will inform future revisions to the IFA minimum salaries. If, as we suspect, the results indicate that archaeologists' qualifications and skills are not being reflected accurately in their pay, significant increases in IFA minimum salary levels will be subject to extensive consultation and staged over a number of years.

The timetable is to complete data gathering this summer and analysis in September, with the aim of reporting preliminary results at the IFA AGM on 1 October. Other initiatives on pay and conditions, such as the Diggers Forum Campaign for a Living Wage, SCAUM's recently published statement of good practice and the revised BAJR pay levels are increasingly putting pressure on the archaeological sector to deal with the issue of pay. Although there are many factors contributing to low pay, we are confident that real progress will have been made before the 2008/9 pay minima are announced next year.

Kate Geary
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In April 2007, as described by Beth Asbury (p6), IFA introduced an expanded set of minimum pay recommendations, recognising the fact that pay is only one part of the total employment package and setting minimum standards for working time, holiday and sick pay, and employer pension contributions. The new pay minima, which are binding on RAOs, are an important step but are still based on minimum salary levels which do not compare well with other professions. In order to raise minimum pay levels, a robust methodology is needed to allow reliable comparisons to be drawn with salaries in related professions, leading to pay minima which reflect more accurately the qualifications, skills and experience of professional archaeologists.

In order to move this issue forward IFA has employed a consultant to facilitate the process of 'benchmarking' archaeological salaries against those in other industries. Frank Price is an experienced human resources consultant with a background advising on job evaluation schemes (amongst other things) at the conciliation service ACAS. He will oversee the process and provide independent expert advice to a Project Advisory Board and Working Group comprising representatives of a cross section of interests including the IFA RAO and Working Practices committees and Finds Group, SCAUM, Prospect, BAJR and the Diggers Forum.

RAO

RAO

Outreach to developers: advice available

Blair Poole Archaeologists can feel unwelcome on construction sites, in part because developers may not understand what is required to satisfy planning conditions, compounded by not understanding what archaeologists actually do. It is important therefore that we communicate, amongst other things, the extent of post-excavation work that is essential.

L – P : Archaeology offers a range of services including consultancy, field work and post excavation analysis. One of our additional services is a CPD programme for other professionals in the property industry. Short presentations are given for free and longer courses are offered at an hourly rate. Funding for the time spent on this comes from an existing outreach budget with the free presentations viewed as an investment.

Members of our staff visit developers' offices to present an in-depth view of the role of archaeology in the planning process, inviting quantity surveyors, project managers and site managers etc to presentations, opening dialogue, informing each other of our various requirements and discussing the role of heritage within the planning process. We engage the developer with a sense of the significance and finite nature of our shared heritage, and discuss legislation and both statutory and non-statutory policies. We introduce MAP 2, and stress the importance of good relations with curators.

We discuss the various forms of archaeological investigation, stressing the difference between pre-determination investigations and those that are part of planning conditions. Developers can confuse evaluation and excavation, leading to surprise when evaluation leads to excavation. Clarifying



Post excavation analysis as part of a developer-funded project. Photograph: B Poole

evaluation as data gathering to aid the design strategy and give curators enough information to advise the planning department is integral to the presentations. Specialist analysis, reporting and archiving are addressed to show that site work is only a small percentage of what we actually do. By communicating the importance and scale of post-excavation work developers feel more aware of what we do and more involved in the process.

Has it worked? The presentations have been a success with developers, who begin to ask more relevant questions regarding archaeology and how they can improve their project designs. They take away an idea of the scale of post-excavation works and are more inclined to include funding in their budget. Relations with these developers have become easier, facilitating better planning on everyone's part, and site managers in particular can develop a scheme of works to allow for archaeology.

More information can be found on L – P : Archaeology's website, www.lparchaeology.com. Please contact us if you might be interested in this free service.

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Excavating human remains: latest (*but still interim*) guidance

Alison Taylor

In May 2007, the Ministry of Justice (having taken over this responsibility from the Home Office) decided that the Burial Act 1857 and the Disused Burial Grounds (Amendment) Act 1981 (under which archaeologists were expected to apply for licences) should not have been applied to burial grounds which had passed into different use, and they are no longer able to issue licenses for these sites. Their letters recommended that archaeologists seek legal advice (an advice note would have been more helpful – lawyers would find it hard to give clear advice at the moment).

After some weeks of confusion English Heritage, urged on by IFA and many archaeological organisations who found themselves in the front line, held discussions with MoJ that resulted in an interim advice note. As this says, it appears that

- ◆ for excavations of burial grounds which have passed into other use, neither Act applies and therefore no applications and licenses are required
- ◆ for burials in churchyards and other burial grounds under ecclesiastical jurisdiction, the Burial Act 1857 still applies and faculties and licenses should be applied for as in the past (license applications to MoJ)
- ◆ in disused burial grounds which have not passed into other use and are still set aside as burial grounds, the Disused Burial Grounds (Amendment) Act 1981 applies (applications to the MoJ for "directions" under that Act. Remember to leave plenty of time for public advertisements).

Where there is uncertainty, archaeologists should ask MoJ for advice in good time.

However, there are still a number of problems and uncertainties, such as

- ◆ MoJ has drawn attention to the possibility of prosecution for offering indignity to the remains of the dead – a common law offence set out in a 140-year-old judgement and not, as far as known, ever tested by case law. It is very unlikely a prosecution would succeed if an archaeologist was excavating in response to a PPG-16 requirement, and treating remains respectfully as set out in relevant guidance, but the possibility is one that archaeologists are reasonably concerned about.
- ◆ MoJ has indicated that where the two Acts do apply, they must require reburial of excavated human remains within a reasonably rapid timescale. This may not allow sufficient time for proper study for large and important sites, nor retention of important assemblages. EH are working to try to address this problem with MoJ.

Although there are still uncertainties, and the changes may be more restrictive in a few cases, many sites will lose red tape. Removal of impediments to retention of human remains from these sites for future examination is welcomed. Also, when human remains are encountered unexpectedly it should no longer be necessary to stop and ask for a section 25 licence: if the pre-excavation evaluation was done properly, it is likely that neither Act applies and that all you need to do is think about informing the police.

Alison Taylor

General guidance

Brickley M and McKinley JI 2004. Guidelines to the standards for recording human remains . IFA Paper No 7 (<http://www.archaeologists.net/modules/icontent/inPages/docs/pubs/humanremains.pdf>)

Guidance for best practice for treatment of human remains excavated from Christian burial grounds in England. Church of England and English Heritage 2005 (http://www.helm.org.uk/upload/pdf/Guidance_for_best_practice_for_treatment_of_human_remains_excavated_from_Christian_burial_grounds_in_England.pdf)

Guidance for the care of human remains in museums. DCMS 2005 (<http://www.culture.gov.uk/NR/rdonlyres/0017476B-3B86-46F3-BAB3-11E5A5F7F0A1/0/GuidanceHumanRemains11Oct.pdf>)

New Guidance for HERs

Martin Newman

Informing the Future of the Past: Guidelines for Historic Environment Records



Edited by Paul Gilman and Martin Newman

Following the Heritage White Paper's proposal to make it a statutory requirement for local authorities to have access to a Historic Environment Record (HER) it was timely that June saw publication of a new edition of *Informing the Future of the Past*, which had first been published in 2000 by English Heritage. This second edition is the result of a partnership of English Heritage, Historic Scotland, RCAHMS, RCAHMW, Cadw, ALGAO UK and ADS. This edition is an entirely digital publication and completely free. For each chapter there is an HTML page and a pdf file so if you want you can download and print the sections that interest you and bind them to create a hard copy version.

At over 300 pages with 69 illustrations (mostly full colour), 13 panels and 54 separate contributors this edition constitutes a major revision and expansion from the original, covering the latest developments in what is now a dynamic sector (as demonstrated by the session on HERs at the IFA conference in Winchester in 2005). It is also illustrated with numerous case studies showing how the challenges facing HERs have been addressed across Britain.

Designed to assist those who manage and work in HERs the Guidelines will also be useful to anyone who uses their services or contributes information to them. They will also be of interest to anyone studying Cultural Resource Management or heritage information systems as they provide an introduction to HERs as well as setting out agreed guidelines for working practices in all aspects of HER management.

The guidelines were formally launched as part of the summer HER Forum meeting at Peterborough Museum on the 27 June by Stuart Jeffrey from the ADS on behalf of the Steering Committee.

Informing the Future of the Past: Guidelines for Historic Environment Records edited by Paul Gilman and Martin Newman is available online at www.ifp-plus.info.

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THE Annual Conference FOR ARCHAEOLOGISTS

READING 2007

A record number of delegates attended IFA's three-day conference in Reading this year. There was an excellent range of exhibitions, several social events, workshops organised by IFA Groups, trips out to see Silchester guided by Michael Fulford and around Reading led by Adam Sowan and of course a full programme of lectures, in three parallel sessions, some of which are represented by papers in this issue of **74**. The full text of several papers can be downloaded on the Conference pages of the IFA website. We are immensely grateful to all our session organisers and speakers, and also to our sponsors, acknowledged on this page. Without their support we could never put on an event on this scale.



VISIONS FOR THE FUTURE

Peter Hinton and Anne Locke

In 2006 the conference included a session responding to major structural and political shifts affecting our approaches to the historic environment today. We recognised that our profession needs to discuss the strategic and long-term implications of these changes and how they affect the intellectual, philosophical and physical framework in which we work. Different constituencies have different insights: last year speakers from the national heritage bodies address these issues from their personal perspectives (see TA 61). In 2007 it was the turn of the professional associations, which face particular challenges over the next few years if they are to fulfil their responsibilities and the expectations of their memberships, government and its advisors.

'NO MONEY – NO SUPPORT'

Simon Thurley, Chief Executive of English Heritage (and MIFA 1814) gave the opening address. He introduced the Heritage Protection White Paper, setting out its provisions and emphasising the importance of local authority services in making the system work, and of IFA and IHBC in setting standards. He was candid too about the importance of proper resourcing, and stressed that English Heritage's support for government's proposals was conditional on adequate funding. 'No money – no support'. On the cuts to English Heritage's budget – an issue on which the IFA has lobbied repeatedly – he explained why the Historic Environment Enabling Programme budget had had to be cut. 'We have had to reduce the HEEP budget by £500k and our buildings grants by £1m. I hope that this will be temporary. Four years ago we were forced to dip into our grants budgets and then reinstated them. That is our intention this time.' Finally he looked to a future with better training, compulsory CPD for professional institute members and with a modernised Planning Policy Statement covering archaeology. 'I want to see what we have better protected, better funded, better understood and better enjoyed. In making that happen IFA has a crucial role. It has enjoyed 25 years

of extraordinary success, it now needs to arm itself to meet the changes and challenges ahead.'

GRASPING WIDER TRENDS

Seán O'Reilly, Director of IHBC, gave a presentation on 'Scotch conservation tomorrow' and argued that in an ideal world we would do just that – get rid of conservation as a separate discipline – on the basis that 'conservation within a discipline only reflects the average standard that that discipline should adopt'. He also argued that there are key differences between the approaches and philosophies of archaeologists and others involved in conservation of the historic environment, including corporate structures, the role of aesthetics, the value placed on records/education, and epistemological approaches.

BIG IMPACTS

For IFA I indulged in a review of the possible impacts of technology, global warming, the shifting focus of world economy, and changes to health, mortality and reproduction, social perceptions of travel and work, domestic political structure, and mass global migration. I proposed that in its review of its strategic plan IFA should

- plan for unlikely events with big impacts
- back Heritage Protection Reform to the hilt
- find archaeological applications for new technologies
- get heritage in the Olympics
- prepare its position on heritage and energy efficiency
- be alert for projects required by rising seas, changing ecosystems and a shift from suburbia to rural or city-centre living
- make sure government understands our needs and contribution
- get heritage on all feasible political agenda
- campaign for local authority historic environment services
- anticipate new patterns of working and volunteering and encourage more participation
- anticipate massive population and cultural shifts
- market research what people feel is heritage (all sectors, and overseas)
- identify those heritages we have ignored
- join up the sector – properly – while building partnerships with other built and natural environment professions.

Debate on unification of the historic environment sector, and particularly of its professional bodies, was informed by a contribution from **Christina Williams** of the Professional Associations Research Network (PARN). She focused on the PARN 2006 'Professionalisation of Professional Associations' UK survey and summarised how professional bodies

promote professionalism via CPD, ethical codes, accreditation schemes and relations with government. Her observations on such matters and Council's discussions are setting the agenda for the future of your institute, of which more in future editions of TA.

The texts of papers by Simon Thurley, Peter Hinton, Anne Locke and Christina Williams can be downloaded from the IFA website (Conference page).

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USING FUTURES TECHNIQUES

Anne Locke

My paper looked at ways the heritage sector may be able to identify shared areas of concern or gaps in knowledge, and to highlight action needed, now through exercises in futures techniques.

To manage the historic environment for future generations heritage professionals need a vision of what those generations might want: research material, recreational and educational access, a sense of place and identity? My paper suggested there were differences between the way archaeological heritage professionals and civil servants working on related subjects see the main influences, and introduced techniques used in government to look at the future.

Last year I combined work on future trends for DCMS with an MA at the Institute of Archaeology, UCL. My MA dissertation *Future Past* compared the views of 28 archaeological managers with those of civil servants working with culture, media and sport. Archaeologists saw a need for more joined-up working and better leadership within the historic environment professions but few mentioned social developments like the ageing population or inequalities in society. While both groups thought environmental, technological and economic issues would be important, heritage people were more uncertain about the prospects for liberalism and tolerance. The differences suggest that the archaeological sector would raise its profile with government by demonstrating its grasp of wider trends and seeking opportunities to become involved in current external debates on social issues, for example 'cultural value', well being/quality of life, identity and citizenship.

Modern futures techniques have been used for around fifty years. Importantly, they cannot predict what will actually happen, and they become less reliable beyond a decade or two, but they can help organisations to plan by presenting a plausible range of *scenarios* built up from current observations about trends and 'drivers' influencing the present. Typically, scenarios are developed for three or four possible versions of the future, based on different combinations of outcomes for a couple of key areas of uncertainty.

My presentation outlined two sets of scenarios I had devised. For the civil servants the main uncertainties over the next fifteen years or so were technology take-up and social and cultural engagement: for the archaeologists they were social and economic inequality and social liberalism and tolerance. Some aspects may sound quirky or far-fetched, but they are useful for exploring fundamental questions for a sector or organisation such as

- where do we think we will be in x years' time?
- where would we *like* to be, and what can we do to help get there?
- where would we *not* like to be, and what can we do to avoid ending up there instead?

I am now working as a freelance archaeologist and part-time civil servant, and am keen to build on my futures work with archaeology and heritage organisations. Please contact me if you would like a copy of *Future Past*.

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Archaeologists
between sessions
at IFAs Reading
Conference.
Photograph: Higher
View Aerial
Photography



WRITING ARCHAEOLOGY AND WRITING FICTION

David Wilkinson

In 2003, after more than twenty years of working in archaeology, I took a year out to study for an MLitt in Creative Writing at St Andrews. It was a great experience and I found myself re-thinking both my fiction writing and archaeology; hence this paper.

LANGUAGE AND VOICE

Seamus Heaney has twice described Bann Clay: in a poem of that name in *Door into the Dark* (1969)

*Slabs like the squared off clots
Of a blue cream. Sunk
for centuries under grass.*

and in *To a Dutch Potter in Ireland*, (from *The Spirit Level*, 1996).

*Until I found Bann clay. Like wet daylight
or viscous satin under the felt and frieze
Of humus layers. The true diatomite*

*Discovered in a little sucky hole,
Grey-blue, dull-shining, scentless, touchable –
Like the earth's old ointment box, sticky and cool.*

He calls it 'touchable', inviting us to touch the 'viscous satin', and we feel that we almost could. Here is a different description

*Very compact, Blueish-grey to white, 10YR / 8/1,
pliable, clay 90% silt 10%, 35–17 cm, probably
natural.*

Where Heaney's description gives us great richness of language what we have here is, surely, poverty. It is worth looking briefly at how we arrived at this. On my early excavations I was given a notebook in which to write not just the descriptions of what we found, but also what I thought. And I chose from

the language I had, not from a list. Later, I was introduced to the context sheet, with its standardised fields, and to the spurious search for objectivity. The space for interpretation on the context sheet got smaller and often it was left blank – interpretation became something to be done later. Archaeological language was sometimes further impoverished through translation into code or 'keywords' for a computer. Excavators, whose written 'voice' had been diminished by all of this, came to be seen as technicians, which did nothing for our pay, conditions or self-esteem.

The wheel of archaeological process is like the wheel of an ancient site caravan – rusty, mud-caked, even punctured, and yet it turns. There is now a move back to allowing excavators to write what they think and imagine as, for example, on Framework Archaeology's Heathrow Terminal 5 excavations (Barratt 2006, 15). I think of it as writing outwards and upwards – writing not just about the posthole you have dug, but the other postholes in your area and in surrounding areas, and (upwards) about the posts that once stood in them, and even about the people who put the posts up. Archaeologists are getting their voice back.

CHARACTER AND STORY

I find that when writing fiction I often start with place, with landscape; after all, place is what archaeologists always have. I have had to learn how also to start with people, with characters. But what of characters in archaeological writing? A site report will typically only contain some names (authors and those acknowledged) while people from the past may actually be excluded through the chosen language, eg, in Phase 2, Pit 735 was backfilled with clay. The first major publication by Framework Archaeology, where the research design explicitly sought 'the practical ways in which people established their presence in the material, social and political conditions of their day' (Barratt, 2006, 15) does include people in its interpretation, albeit at a generic level, eg 'a loose association of kin-groups chose to become a cohesive community in response to growing concerns of access to land and resources.' (Lewis and Brown, 2006, 80).

For characters, however, I have had to turn to the limited examples where fiction has been used

within archaeological writing. The first extract is by Mark Edmonds, from *Ancestral Geographies of the Neolithic* (1999) where the chapters, written in an academic style, are broken up with short imagined pieces set in the Neolithic.

The old man leaned forward and spat into the fire. He took a twist of dried meat from the bag at his side and drew his shoulders in towards the heat, a little further from the snow outside. 'This is how it is.' He leaned back into the easy squat he had held for much of the evening. Others sat close by, hands working back and forth unnoticed across hide and wood. Where the shadows met the wall, the older children listened absentmindedly, familiar with the path the tale would take. (p.11)

Edmonds' characters feel a little abstract, partly because they lack names, but his work is important – he recognises that 'the study of the past is an act of the imagination, bound by convention and by evidence, but creative nonetheless.'

My other examples are taken from *The Early Meso-American Village* by Kent Flannery (1976). Flannery interspersed conventional archaeological papers with vignettes featuring three characters - the Great Synthesiser (GS), The Real Meso-American Archaeologist (RMA), and the Sceptical Graduate Student (SGS).

While the waiter filled our order, RMA drew on a paper napkin the outline of the Rio San Jacinto drainage and the pattern of sites he had found so far. Reaching the end of the paper, he concluded, 'and to the south, it looks as if there were no more Formative sites - just early Classic, and some small post-Classic sites.'

Near his elbow the SGS quickly added, 'but we can't be sure, because our sample of sites is inadequate and our survey so far has been haphazard and unsystematic.'

Now, short of calling his attention to a whole projectile point on his backdirt pile, there is probably no easier way to make an RMA angry than by telling him his survey techniques are inadequate. In fact, RMA is still overheated from having read Binford's 1964 article 'A consideration of archaeological research design.' (p. 133)

The characters (except Binford) still have representative titles instead of names, but they are vivid, and the characters are us, the people who do the archaeology. The writing is funny and

memorable, and we nod when we read it in recognition of knowing people like that, because what shines through the fiction is the truth. This piece also shows that we are interested in ourselves. We – archaeologists, visitors, developers, contractors – are the characters that inhabit the site. Other people want to meet us on open days and watch us working, or come to work with us at weekends – they practically want to be us. When they can't actually experience excavation, they want to experience stories which have archaeology and *archaeologists* in them, a formula which has been successful for Time Team.

The tea hut may now be a portacabin, the donkey jacket has been replaced by the hivi jacket, and the Elsan has given way to the portaloos, but the story goes on. I can't remember which pits I dug at Winnall Down in 1977, but I can remember what happened at the dig hostel on the night the digger driver presented us with a barrel of scrumpy. We all sit in portacabins, in offices, in vans, in pubs or round fires, and we tell stories about characters. We have a great time and drink too much and what do we do the next morning? We get up and go to our offices and we write, 'In Phase 1 ditch 761 was recut (794) along part of its length.'

Surely, we can do better.

David Wilkinson
Oxford Archaeology
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Barratt, J 2006 'Academic aim and approach, in Framework Archaeology', in Framework Archaeology, *Landscape Evolution in the Middle Thames Valley*, Heathrow Terminal 5 Excavations Volume 1, Perry Oaks, Framework Archaeology Monograph No. 1, pp.15-17

Lewis, J and Brown, F 2006 'Hunter-gatherers and first farmers: the Mesolithic wildwood to the end of the monumental landscape of the Neolithic (10,000BC-1700BC)', in Framework Archaeology, *Landscape Evolution in the Middle Thames Valley*, Heathrow Terminal 5 Excavations Volume 1, Perry Oaks, Framework Archaeology Monograph No. 1, pp. 27-92

TRAINING: INVESTMENT IN OUR FUTURE

Chris Clarke and the Diggers Forum

Students learning
plan drawing at
Cladh Aindreis,
Swordle Bay,
Ardnamurchan.
Photograph:
Hannah Lawson



Decent pay may be a holy grail for the archeological profession but training should not be underestimated as a route to advancement. Parallel industries such as engineering and architecture prove this is a powerful tool. Individuals with a wider skill set get promotion, expect a wage rise, and impress potential employers.

Following the success of the Diggers Forum session at last year's conference, the Forum focused this session on the issue of training within the industry. The subject has been rising up the agenda of many organisations over recent years, but what changes have been occurring on the ground? This session looked at who was developing issues of training, the initiatives promoted, and the results produced.

Kate Geary (IFA) looked at the relationship between the IFA and training, initially highlighting where the IFA's role, remit and responsibilities lie in relation to professional archaeologists. IFA takes several approaches which include identifying skills gaps

and training needs, identifying sources of funding, encouraging improvement of training provisions, and developing exemplar training projects. Also, through the RAO scheme, IFA monitors training provisions provided by commercial organisations. At the core of the standards and guidance associated with training, IFA developed National Occupation Standards (NOS) which define the skills a competent person needs in order to undertake their job role. These standards underpin IFA's HLF Workplace Learning Bursaries and the English Heritage-funded EPPIC placement schemes (p18). The most recent application of the NOS has been as part of the NVQ qualification in archaeological practice (p5).

Hannah Cobb (University of Manchester) and **Phil Richardson** (CFA Archaeology/University of Newcastle) concentrated on archaeological training provisions within degree courses, highlighting the wide variations that occur. As an example of theoretical and practical training occurring side by side, the speakers used the Ardnamurchan Transitions Project at the Neolithic chambered tomb of Cladh Aindreis in western Scotland as a case study. The project explored the nature of the Mesolithic/Neolithic transition in the area, and less conventional training techniques were used alongside traditional ones to great effect. Academics and practising field archaeologists together enhanced student training, with a key aim being to transform student attitudes towards the integration of theory and practice. Students were allowed to transform themselves through developing self-reflexive aspects of the excavation process. Taking advantage of the relatively small team and high staff/student ratios, the excavation invited students to develop key interests, take responsibility for excavation and interpretation and to reflect upon transferable skills they were gaining whilst directly



Successful training – Foxy Demeanour, centre, has just completed her workplace training and is now finds environmental supervisor for EH at Silbury Hill

considering issues of employability.

Chris Perry and **Rachel Bennett** (Prospect) described the services their trade union provided to members. They highlighted plans to improve the pay and conditions of archaeologists across the country, which frequently involves employer pay bargaining and contractual negotiations. With closer liaison with industry bodies such as the Diggers Forum, IFA and BAJR, much more can hopefully be achieved. They also focused on the role of Union Learning Reps (ULRs) and how they can assist archaeologists to gain greater access to training. In their basic role ULRs promote training and development while supporting individuals and identifying sources of learning. This can often lead to additional training sources becoming available, a higher profile for training on company agenda, and independent confidential sources of advice in the workplace.

Mike Heyworth, on behalf of the Archaeological Training Forum, discussed the work of ATF, demonstrating how it was enhancing training and personal development opportunities. He reviewed its history since its establishment in 1988, how it initially reviewed provision of training in

archaeology and then developed a strategy to meet the sector's training needs, including the development of NOS for archaeological practice. With the NOS forming a firm foundation, much has been built upon its framework, such as the IFA workplace training bursaries and recent launch of archaeological NVQs.

Natalie Kershaw (Archpeople Recruitment) identified current practices in archaeology in terms of recruiting and training, with a view on what will happen if these practices do not change. Many archaeologists are not aware of employment issues that dominate across the country; there was little awareness of training opportunities that are available and no clear understanding of who to ask, where to go, or what subjects there were available. Organisations need to communicate these issues in terms of their professional and financial development, and should add the possibility of business training to provide a proper explanation of archaeology as a business.

Chris Clarke
Hon Chair, Diggers Forum
Chrisclarke600@hotmail.co.uk

READING 2007

PLACEMENT LEARNING IN ARCHAEOLOGY

Kate Geary and Natasha Kingham

This session showcased workplace learning placements designed by IFA for the Heritage Lottery Funded Workplace Learning Bursaries Scheme and the English Heritage funded EPPIC scheme. The HLF scheme will deliver at least eight placements a year for four years aimed at new and experienced practitioners. EPPIC is aimed at archaeologists in the early stages of their careers and consists of around five placements each year with EH teams.

The variety of HLF placements and specialisms was illustrated as **Eliza Gore** talked about learning to lecture with the University of Winchester, **Foxy Demeanour** described her training to become a finds/environmental officer with English Heritage, **Tessa Poller** recounted experiences surveying in the Scottish Highlands with RCAHMS and **Emma-Jane O'Riordan** spoke about working with digital data and e-publishing at ADS. We also heard from **Oliver Russell** and **Victoria Bryant**, trainee and supervisor at Worcestershire County Council, and their work enhancing the Worcestershire HER. The speakers were all at different stages in their placements and

they gave an excellent overview of the scheme, the benefits they had gained and the challenges the placements had provided.

EPPIC placements have been run in previous years by English Heritage but were taken under the IFA wing last year. We heard about the challenges **Kate Page-Smith** faced learning non-intrusive archaeological surveying techniques with the south west team and the experiences of **Naomi Archer** and **Matt Bentley**, respectively architectural investigation and architectural graphics placements in York. **John Lord**, now of CgMs, completed an EPPIC placement four years ago and summed up the benefits and deficiencies of the scheme.

Debate then followed on the value of work-based learning and placements, the potential job market (or lack of, in some cases) for the skills gained and how future placements might be funded. Many speakers were talking for the first time at a conference but gave a thought provoking and inspiring session.

More details on the Workplace Learning Bursaries Scheme, including case studies and an evolving workplace learning diary, can be accessed from the Bursaries page on the IFA website. Between eight and ten Heritage Lottery funded bursaries will be available every year for four years across the UK, until 2010. Through Workplace Learning Bursaries, IFA aims to address identified archaeological skills gaps and create opportunities for all sectors of the community to gain professional skills in archaeology

Kate Geary and Natasha Kingham

Bursary holders who gave papers at Reading (with Natasha Kingham, centre)

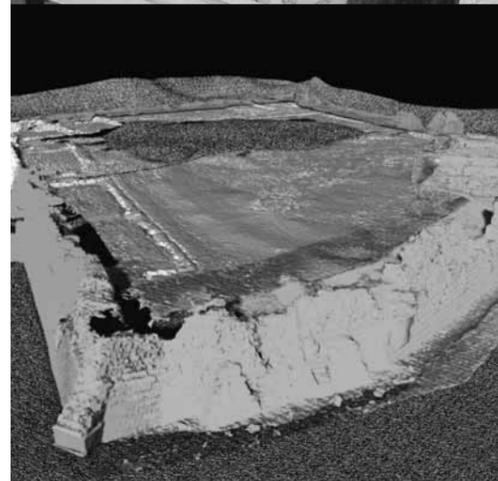


SETTING STANDARDS IN ARCHAEOLOGY

Institute of Field Archaeologists

Annual report 2006/2007

Covering the period July 2006 to June 2007
with financial statements for the period 1 April 2006 to 31 March 2007



ANNUAL REPORT 2006/2007

COVERING THE PERIOD JULY 2006 TO JUNE 2007

WITH FINANCIAL STATEMENTS FOR THE PERIOD 1 APRIL 2006 TO 31 MARCH 2007

REPORT OF THE HONORARY CHAIR

The last year has been an important one for the IFA. We have significantly improved our influence with government and decision-makers through active involvement in the development of the Heritage Protection White Paper and through consultations on a range of urban and rural, terrestrial and marine policies affecting our heritage. We have continued to communicate within the sector. The Reading Conference was a great success with more delegates attending than ever before. Throughout the year our publications, notably *The Archaeologist* and the *Yearbook and directory*, have continued to illustrate our role in and responsibilities to the historic environment.

This year has seen the culmination of several major initiatives in professional development. The launch of the NVQ in Archaeological Practice in April, with the highly successful workplace bursary scheme that provides archaeological apprenticeships (supported by HLF, English Heritage and sector partners), sustained emphasis on the importance of CPD and a decision to phase it in as a condition of membership all reflect our commitment to training and career development; and we have continued the development and provision of training courses in partnership with the Archaeology Training Forum, English Heritage and Historic Scotland. The Institute continues to make progress with the improvement of pay and conditions for archaeologists, with reformed minimum salary recommendations.

The institute has continued to promote professional practice with two new *Standards and guidance* – one on stewardship of the historic environment and another on maritime practice. These will be presented to the 2007 AGM.

These are significant achievements and are evidence of the Institute's commitment to our membership in all areas of professional practice. It is a great pleasure to see that the Institutes membership continues to rise. We now have 2448 members.

Financially, too, this has been a successful year and we look forward to a celebrating the Institute's first quarter century in 2008. My thanks go to Council and committee members, to the groups and our staff and to all the individual members who, through their hard work and support, have contributed to these major achievements. There is of course much more to be done and the next year will be especially important. The Institute operates in an increasingly challenging world. New legislation is promised and new planning guidance. But conservation of the historic environment and its study through archaeology continue to be viewed in false opposition to economic progress by the governments of the UK.

With our Chief Executive I have recently written to you to emphasise just how extensively the IFA represents professional practice in the historic environment. Our individual roles and professionalism are found in all areas of the historic environment. As archaeologist we are committed to the assessment, evaluation and informed decision making which have become the underlying principles of our professional practice. These principles have been recently captured in the new *Stewardship Standard and guidance* and in so many areas from excavation to building conservation, from planning to education, **understanding, benefiting and managing** have become the watchwords of our practice. Whatever our individual role, we all work as curators of the past.

Many perceive us differently. Many do not see beyond a job title and see only divisions in the sector. Many fail to recognise how valuable it is that our professional environment is becoming more integrated, how this is reflected in the way we work, how our workplaces are structured and in plans for legislative change. Attitudes like these stand in the way of our profession's development in parts of the sector where we have legitimately much to say and much to do.

I believe we must make some fundamental changes to the Institute to allow it to represent the breadth of our professional practice. We must

- change the name of the Institute to reflect its broad role in archaeology and historic environment conservation
- build on the *Stewardship standard and guidance* developed with IHBC and ALGAO
- focus the published output of the Institute on the broadening needs and interests of our membership, including production of relevant professional papers
- give greater emphasis to CPD, professional training and practice qualifications
- reform membership validation processes to encourage applications from across the sector
- increase co-operation with other professional institutes, associations and organisations through joint committees, groups and projects.

I believe that now is the time for us to create an institute that embraces this evolution and aspires to work for *all* professionals in the historic environment. I hope that you will all join me in making 2008 not just a time to celebrate 25 years of successful practice but to usher in a new Institute better able to face the challenges of a more integrated future.

Michael Dawson

Hon Chair of Council

REPORT OF THE HONORARY TREASURER

In line with the IFA Strategic Plan, Council has continued to pursue the following strategies

- S4.9: we will ensure our long-term financial security so that we are well placed to implement our strategies and activities for the benefit of members and others
- S4.9: we will generate income
- S4.10: we will manage our investments
- S4.11: we will pursue a sound pricing policy
- S4.12: we will manage the key risks to our financial security
- S4.13: we will maintain adequate financial controls and procedures

As reported in 2005/06 Council had agreed to invest some of the reserves in a recruitment strategy to increase the levels of individual and organisational membership. The increases in individual membership exceeded expectation in the past year, increasing by 11% and this has been a significant contributor to the unexpected surplus this year.

The Institute continues to maintain sufficient reserves to provide a financial base on which to plan expenditure to further the aims of the Institute's Business Plan, in particular the future of the Institute as reported by the Honorary Chair, the promotion of the new Qualification in Archaeological Practice, continued recruitment within the profession and the wider historic environment, and development of membership services following the results of the membership questionnaire.

Gerald Wait

Hon Treasurer

THE DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2007

The directors who served the company during the year were:

NAME	POSITION
Joanna Bacon	
Beverley Ballin-Smith	Hon Vice Chair, Personnel and membership
Peter Barker	(Appointed 2 October 2006)
Mike Bishop	(Appointed 2 October 2006)
Stephen Briggs	
Kayt Brown	(Retired 2 October 2006)
Catherine Cavanagh	(Retired 2 October 2006)
Christopher Clarke	
Patrick Clay	Hon Vice Chair, Standards
Hester Cooper-Reade	Hon Secretary
Virginia Dellino-Musgrave	(Appointed 2 October 2006)
David Divers	(Appointed 2 October 2006)
Michael Dawson	Hon Chair
Veronica Fiorato	
David Gaimster	(Retired 2 October 2006)
Kasia Gdaniec	(Appointed 4 January 2007)
Victoria Hunns	(Appointed 11 December 2006)
Clare King	(Retired 2 October 2006)
Philip Mills	(Retired 2 October 2006)
Geoff Morley	
Martin Newman	(Appointed 2 October 2006)
David Parham	(Retired 2 October 2006)
Jayne Pilkington	(Appointed 23 January 2007)
Roland Smith	(Resigned 2 October 2006)
John Sode-Woodhead	(Appointed 2 October 2006)
Jack Stevenson	(Retired 2 October 2006)
Jeremy Taylor	
David Thackray	(Retired 2 October 2006)
Andy Towle	
Rob Woodside	
Roger White	(Appointed 2 October 2006)
Gerald Wait	Hon Treasurer

The following directors are to retire from the board at the Annual General Meeting in accordance with the Articles of Association and are eligible for immediate re-election and may therefore be re-nominated:

Joanna Bacon; Kasia Gdaniec; Stephen Briggs; Victoria Hunns; Patrick Clay; Geoff Morley; Hester Cooper-Reade; Jayne Pilkington; Veronica Fiorato.

DIRECTORS' RESPONSIBILITIES

The directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Directors are required by company law to prepare financial statements which give a true and fair view of the state of affairs of the company at the end of the financial year and of the profit or loss of the company for the period ending on that date. In preparing those financial statements, directors are required to

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure the financial statements comply with the Companies Act 1985. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the company and to prevent and detect fraud and other irregularities.

Each director has taken steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information. The directors confirm that there is no relevant information that they know of and which they know the auditors are unaware of.

PRINCIPAL ACTIVITY

The principal activity of the company is the advancement of the practice of field archaeology and allied disciplines.

AUDITOR

The auditors, Ross Brooke Limited, will be proposed for re-appointment in accordance with section 385 of the Companies Act 1985.

SMALL COMPANY PROVISIONS

This report has been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies.

Signed by order of the directors



ALEXANDRA LLEWELLYN

Company Secretary

Approved by the directors on 6 June 2007

EMPLOYEES OF THE INSTITUTE

NAME	POSITION	PERIOD OF OFFICE
Kenneth Aitchison, MIFA	Head of Professional Development	Full time
Beth Asbury, AIFA	Membership Administrator	Full time
Lynne Bevan, MIFA	JIS Bulletin compiler	Part time
Kate Geary, MIFA	Training & Standards Co-ordinator	Full time
Peter Hinton, MIFA	Chief Executive	Full time
Tim Howard	Recruitment & Marketing Co-ordinator	Part time
Gina Jacklin	Finance and Administrative Assistant	Part time
Natasha Kingham	HLF Workplace Learning Bursary Co-ordinator (Apr 06)	Part time
Alexandra Llewellyn, MIFA	Head of Administration	Full time
Alison Taylor, MIFA	Editor	Part time
Kathryn Whittington, PIFA	Administrative Assistant	Full time
Naomi Archer	EPPIC scheme placement (to Mar 07)	Full time
Matthew Bentley, PIFA	EPPIC scheme placement (to Feb 07)	Full time
Gemma Bryant	EPPIC scheme placement (May 07)	Full time
Anna Doherty	EPPIC scheme placement (to Mar 07)	Full time
Elizabeth Forester	HLF workplace bursary placement (Jun 07)	Full time
Eliza Gore AIFA	HLF workplace bursary placement (Sep 06)	Full time
Catherine Grindley AIFA	EPPIC scheme placement (Mar 07)	Full time
Emma Houghton PIFA	EPPIC scheme placement (to Feb 07)	Full time
Daniel Jones PIFA	HLF workplace bursary placement (Jan 07)	Full time
Richard Madgwick	HLF workplace bursary placement (Dec 06)	Full time
Claire Martin PIFA	EPPIC scheme placement (Apr 07)	Full time
Jonathan Millward PIFA	EPPIC scheme placement (Mar 07)	Full time
Agnieszka Sadraei	EPPIC scheme placement (Apr 07)	Full time
Kate Page-Smith PIFA	EPPIC scheme placement (to Feb 07)	Full time
Tessa Poller	HLF workplace bursary placement (Jul 06 to Jan 07)	Full time

COMPANY INFORMATION

<i>Company secretary</i>	Alexandra Llewellyn
<i>Registered office</i>	Institute of Field Archaeologists University of Reading Whiteknights PO Box 227 Reading RG6 6AB
<i>Auditors</i>	Ross Brooke Limited Chartered Accountants & Registered Auditors 21/22 Park Way Newbury Berkshire RG14 1EE

<i>Bankers</i>	Co-operative Bank Plc	34 St Mary's Butts, Reading RG1 2LQ
<i>Solicitors</i>	Simon Best Tim Francis	Gaston Whybrew 86 The Crescent, Colchester, Business Park Colchester, Essex CO4 9YAQ

**INDEPENDENT
AUDITOR'S REPORT TO
THE MEMBERS OF THE
INSTITUTE OF FIELD
ARCHAEOLOGISTS
FOR THE YEAR ENDED
31 MARCH 2007**

We have audited the financial statements of the Institute of Field Archaeologists (Company Limited By Guarantee) for the year ended 31 March 2007. These financial statements have been prepared under the accounting policies set out therein and the requirements of the Financial Reporting Standards for Smaller Entities (effective January 2005).

This report is made solely to the company's members, as a body, in accordance with Section 235 of the Companies Act 1985. Our work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

RESPECTIVE RESPONSIBILITIES OF DIRECTORS AND AUDITORS

As described in the statement of Directors' responsibilities, the company's directors are responsible for the preparation of financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you whether in our opinion the information given in the Directors' Report is consistent with the financial statements. In addition we report to you if, in our opinion, the company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding directors' remuneration and transactions with the company is not disclosed.

We read the Directors' Report and consider the implications for our report if we become aware of any apparent misstatements within it.

BASIS OF AUDIT OPINION

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes an examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

OPINION

In our opinion:

the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities, of the state of the company's affairs as at 31 March 2007 and of its loss for the year then ended;

the financial statements have been properly prepared in accordance with the Companies Act 1985; and

the information given in the Directors' Report is consistent with the financial statements.

Ross Brooke Limited

ROSS BROOKE LIMITED
Chartered Accountants & Registered Auditors, 21/22 Park Way, Newbury, Berkshire RG14 1EE
06/08/2007

**INCOME AND
EXPENDITURE ACCOUNT
FOR THE YEAR ENDED
31 MARCH 2007**

	NOTE	2007 £	2006 £
Turnover		668,608	341,210
Cost of sales		<u>(329,265)</u>	<u>(49,164)</u>
Gross surplus		339,343	292,046
Administrative expenses		<u>(301,539)</u>	<u>(307,443)</u>
Operating surplus/(deficit)	2	37,804	(15,397)
Other interest receivable and similar income		<u>9,699</u>	<u>8,818</u>
Surplus/(deficit) on ordinary activities before taxation		47,503	(6,579)
Tax on surplus/(deficit) on ordinary activities	5	<u>(1,843)</u>	<u>-</u>
Surplus/(deficit) for the financial year		45,660	(6,579)

**BALANCE SHEET AT
31 MARCH 2007**

	NOTE	2007 £	2006 £
Fixed assets			
Tangible assets	7	3,304	2,836
Current assets			
Stocks		23,070	19,993
Debtors	8	132,475	68,859
Cash at bank and in hand		<u>446,377</u>	<u>410,761</u>
		601,922	499,613
Creditors: Amounts falling due within one year	9	<u>(247,313)</u>	<u>(190,196)</u>
Net current assets		354,609	309,417
Net assets		357,913	312,253
Capital and reserves			
Income and expenditure account	11	<u>357,913</u>	<u>312,253</u>
		357,913	312,253

The financial statements have been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies and with the Financial Reporting Standard for Smaller Entities (effective January 2005).

Approved by the Board on 6 June 2007 and signed on its behalf by:

Gerald A Wait

GERALD WAIT
Director

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2007

1 ACCOUNTING POLICIES

Basis of preparation The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2005).

Cash flow statement The accounts do not include a cash flow statement because the company, as a small reporting entity, is exempt from the requirements to prepare such a statement.

Going concern These financial statements have been prepared on a going concern basis.

Turnover Turnover represents the value of income earned and services provided during the year.

Depreciation Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Office equipment - 50% straight line basis

Long-term contracts Sales and foreseeable profits on long-term contracts are recognised in line with the activity of each contract. Invoiced sales in excess or deficit of recognised sales are carried forward in payments on account or accrued income. The balance of costs recognised that are in excess or deficit of invoiced costs are carried forward in accruals or work in progress. Provision is made in accruals for any foreseeable losses.

Foreign currencies Profit and loss account transactions in foreign currencies are translated into sterling at the exchange rate ruling at the date of the transaction. Assets and liabilities denominated in foreign currencies are translated into sterling at the closing rates at the balance sheet date and the exchange differences are included in the profit and loss account.

Operating leases Rentals paid under operating leases are charged to the profit and loss account as incurred.

Area and special interest groups The institute has a number of regional and special interest groups, who organise comparatively small scale events, conferences and other activities. The income, expenditure and funds held by these groups are incorporated into the accounts of the institute.

2 OPERATING (DEFICIT)/SURPLUS

Operating surplus/(deficit) is stated after charging/(crediting):

	2007 £	2006 £
The audit of the company's annual accounts	3,819	3,764
Foreign currency (gains)/losses	(199)	254
Depreciation of tangible fixed assets	2,869	2,354
Amortisation of capital grants	-	(185)

3 DIRECTORS' EMOLUMENTS

No emoluments were paid to the directors during the year (2006 - £nil).

4 PARTICULARS OF EMPLOYEES

The aggregate payroll costs of these persons were as follows

	2007 £	2006 £
Wages and salaries	395,183	256,646

Corporation tax is only chargeable on bank interest received.

5 TAXATION

Analysis of current period tax charge

	2007 £	2006 £
Current tax		
Corporation tax charge	1,843	-

Corporation tax is only chargeable on bank interest received.

6 PRIOR YEAR ADJUSTMENT

In the 2006 financial statements an adjustment to the prior year was required as conference costs of £29,773 were accrued in error. The total gain recognised in the 2006 financial statements was £23,194.

7 TANGIBLE FIXED ASSETS

	Office equipment £
Cost	
As at 1 April 2006	18,955
Additions	3,337
As at 31 March 2007	<u>22,292</u>
Depreciation	
As at 1 April 2006	16,119
Charge for the year	2,869
As at 31 March 2007	<u>18,988</u>
Net book value	
As at 31 March 2007	<u>3,304</u>
As at 31 March 2006	<u>2,836</u>

8 DEBTORS

	2007 £	2006 £
Trade debtors	82,420	58,223
Prepayments and accrued income	50,055	10,636
	<u>132,475</u>	<u>68,859</u>

9 CREDITORS: Amounts falling due within one year

	2007 £	2006 £
Payments received on account	181,309	147,712
Trade creditors	13,563	13,722
Corporation tax	1,843	-
Social security and other taxes	9,434	7,532
Other creditors	7,602	1,858
Accruals and deferred income	33,562	19,372
	<u>247,313</u>	<u>190,196</u>

10 COMPANY STATUS

The company is a private company limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £10 towards the assets of the company in the event of liquidation.

11 RESERVES

	Income and expenditure account £
Balance at 1 April 2006	312,253
Transfer from income and expenditure account for the year	45,660
Balance at 31 March 2007	<u>357,913</u>

12 OPERATING LEASE COMMITMENTS

As at 31 March 2007 the company had annual commitments

	2007 £	2006 £
Within two and five years	11,519	11,519

DETAILED INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2007

	2007 £	2006 £
Turnover (analysed below)	668,608	341,210
Cost of sales		
Direct project costs	133,069	-
Core staff project salaries	68,899	49,164
Non-core staff project salaries	127,297	-
	<u>(329,265)</u>	<u>(49,164)</u>
Gross surplus	339,343	292,046
50.75% (2006 - 85.59%)		
Administrative expenses (analysed below)		
Employment costs	213,240	218,904
Establishment costs	6,672	11,051
General administrative expenses	75,351	71,755
Finance charges	3,407	3,564
Depreciation costs	2,869	2,169
	<u>(301,539)</u>	<u>(307,443)</u>
Operating surplus/(deficit)	37,804	(15,397)
Other interest receivable and similar income		
Bank interest receivable	9,699	8,818
	<u>9,699</u>	<u>8,818</u>
Surplus/(deficit) on ordinary activities before taxation	47,503	(6,579)
Tax on surplus/(deficit) on ordinary activities		
Corporation tax charge	(1,843)	-
	<u>(1,843)</u>	<u>-</u>
Surplus/(deficit) for the financial year	45,660	(6,579)
Turnover		
Subscriptions	230,020	198,908
Application Fees	4,273	3,450
ROA Fees	45,581	39,143
Conference income	100,933	-
Adverts	2,800	1,760
Publications	921	1,071
JIS subscriptions & adverts	14,967	16,074
Building Group fees	85	836
Sundry income	-	95
Total project income	269,028	79,873
	<u>668,608</u>	<u>341,210</u>
Employment costs		
Core staff overhead salaries	198,987	207,482
Temporary staff costs	904	557
Staff recruitment	-	1,148
Staff training	1,126	370
Committee travel	9,120	7,033
Group funding	3,103	2,314
	<u>213,240</u>	<u>218,904</u>
Establishment costs		
Premises costs	6,672	11,051

	2007	2006
	£	£
General administrative expenses		
Telephone and fax	4,239	3,241
Computing & IT	3,615	4,880
Printing, postage and stationery	18,218	12,705
Sundry expenses	326	230
JIS costs	1,434	1,537
Publications:TA	23,734	23,178
Insurance	4,599	3,832
Staff expenses - conference	1,151	1,183
Travel and subsistence	10,653	9,874
Promotional material	959	3,915
Hospitality	442	555
Magazine and institution subscriptions	1,037	1,226
Accountancy fees	300	410
Audit of the company's annual accounts	3,819	3,764
Payroll costs	825	1,225
	75,351	71,755
Finance charges		
Bank charges	3,606	3,310
Foreign currency (gains)/losses	(199)	254
	3,407	3,564
Depreciation costs		
Amortisation of government grants	-	(185)
Depreciation	2,869	2,354
	2,869	2,169

REPORT OF THE HONORARY SECRETARY

The 2006/07 IFA Council is made up of 23 corporate members of the Institute. They cover a wide perspective of the historic environment profession and include representatives from county archaeologists, conservation officers, national heritage agencies, historic environment advisors, universities, consultants and IFA Area and Special Interest Groups.

As ever, Council continues to oversee the strategic aims of the Institute and debate key issues facing the profession with guidance from six elected Executive committee members and eight committees who cover issues of professional training, working practices in archaeology, applications for membership and RAOs, etc.

MEMBERSHIP AND PERSONNEL

The IFA has 11 staff members who are dedicated to the day to day running of the Institute. It also employs a number of individuals as part of the English Heritage Professional Placements in Archaeology, and the IFA Workplace Learning Bursary scheme which is now in its second year and making excellent progress, with thanks to a grant from the Heritage Lottery Fund.

Year 1 placements have been hosted by English Heritage, Worcestershire County Council, RCAHMS, Sussex Archaeological Society, and ADS/Internet Archaeology, RCAHMW and the Universities of Cardiff and Winchester. Two placements have recently been completed and the feedback from these has been extremely positive. Year 2 is set to include exciting new placements with AOC (Scotland), North Yorkshire County Council, ARCUS, English Heritage National Monuments Record Centre, Headland Archaeology, with others to be confirmed soon. There continues to be enormous enthusiasm for the scheme from both archaeological organisations offering to host placements, and applicants keen to gain new skills in the workplace.

Our recruitment campaign has continued and in turn the Validation Committee and Membership Team have continued to deal with an increased number of applications. In the last twelve months they have considered 333 new, 91 upgrade and 14 rejoiner applications, an increase of 19%. One new application was turned down and 28 were not accepted for the grade for which they had applied. Membership Appeals Committee considered two appeals against the decision of Validation. The current (June) membership is as follows (2006 figures in brackets)

Honorary members	15	(13)
Members	984	(918)
Associates	581	(532)

Practitioners	358	(338)
Students	240	(214)
Affiliate	268	(188)

Total	2446	(2203)
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The number of IFA Registered Archaeological Organisations has also increased from 51 to 55. Two applications have been deferred by the RAO committee for further clarification.

OUTREACH

Staff and Groups have again continued to carry out a programme of outreach. The 25th anniversary conference in Reading was a success and attracted a record 460 delegates and a large number of display exhibitions. We would like to thank all those who sponsored the conference which includes Towergate Risk Solutions, our principal sponsor, and session and event sponsors Archaeological, Forensic & Environmental Scientific Services, Beta Analytic, Council for British Archaeology, CgMs, English Heritage, Headland Archaeology and the Heritage Lottery Fund. Our 2008 conference will be held in Swansea.

During the last year *The Archaeologist* magazine has covered the topics of *Archaeology and identity*, *Archaeology and urban regeneration*, *Archaeology and field survey* and *Post-medieval archaeology*. From April 2007 the popular Jobs Information Bulletin has been provided as a free service to members along with Heritage Link Update newsletter both of which can be received by email. As reported last year we carried out a review of our publication strategy and as part of the implementation plan have recently carried out a questionnaire survey of membership services to assist us in gaining a better understanding of what members would like to receive from their Institute.

Staff, Council and Groups have continued to represent IFA on external bodies including DCMS heritage protection reform sounding board and working groups, APPAG advisory group, The Archaeology Forum, the CCSkills Cultural Heritage Panel, ICE Site Investigations Steering Committee and the Archaeology Training Forum. They have also responded to 16 consultations such as *BAJR Pay and Conditions for 2007/2008*, *Historic Ships Consultation*, *DCMS Capability Review*, *Draft Marine Minerals Dredging Regulations & Procedural Guidelines*, *Understanding the Future: Priorities for England's Museums* paper and most recently the *Heritage Protection for the 21st century* White Paper.

STANDARDS

The Committee for Working Practices in Archaeology, supported by Kate Geary, Training and Standards Co-ordinator, has continued to work towards improving standards. The new IFA pay minima came into effect from 1 April and will be monitored through established RAO monitoring procedures. Whilst for many this will represent an improvement in conditions of employment, there is still a need to improve basic pay. To this end, a consultant has been appointed to oversee the benchmarking of archaeological salaries against those in other sectors. This work will take place over the summer, with preliminary results expected by the AGM in October 2007.

The *Standards and guidance for Stewardship*, and a *Standard for Nautical Archaeology Recording and Reconstruction* are proposed for adoption at the 2007 AGM.

We have continued to make progress on improving opportunities for professional training and our Professional Training Committee has agreed a timetable for the introduction of compulsory CPD in 2010. Also, working with English Heritage and IHBC, another six EPPIC placements have been appointed this year and the scheme has been aligned more closely with the HLF workplace learning bursaries scheme which aims to address identified archaeological skills gaps, build capacity within the heritage sector and create opportunities for all sectors of the community to gain professional skills whilst earning a realistic salary. Trainees on both placement schemes will be amongst the first candidates to undertake the new Qualification in Archaeological Practice which was launched on 25 April. The IFA will offer the Qualification alongside a network of assessment centres overseen by the awarding body, EDI. Work has started to revise the IFA's validation procedures to take the new qualification into account.

As reported in *TA 62* an independent review was carried out on our implementation of the Disciplinary by-law adopted at the 2005 AGM, which proved satisfactory. In the last year we have been dealing with six cases, three ongoing from last year and three new. Of these, two are continuing to be investigated, two have resulted in advisory recommendations, one was deemed to have no case to answer, and one resulted in expulsion from IFA. There have been three complaints against RAOs.

Over the past year there has been a sense of achievement in particular with regard to recruitment, the continued success of the HLF and EPPIC placement schemes, and the launch of the Qualification for Archaeological Practice. Thanks are due to all staff who ensure the development of the Institute and maintain the smooth running of the IFA Council, Executive and other committees. Thanks are also due to our committee members who dedicate their time voluntarily to the Institute. We are always keen to see new faces on our committees, and if you are interested in assisting in the development of your Institute please contact the office staff for further information.

Hester Cooper-Reade Hon Secretary

AREA & SPECIAL INTEREST GROUPS

REPORT OF THE MARITIME AFFAIRS GROUP

Julie Satchell (Hon Chair), *Mark Dunkley* (Hon Secretary), *Douglas McElvogue* (Hon Treasurer), *Mark Littlewood*, *Paola Palma*, *David Parham* and *Jesse Ransley*

Responses have been made to Defra's *Marine bill* and *ICZM* and *Marine minerals* consultations, the Archaeological Archives Forum (Archive Best Practice document), COWRIE – *Windfarms & historic environment*, DCMS' *Proposed designation of a historic vessel* and *Future of museums* and the *National historic ships committee* consultation, and to the Scottish Executive *Enquiry on marine heritage*.

In September the *Managing the marine cultural heritage II conference* was organised by Paola Palma and Dave Parham, sponsored by English Heritage and the British Academy. Work now begins on publication of the proceedings. MAG seminars were *Maritime archaeological archives in policy and practice*, organised by Jesse Ransley, sponsored by IFA and *Provision of advice on marine designation*, organised by Mark Dunkley in February. This event brought a range of views on the current and potential provision of advice in relation to marine historic assets. A successful session was held at the IFA conference in Reading (p50).

Regular communication with MAG members has continued through our 'Email Information Service' thanks to our secretary Mark Dunkley and the MAG Bulletin edited by Mark Littlewood.

Slipping through the net: maritime archaeological archives in policy and practice was published in support of the seminar held in December. It outlined the principal issues and challenges facing marine archives and was widely circulated for consultation. *Standard and guidance for nautical recording and reconstruction*, by Douglas McElvogue, is proposed for consultation at the AGM. *Managing the marine cultural heritage: defining, accessing and managing the resource* – the proceedings of the first MAG conference, edited by Julie Satchell and Paola Palma, has been published through the CBA Research Report Series (supported by English Heritage). A special edition of the MAG bulletin *Provision of advice in support of marine designation* includes papers from the February seminar, with responses by delegates.

Julie Satchell Chair, Maritime Affairs Group

REPORT OF THE DIGGERS FORUM

Chris Clarke (Hon Chair), *Paul Everill* (Hon Secretary), *Jez Taylor* (Hon Treasurer), *Geoff Morley*, and *Kevin Wooldridge*

The committee met on a regular basis, developing initiatives to improve pay and conditions of employment for non-management level field archaeologists and specialists. The most significant initiative we launched this year was the 'Living Wage' campaign which has been undertaken in co-operation with IFA, Prospect, and BAJR. The aims are to highlight poor levels of pay within the industry and to increase pressure on employers to raise wages. The campaign is now seeing good intentions by IFA and SCAUM being acted upon.

We held another successful session at IFA's Conference at Reading University, focusing on training and development (p16). We have also been developing greater contacts with UNISON to further engage public sector archaeologists, plus providing a response to the consultation of the *Standard and guidance for stewardship of the historic environment*. Two issues of the DF newsletter (the *Forum Dispatch*) have been published, while the DF webpage has been regularly updated.

The 2007 AGM will be followed by a seminar to discuss the progress of current DF initiatives.

Chris Clarke Hon Chair, Diggers Forum

REPORT OF THE VOLUNTARY & COMMUNITY ARCHAEOLOGY GROUP

Jeff Morris (Hon Chair), *Kate Clark* (Hon Sec)

IFA Council has now sanctioned creation of the above group which is now organising its first AGM. Purposes of the group will be to

- promote discussion between voluntary and community archaeologists and other archaeologists to foster greater understanding and improvement of relations, to further the overall pursuance of archaeological knowledge and research

- advise Council and its Committees on issues relating to voluntary and community archaeology, within the context of IFA and within archaeology as a whole
- provide a recognised voice for voluntary and community archaeology within IFA
- promote adoption and implementation of IFA standards by voluntary and community archaeologists (and the organisations to which they belong).
- provide guidance and assistance to ensure that voluntary and community archaeologists have the necessary and recognised competence to carry out archaeological research to high standards
- campaign for IFA to support and recognise voluntary and community-based archaeological groups that carry out archaeological research to IFA standards.

Jeff Morris Hon Chair, Voluntary and Community Archaeology Group

REPORT OF THE BUILDINGS ARCHAEOLOGY GROUP 2005–7

Marilyn Palmer (Hon Chair); *Jonathan Mullis* (Hon Secretary), *Jonathan Edis* (Hon Treasurer), *Heather Lindsay* (Education Officer), *Philip Thomas* (Newsletter Editor), *Geraint Franklin* (Newsletter Designer), *Oliver Jessop* (Website Editor), *David Connolly*, *Shannon Fraser*, *Frank Green*, *Bob Hill* and *Peter Owen*.

We are grateful to *David Divers* for formally representing BAG on IFA Council. This report covers 2005–7.

BAG has 264 members, produces two newsletters a year, organises a session on buildings archaeology and a tour at each of the IFA conferences and makes representations on guidance and policy documents from government and other organisations. The group co-organised a training seminar in June 2005 with the IFA Finds Group on Buildings Archaeology and Building Materials, the papers for which are published on the Groups' pages on the IFA website.

BAG provided case studies and a model recording brief for English Heritage's *Understanding historic buildings and areas policy and guidance for LPAs*, and led on a major IFA representation to DCMS on their draft *Revisions to principles of selection: PPG 15* and on English Heritage's *Conservation principles* guidance. We have good links with ALGAO's Buildings Committee, the AIA and the Historic Farm Buildings Forum. We are looking to build improved links with IHBC and RICS.

We have three committee meetings a year followed by a tour of local sites, such as Battersea Power Station and cutlery works in Sheffield. New committee members are needed with the energy and time to help respond to consultations, revise IFA's guidance on building recording and analysis and set up training courses. In particular, we are seeking individuals to take responsibility for the website and newsletter.

Catherine Cavanagh Outgoing Education Officer, Buildings Archaeology Group
Jonathan Smith Outgoing Honorary Secretary, Buildings Archaeology Group

REPORT OF THE WALES/CYMRU GROUP

Jenny Hall (Hon Chair), *Fiona Gale* (Hon Secretary), *Kate Howell* (Hon Treasurer to October 2006), *Stephen Briggs* (Hon Editor), *John Latham*, *Neil Johnstone*, *Ian Brooks* (Hon Treasurer from October 2006), *Richard Hankinson*, *Jonathan Berry*

The AGM was held on 7 July 2006 and the Wales/Cymru committee also met on 7 July and 6 October. We held our spring day school on *New views on old buildings* and our autumn one on *Prehistoric funerary and ritual monuments: Where are we and where are we going?* The theme of both day schools was informed by the questionnaire circulated the previous year, and both events were well attended.

The IFA Wales/Cymru group web page on the IFA Website was updated regularly

The Welsh Research Agenda process, initiated at the IFA Wales/Cymru conference in 2001, continued although rather slowly. It is hoped that the final document will be ready for publication in early 2008.

Jenny Hall Hon Chair, IFA Wales/Cymru group

COMMITTEE FOR WORKING PRACTICES IN ARCHAEOLOGY

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Kenny Aitchison
Phil Bethell
Paul Chadwick
Richard Cuttler
Paul Everill
Kate Geary
Ed Lee
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Phil Mills
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Taryn Nixon
Marc Spanjer
Jez Taylor
Andy Towle
John Woodhead

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Roger White (chair from May 2007)
Kenny Aitchison
Jo Bacon
Beverley Ballin Smith
Catherine Cavanagh
John Collis
Rachel Edwards
Kate Geary
Don Henson
Bob Hook
Gary Lock
Fiona MacDonald
Nicky Powell
John Walker
Roger White

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Stephen Briggs
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John Hunter
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Kayt Brown
Chris Clarke
Leigh Dodd
Veronica Fiorato
Andy Towle

READING
2007

ASSOCIATION OF ARCHAEOLOGICAL ILLUSTRATORS & SURVEYORS WORKSHOP

Margaret Mathews

The session was an opportunity to air issues of concern to illustrators and surveyors. Short presentations were given to initiate discussion on various topics.

- How consistent is the standard of drawn recording and how reliable are survey data deposited in archives? **Colin Berks** is liaising with the IFA to build on the excellent general guidelines produced by English Heritage and to produce more detailed technical guidelines which can be promoted to the industry.
- Training is crucial in maintaining standards. **Trevor Pearson**, head of archaeological graphics at English Heritage, emphasised that EH can recommend good practice, run training courses and placements but is not in a position to police standards.
- Archaeological organisations often infringe the rights of freelance illustrators in using and reproducing their work. **John Hodgson** pointed out the need for proper copyright licensing agreements as developed by AAI&S and supported by IFA. These need to be actively promoted to safeguard freelancers' rights.
- Along with other specialists, illustrators fare badly in the salary league tables (see TA 60, p52). **David Connolly** told us about the new BAJR recommended payscales and highlighted the

need to raise the profile of illustration work by defining jobs more precisely. A wide variety of graphics skills and software knowledge is required by professionals today, yet when employees upgrade their skills this is rarely rewarded by career advancement.

- **Sarah Lucas** (Oxford Archaeology) and **Laura Templeton** (Worcester County Council) outlined the experience of employees in their respective organisations, touching on issues raised in discussion. Do employers support illustrators and surveyors by paying professional association and conference fees? This varies between employers. Do illustrators and surveyors get the acknowledgement they deserve in publications? Compared to the authors of often short specialist reports, illustrators are often not mentioned on the title page.

The meeting closed with an invitation to interested participants to sign up for the ISSIG (Illustrators and Surveyors Special Interest Group) which is being organised by John Hodgson, Jo Bacon and Laura Templeton. Contact them c/o IFA at Reading.

Margaret Mathews
Laura Templeton



Artist Steve Rigby, working on a reconstruction drawing of Evesham Abbey for interpretation panels in Abbey Park, Evesham. Photograph: Malcolm Atkin

GREAT EXCAVATIONS 'THE BEST OF TIMES; THE WORST OF TIMES'

John Schofield

The idea for this session came while having an evening drink after a conference session in Tasmania, talking with others about how far from conventional field archaeology my career was taking me. It seemed an odd contradiction that, despite the distance, the influence of my early training was increasingly evident: it drove my enthusiasm for archaeology as a discipline that provided a unique perspective on the past; but increasingly it helped me to see the contemporary world through an archaeological lens – a unique perspective on the present. I decided then that, whatever happens for the rest of my career, I will always be an archaeologist. We see the world in a particular way. We have remained archaeologists, following particular paths or specialisms, because of something we were taught, perhaps on one of these Great Excavations. As individuals we owe these excavations a great deal – as a digger I will never forget what I learnt at Hambledon Hill, the Sweet Track and at Pont Newydd. But as a profession the debt is greater still.

Chester amphitheatre
– a great excavation
in 2005. © English
Heritage



FUN AND FREEDOM

'It was the best of times; it was the worst of times'. Great excavations were always both – there were times on each of my three great excavations when I *hated* archaeology! But what actually made an excavation 'great' was key here, and a point addressed by several of the eleven speakers. Do great excavators make great sites or vice versa? Great excavations were invariably great fun. But is it still possible to have fun in these days of commercially-driven archaeological practice? There's another 'F' too: Freedom. Is freedom to experiment still possible in the field, or are we driven too closely by inflexible project designs and rigid project management procedures? Indeed are Fun and Freedom closely related? Does lack of one preclude the other?

SHEER PHYSICAL EFFORT

Francis Pryor spoke of team dynamics, highlighting the importance of volunteers, directors and supervisors. Did the project have a good vibe? How important was sheer physical effort – clearly a factor for at least one participant at West Heslerton. And what about the women – weirdly absent from the list of speakers? Tim Schadla-Hall spoke of Clark's excavations at Star Carr. He revealed the future careers of the men that worked there; but there appears no trace at all of the women. Changes of name make it more difficult to track them I guess.

LEARNING, LIVING AND WORKING

Before the session started one speaker asked 'Is this session entirely self-indulgent?' 'Of course', I replied. It was my hope that speakers would reflect on how these projects shaped them as professionals, but also how it shaped others that came to experience such a unique activity, one in which boundaries between learning, living and working blurred to the point of collapse. Alongside Tony Wilmott's reminiscences on Birdoswald, Whitby, Chester and Richborough, Bob Croft's review of Wharram Percy came closest to this ambition perhaps, with some wonderful insight and personal stories, not least on those greats of medieval



Happy diggers: Wharram Percy
excavation team, 1981.

Photograph: Sebastian Rahtz

archaeology: Hurst and Beresford. As with Geoff Wainwright's *Antiquity* piece some years ago, the excavation team photos were from another age – reminiscent of an Incredible String Band album cover. There's surely a book of these team photos waiting to be published!

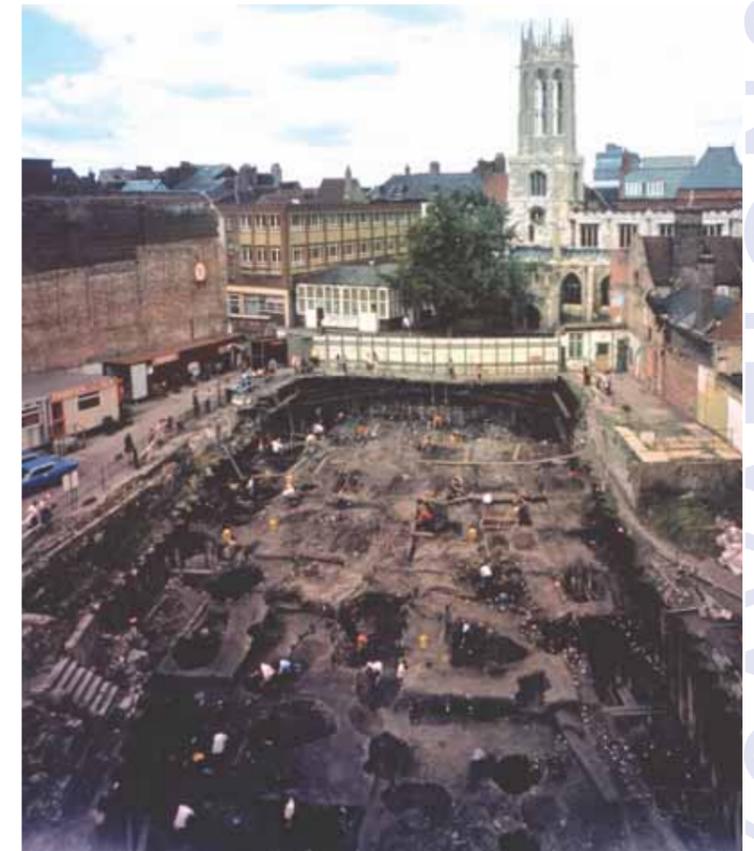
But it was OK to avoid self-indulgence too. Stephen Briggs conducted an eloquent review of British excavation in the period 1729-1876, and Martin Carver revealed four centuries of excavation at Sutton Hoo, culminating in his own work there. Paul Everill spoke about Sutton Hoo too, in the context of his recently completed research into 'the invisible diggers', and the changing conditions of field archaeology over the years.

PART OF THE HERITAGE

'The future' was raised in several presentations and in the discussion that followed. Richard Hall spoke of the new excavation at Hungate, in the context of his earlier 'Viking Dig', for example. All agreed that great excavations are needed, perhaps to maintain tradition; certainly to inspire and engage archaeologists in the future. If this session succeeded only in emphasising this fact it will have been worthwhile. It was a popular session, and fun: for those that had been there; and those like me for whom these great excavations are part of the heritage, the folk history and the mythology of British field archaeology.

The session is now being prepared for publication with Oxbow. The latest count is 22 chapters. Great Excavations will now become a Great Publication, I hope.

John Schofield
English Heritage



(above) Excavating Coppergate,
York 1980. Excavations here lasted
1976-1981. One result of
discoveries here was the Jorvik
Viking Centre. Photograph: York
Archaeological Trust

(below) Tea-break on the Holne
Moor excavations, 1984.
Photograph: Dave Hooley



ARCHAEOLOGY AND INCLUSION

Tim Phillips

The last ten years have seen greater emphasis placed on social and other forms of inclusion in the work place. Although driven by government legislation this also reflects changes in contemporary society, with multi-culturalism and recognition that all members of society have something to contribute. Archaeology is central to this radical shift in many ways. In this session we looked at current practical and research projects that have been exploring aspects of inclusion in archaeology and heritage. The papers described work with ethnic minorities, disenfranchised social groups and the disabled, as well as the non-professional sector of archaeology.

Rachel Hasted, head of Inclusion and Diversity Policy for English Heritage, discussed EH's developing policy towards inclusion. Britain today is multi-cultural, and yet some groups are under-represented in heritage activities. She considered possible reasons for this, whether some groups do feel excluded, and the nature of 'Englishness' today. She concluded by asking whether English Heritage should continue to be called 'English' Heritage?

Don Henson, education officer for CBA, spoke about the future direction of public archaeology. He reviewed how archaeology had started as a rich man's hobby but now attracted diverse groups. He argued that, despite mass participation in archaeology on television, the reality is fundamentally about uncovering a small-scale and geographically specific past that belongs to local people. True public involvement in archaeology is people investigating for themselves, giving meaning to the places in which they live. The increase in local groups means that archaeology is no longer just the preserve of professionals and he saw this 'democratisation of archaeology' as making a positive contribution to the discipline.

Tim Phillips of the Department of Archaeology at the University of Reading presented the results of the *Inclusive, Accessible, Archaeology* project which was funded by the Higher Education Funding Council for England (HEFCE) to investigate disability and archaeological fieldwork training. Through questionnaire surveys, the project team had established that there were significant numbers of archaeology students and professional archaeologists with a recognised disability. In many cases these are not very visible, being conditions such as dyslexia and other hidden disabilities. To tackle the challenge of including disabled students in fieldwork training, the project developed a self-evaluation tool kit with which *all* students could assess their potential and developing abilities and archaeological and transferable skills. By emphasising people's abilities, what they can do rather than their disabilities, the tool kit allows an individual to establish where reasonable adjustments may have to be made to ensure that they are included.

Sarah Dhanjal, Widening Participation and Diversity officer at the Institute of Archaeology at University College London, highlighted the fact that participation in archaeology does not reflect the diversity of today's society. She spoke about the initiatives being pursued by the Young Archaeologists Club in Camden that were trying to encourage youngsters from ethnic minorities to become involved and perhaps consider archaeology as a subject to be taken in higher education.

Shoreditch Park excavations in Hackney formed the focus of the talk given by **Faye Simpson** of the University of Exeter. She emphasised that lack of appropriate learning can lead to behavioural difficulties, social exclusion and even criminal activity in later life. Inclusion of local people in Hackney who are in danger of being socially excluded had had rewarding results, allowing participants to learn life skills and build self-confidence and social skills so that they could become full members of society and train for employment. She argued that archaeological fieldwork is the perfect tool to deliver individual focused learning.

Andrew Petersen of Lampeter University finished with a paper on Islam and Archaeology in Britain. He reviewed the rich but little known archaeological evidence for Muslims in Britain and their interaction with British society. This included artefacts from medieval and later excavations, as well as the period of the British Empire. He also considered Muslim representations in architecture such as the Royal Pavilion in Brighton and some of the first mosques to be built in this country by Islamic immigrants. The discussion highlighted that there is much in the archaeological record of Britain that Muslims can relate to and engage with directly.

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A Turkish gun that, as an inscription on it says, was made by Murad son of Abdullah in 1524 and was 'taken' in Egypt by the British army in 1801. Now displayed in Horseguards Parade, London



Never too young to get excited by archaeology. Local schoolchildren join a community excavation in their park at Shoreditch, organised by LAARC. Photograph: Alison Taylor



Muslim influence in 8th-century England: a dinar of King Offa struck in Abbasid style. Photograph: Andrew Petersen

Getting everyone involved: Great Ayton Community Archaeology Group conducting a survey. Photograph: Kevin Cale

FINDS GROUP SESSION

PRESERVATION BY PLUNDER?

Duncan H Brown

This paper was conceived as an examination of the lot of a museum curator in a commercialised archaeological profession. What emerged was an examination of the current condition of professional archaeology in Britain based around contemporary sources, including *Profiling the profession* (IFA, 2003) and the *Review of archive standards* (2004), produced by the Archaeological Archives Forum. Quotations from those were compared with more venerable views of archaeology. Some understanding was reached of how things have changed with regard to our perceptions of the archaeological profession and our expectations for its progress. This might best be summarised by a few of the quotations presented.

‘Project briefs are not successfully governing archaeological practice, the resources are not always there to enforce them and they are inconsistent from region to region’ (AAF, 2004).

‘...field archaeologists with no knowledge of, or interest in, research questions are dictating the scope and scale of finds work with the result that finds reports are no more than catalogues of data devoid of interpretation’ (IFA, 2003).

‘...the archaeologist is no mere clerk in a counting-house...Passion, enthusiasm... – that is the basic quality which our discipline exacts from us. And if you who are entering upon it have no vital urge within, turn, I beg you, to some less human avocation than the study of mankind. There are enough already of the house-painters who ape the artist.’ (Wheeler, 1954)

‘Too much conflict is talked up between consultants, curators and contractors. It is immature and we should move on from these entrenched positions. Our profession is not in a healthy state at all’ (IFA, 2003).

AAF 2004 *A review of standards in England for the creation, preparation and deposition of archaeological archives*

Aitchison, K and Edwards, R 2003 *Archaeology labour market Intelligence: profiling the profession*. IFA

Wheeler, RM 1954 *Archaeology from the earth*

PIRATES AND PRIVATEERS AT HOME AND AWAY

Frank Meddens

During 2000 Pre-Construct Archaeology excavated Narrow Street on the Thames waterfront in London, where building remains with associated pits and ditches dated from the 16th through to the 18th centuries. Much of the assemblage originated in the Netherlands, France, Germany, Spain, Italy, Portugal, Turkey, Iran and China, with many examples that have rarely if ever been found before in Britain.

The waterfront here was associated with maritime activities, and occupation coincided with expansion of English maritime power and with conflict with Spain. Documentary research by Chris Phillpotts has demonstrated that inhabitants and owners of our site were active at sea. Half of them could be linked to piracy and privateering, and where no career could be identified links with pirates and privateers were frequently demonstrable (inheritance, marriage, business deals etc). During the 16th and 17th centuries the foundations were laid for pirate and privateer communities as companies of ‘adventurers’. Places where they could meet and lodge offered opportunities to exchange information and plan joint actions. Within these social networks pirate culture developed, and an identifiable material culture was associated with this specific social group.

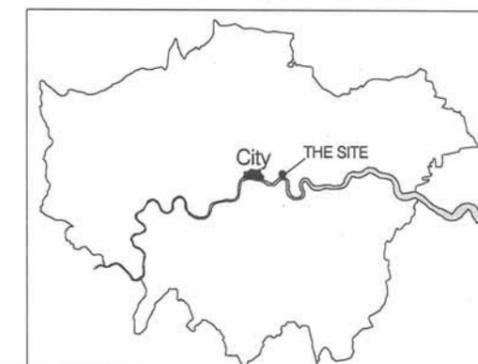
Boundaries between trade, privateering and piracy were often blurred, and successful operators had mutually beneficial links with the court of Elizabeth I. One example was Henry Seckford, 16th-century merchant, courtier and privateer, who captured two Italian ships off the Algarve in 1590. Litigation by the Doge of Venice followed. Two of the privateer galleons had been commissioned by Elizabeth in 1588 but, perhaps not surprisingly, at the time of the litigation they were no longer registered as belonging to her. Merchant venturer companies and privateering and piracy operations lay the foundations of modern international and



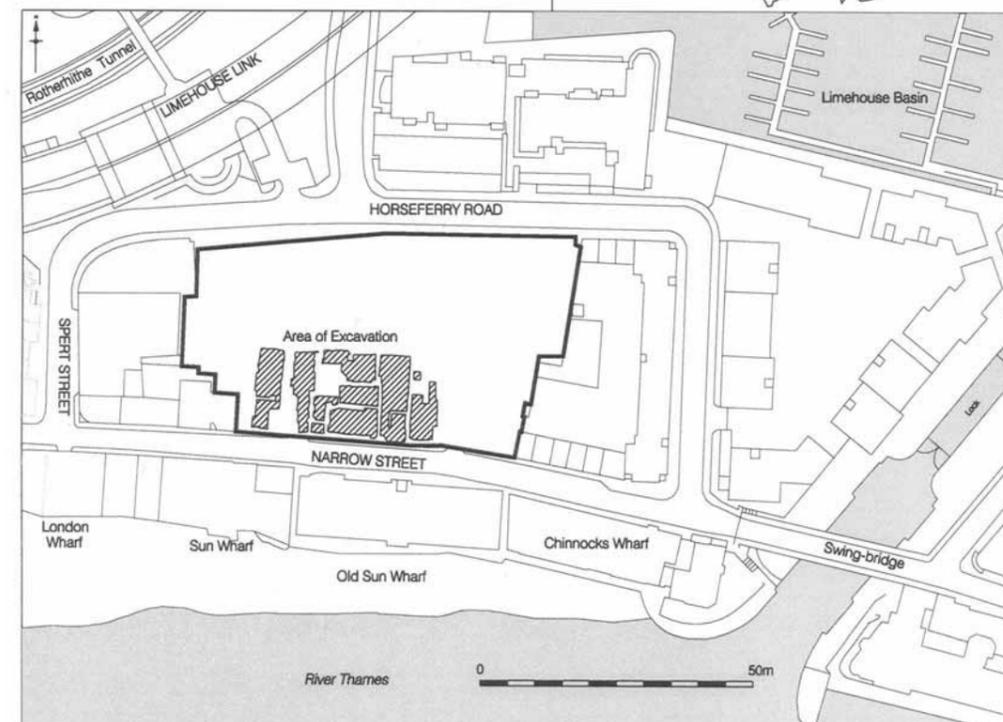
Montelupo ware dishes and Tazza of mid 17th century date, including Cavalier dishes dated between 1620 and 1640. © Pre-Construct Archaeology Ltd



Spanish rounded and carrot shaped olive jars dated between 1600 and 1750. © Pre-Construct Archaeology Ltd



Narrow Street site in Limehouse, London. © Pre-Construct Archaeology Ltd



multinational trade practices and relations, including aspects of deniability so convenient when trade exchanges shade into illegal practices.

Modern looting of antiquities such as pillaging of the National Museum in Baghdad in 2003 has aspects in common with ways pirate culture and privateering operated. Looting and limited protection afforded by US forces followed by intense media interest resulted in detailed investigations. Matthew Bogdanos headed the investigations and determined that there had been thefts by three distinct groups: ‘professionals who stole several dozen of the most prized treasures,

random looters who stole more than 3000 excavation-site pieces, and insiders who stole almost 11,000 cylinder seals and pieces of jewelry.’

The international antiquities trade is to an extent covert. It is for example common practice to quote lower prices in customs documentation than the actual ones charged in transactions. Common law in many European countries favours the rights of the innocent buyer of stolen goods and Switzerland has become a recognisable stopping off point to legitimise ownership of looted antiquities. Britain has the second largest art market in the world with sales totalling just under £3300 million in 2002.

Archaeological sites are looted by an assortment of people, from farmers to army units, organised criminal gangs to day trippers. Money made by looters is chickenfeed compared to that made by antiquities dealers and art buyers. Dealers obtain their purchases from local middlemen, they function on the international stage, share a common professional language and culture. Governments have been reluctant to introduce more than limited regulation.

What 16th-century pirates have in common with unethical art dealers, auctioneers, middlemen, art buyers and government officials therefore are a common interest in a specific material culture, elements of a common culture and language, a presence in the international market, participation in illegal and illicit trade, and protection by and collusion with government agencies and powerful patrons.

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WHERE ARE ALL THE IRAQI ARTEFACTS GOING?

Neil Brodie

Before the 1991 Gulf War Iraq's archaeological heritage was supervised and protected by a large and professional Department of Antiquities and remained relatively free of theft and vandalism. In the aftermath of the 1991 war, eleven regional museums were broken into and approximately 3000 artefacts and 484 manuscripts were stolen, of which only 54 have been recovered. By the mid-1990s, the focus of destruction had shifted from museums to archaeological sites.

Despite the 1990 UN Security Council Resolution 661 there was still a healthy trade in London and New York of unprovenanced Mesopotamian artefacts, many no doubt recently looted. It was no surprise that in April 2003 many cultural institutions, including the Iraq National Library and

Archives, Iraq National Museum, and the Museum of Fine Art, were ransacked. Looters had the run of the National Museum until returning museum staff chased them off on 12 April. It was not until 16 April that four tanks finally arrived. The official US Defence Department investigation reported that at least 13,864 objects were stolen, of which 5359 have been recovered.

By late 2003 archaeological looting in southern Iraq had escalated out of control. There was extensive digging at Larsa and hundreds of looters were reported at work at Adab, Umma and Isin, and other sites too had been badly damaged. As the security situation has worsened there have been no systematic surveys, but eye-witness reports and satellite photography suggest archaeological looting has continued unabated. After UN Security Council Resolution 1483 unprovenanced Mesopotamian artefacts offered for sale at the main London and New York auction houses have dropped off to nothing, but they are easily found on the Internet.

In retrospect it is easy to see that during the 1990s political and academic apathy allowed the illegal trade in looted Iraqi antiquities to develop and prosper. Despite the best efforts of a small number of academics and journalists, most of academia and the media seemed unaware of what was happening. Those profiting from the trade, either commercially or academically, looked the other way. If decisive action had been taken in the 1990s to ensure the effective enforcement of regulatory controls, the illegal trade in Iraqi antiquities could have been stopped from taking root. Then there would have been no point in robbing the National Museum in 2003, as there would have been no market for the stolen material.

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NIGHTHAWKING

Jill Hind

Oxford Archaeology has been commissioned by English Heritage to investigate nighthawks and nighthawking, and the extent of illegal metal detecting, across Britain. Our aims are to

- produce targeted baseline data on the extent of damage to the archaeological heritage caused by nighthawking
- foster a climate of opinion that the illegal search,

- removal and sale of antiquities is unacceptable.
- collate data on the sale of illicitly recovered archaeological material online and elsewhere
- collate information on prosecutions and convictions of 'heritage crime'.

The project is therefore solely concerned with those who break the law, not the majority of detectors who follow good practice. Incidents of damage from nighthawking and illicit sale of items will be collected by questionnaire (online or paper). Although key organisations will be contacted, it is hoped to attract information from the wider public. Some follow-up interviews will also be carried out.

The questionnaire is available at www.nighthawking.thehumanjourney.net and will stay open until the end of 2007. For further information contact nighthawking@oxfordarch.co.uk

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IN THE METAL STORE WITH A LEAD PIPE...

Roy Stephenson

How can we deal professionally with storage of oversize objects? The London Archaeological Archive and Research Centre (LAARC) is well known for its serried rows of well ordered boxes, but unfortunately there are objects that do not fit into the standard sizes. These include lead pipes, one in excess of 2.5m long. For this we proposed a sampling methodology to preserve sufficient for future analysis of lead and formation. For large portions of whale bone we use plastic crates. Waterlogged timbers have always been problematic in London. Many are sampled for dendro analysis, but avoiding fungal growth and degradation after freeze drying is avoided by regular inspection. Worked stone assemblages can always be dealt with by using the phrase 'take good advice', and reading Mark Samuels' recent paper in the Society of Museum Archaeologists' newsletter is especially recommended. Pots should *not* be stuck back together.

Staff need to be trained properly for the essential processes of 'manual handling and slinging', with slinging in particular only undertaken by trained and certified staff.

The next LAARC open day on the 20 October – all archaeologists are welcome.

Roy Stephenson
LAARC

Roy Stephenson at LAARC, considering the problem



REGENERATION AND REFORM

Buildings Archaeology Group

The IFA's been here for 25 years and buildings archaeology for even longer, but it was more recently that the profession really woke up to the academic and commercial potential of buildings analysis. This session looked at how buildings archaeologists can contribute to planning and regeneration over the *next* quarter century.



Wallsuches Bleach Works complex in the 1990s. These buildings span the 1790s to the mid-20th century
© UMAU

VALUE ADDED

Conservation delivers social, economic and environmental benefits, as **Dave Chetwyn** (Planning Aid England, RTPI and IHBC) demonstrated. Policies such as supporting creative industries with grants schemes are vital to avoid 'city cloning' and loss of local distinctiveness, variety and choice. **Heather Lindsay** of Purcell Miller Tritton emphasised the wide range of skills required to understand the context, history and

significance of buildings, to identify vulnerability to change and inform future management decisions. In practice, buildings analysis at Wallsuches Bleachworks, Bolton by **Mike Nevell** (University of Manchester) effectively shaped the new scheme, from retention of historic fabric to informing the design. The result is a new community based within an industrial textile complex of the late 18th to early 20th century, a model of reuse. We saw more examples of regeneration initiatives on a tour of Reading, arranged by **Paulina Drzewinska** of Reading University.

So buildings archaeology can contribute to regeneration, but how do we make the process more effective?

MULTI-DISCIPLINARY WORK

The traditional approach to conservation was challenged by **Stephen Bond**, TFT Cultural Heritage and RICS. Conservation of building has expanded into significant new areas of interest and now needs an increasingly multi-disciplinary approach. Project teams must work flexibly and cover a wider range of expertise (he even made the bold suggestion that IFA and IHBC should work together, as long as specialties don't lose their separate identities). **Marilyn Palmer** (University of Leicester) described a very different approach in the USA, where the study of buildings has been the concern of architectural historians rather than archaeologists, reconstruction is favoured over conservation, and costumed interpreters to guide books. 19th and 20th-century buildings were demolished in 1933 to rebuild the 18th-century Governor's Palace at Colonial Williamsburg, Virginia. This raises questions of authenticity and the dangers of concentrating on a single period of a building's history, overriding the multifaceted understanding gained by archaeologists.

A WIDER HERITAGE

Multi-disciplinary working needs to take place alongside community involvement, responding to the increased democracy that Dave Chetwyn highlighted in his paper. **Sylvia Wilson** of Homes Under Threat (www.fightforourhomes.com) spearheaded a successful community campaign to save terraced houses at Whitefield, Nelson, and won the support of CBA, English Heritage and others. Grass-roots opinion was key in articulating the significance of a much-maligned building type in the face of demolition proposals. Sylvia reminded archaeologists that physical remains are only a part of heritage; people and communities must be remembered too.



A tour of Reading led by Adam Sowan, local historian and author, included its medieval abbey.
© Catherine Cavanagh

Stephen Bond elaborated on the importance of intangible considerations such as cultural values, flagging up the ways we should apply conservation principles to everything around us. He and Dave Chetwyn drew attention to the world view, and not only the impacts of global warming and technological advances. Sustainable conservation was defined as 'the proper management of *use* and *change* in and around historic places and spaces, so as to respect and enhance their value to society'. Work relating to UNESCO and World Heritage Sites on understanding cultural landscapes is already identifying buffer zones for historic sites and urban areas.

FUTURE CHALLENGES

Jason Wood, Heritage Consultancy Services, led a considered debate about the role of buildings archaeology in the world of regeneration, development, and social policy. We identified the challenges:

- value-based management, understanding the contribution of intangible and cultural landscapes
- increased democracy, accommodating community and management needs, accompanied by more interconnected government, especially DCMS and DCLG
- a shift in the focus of heritage sites from visitors to users and occupiers
- new approaches to heritage protection, including identification of buffer zones

To be relevant to wider historic environment work, the profession will need to

- raise its profile, through increased promotion and communication at all levels
- undertake more research on the social, economic and environmental impact of heritage, so that it is not seen as a barrier to investment and development
- support increased use of Historic Environment Records
- use multi-disciplinary teams to increase awareness of wider contexts
- ensure co-operation between professional bodies with related interests
- increase training. Professionals benefit from working closely together but should not attempt to do a job for which they're not qualified or experienced.

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The Mills Archive at Watlington House holds information on wind and water mills of the UK and abroad (www.millsarchive.com)
© Catherine Cavanagh

THE SETTING OF CULTURAL HERITAGE FEATURES

Paul Masser

Planning guidance says that heritage sites should be preserved 'in an appropriate setting'. This sounds straightforward, but how do we define this setting? Are there consistent criteria? This session was planned to highlight divergences in opinion and practice rather than hope for instant consistency.

FRAMEWORK FOR SETTING

Setting is often the issue of greatest concern for key heritage sites affected by developments: changes to valued landscapes provoke passionate debate that can become entrenched and acrimonious if handled insensitively. There is therefore a strong case for a framework within which setting and historic landscape effects can be discussed in a balanced and impartial way.

How to destroy an historic setting – traffic at Stonehenge.
© Gerry Wait, Gifford

Jim Keyte described the methodology used by Gifford to assess the proposed A303 Stonehenge



improvements, which would substantially reduce noise and visual intrusion at some sites but increase them at others. **George Lambrick** drew attention to other potential impacts of road developments, such as severance of access routes and lines of sight. **Sandy Kidd** discussed how, as Buckinghamshire County Archaeologist, he approached mitigation and management of the effects of suburban expansion on the landscape setting of Quarrendon, a DMV and Tudor mansion near Aylesbury. From a Scottish perspective, as **Lily Linge** and **Kryisia Campbell** made clear, wind energy currently poses the greatest challenge: with at least 500 applications in Scotland to date, windfarms will have a radical impact on upland landscapes. Careful assessment and strategic planning are essential to ensure that the historic landscape can accommodate this change.

SENSITIVE BUT RIGOROUS

In the absence of clear guidance, consultancies have developed their own methodologies for setting, producing results that are not necessarily comparable. The methodology used for the A303 Stonehenge Environmental Statement, for example, relies on scoring systems and matrices. This approach is systematic and allows easy comparison of alternative options, as required by the EIA process but, as other speakers argued, over-reliance on quantitative methods gives an illusion of objectivity. Analyses may appear rather dry, abstract and remote from the embodied, holistic experience of place that is the core of most people's appreciation of landscape. But reliance on common sense description and professional judgement can make assessment little more than a matter of

opinion. An effective methodology must start from a sensitive understanding of how a particular site 'works' in its landscape context, but must also be systematic and rigorous.

LANDSCAPE CHARACTER ASSESSMENT

Differences over the criteria we use are even more problematic. For a start, there is little agreement on the definition of setting, which is often equated with the views from and towards the site. George Lambrick saw this as the wrong starting point, since setting has more to do with physical fabric and comprises elements of topography, vegetation, built environment, routes and approaches that contribute to intrinsic character. Landscape character assessment is often ignored and conflated with visual assessment, but it is a powerful tool for identifying elements that contribute to setting. Applying the rubric of EIA is not straightforward and can lead to some abstruse, though necessary, debates. For instance, there is confusion over the term 'receptor': should it refer to the physical site, people visiting the site, the wider landscape or all three? What criteria should be used to determine 'sensitivity'? Criteria for determining the 'magnitude' of an impact, along with related terms such as 'dominant' or 'noticeable', also need definition. Finally, cumulative impacts from multiple developments are seldom assessed effectively.

'CONTEXT' NOT 'SETTING'?

Setting is a deeply problematic concept. Graham Fairclough advocated 'setting aside setting', proposing 'context' as a more useful term for describing the ideas that 'setting' has tried, and generally failed, to capture about a site's relationship with its landscape. Recent advances in landscape thinking, expressed in the European Landscape Convention, and use of methods such as Historic Landscape Characterisation, stress the interconnectedness of landscape, whereas setting reinforces a point-centred approach which landscape archaeology has left behind.



Glorious setting: the Edinburgh skyline.
© Headland Archaeology

In the short term, however, we have to work within the existing framework of planning guidance, and this involves getting to grips with setting. Many delegates expressed their frustration with the current situation, and there was agreement that guidelines on best practice are an urgent matter. Stephen Carter, concluding the session, suggested that Headland Archaeology could mediate further discussion, and we have a growing mailing list of people and organisations interested in participating in such an initiative.

The next step will be to set up a Working Party to commission a draft document for interested parties to discuss. If you would like to contribute suggestions or offers of help please contact Stephen Carter (Stephen@headlandarchaeology.com).

Paul Masser
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Assessment of a skyline: the view from Tantallon, East Lothian. © Headland Archaeology

PARASITE OR PARTNER? CONTEMPORARY ART'S RELATIONSHIP TO ARCHAEOLOGY

Simon Callery

This paper looks at the relationship between contemporary art and archaeology in the context of the Thames Gateway Project, an AHRC fellowship carried out in collaboration with Oxford Archaeology. The research objective is to investigate how we respond to landscape in change within the Thames Gateway regeneration zone, through contemporary art. Traditionally, landscape-based art has played the role of guardian to a notion of landscape as enduring. I am concerned with the reality that landscapes are constantly changing – as they have done throughout history – reflecting our changing needs and demands.

LANDSCAPE AS CONTEMPORARY ART

My involvement with archaeology has primarily been through time spent on excavations, most recently with OA in Kent. On site I am in a position to witness the process of excavation and to confront the physical and material changing landscape directly as a subject for contemporary art. It is not difficult to understand why an artist might be attracted to working with archaeologists – but to what extent does an insight into the work of a contemporary artist resonate across the discipline and inform the work of an archaeologist? Rather than drawing conclusions I intend to describe the point where my experience of excavation dissolves into the process of art making.

RICH AND VARIED MATERIAL

I understand the excavation site as a sculptural environment. I see it as a model for what my artwork seeks to achieve, not only in form and material but also in the character of the response I hope to nurture. I am not interested in doing this

through the traditions of depiction but rather in creating work that I think of as an equivalent experience. Specifically, I am looking for ways of eliciting a parallel response to mine on site. The excavation site holds clues in the rich and varied material, colouration and textural forms of pits and gullies, trenches and sections. Excavation sites are very particularly places where I am sensitised to temporality, connected to past human activity and am aware of my place within its continuity. That excavation sites are bound physically and conceptually to temporality in such a tangible way makes me ambitious that this element be a defining quality communicated by my artwork.

ADAPTING TO COMMUNICATE

As a painter it is my opinion that painting must adapt to communicate new ideas and experiences if it has a chance of enduring. I am frustrated with the traditions that define painting exclusively as the domain of the eye. In my work an ambition has developed to find new forms for painting that can convey a broader sensory-based equivalent of place. Since imagery, picture making and illusionistic values have been thrown out of my painting there exists no obstacle to question conventions of presentation. My new paintings need not hang at eye level but may be found on the floor, low on the wall or in the corners of rooms. They activate the architectural space around them and ask the viewer not to be static but to be drawn close to examine edges, to peer into the body of the opened stretchers and sub-frames and to measure their perceptions against the fully pigment-saturated cloth. If all is well the sense of place migrates and becomes internalised as the viewers perceptive route leads into themselves, radically shifting the dynamic, rendering the works invisible and the art forgotten. In the presence of these new works I find a parallel with my experience of quietly sitting by a recently excavated Iron Age storage pit.



Tall Cadmium Red Painting. 2007. © Simon Callery



Round Painting (Red Deep). 2007. © Simon Callery

OUR SENSES AND A SENSE OF PLACE

For me, it is explicit that if we have profound questions about our relationship with landscape, and for what it can reveal for us the eye is useful only up to a point. After this other senses must come into the equation. The ears serve to alert us to changes in physical material as the trowel runs over and through it. Vibration through the trowel is a direct and physical indicator of changes in soils, fills or natural that the eye cannot always detect especially in changing light and weather conditions. This strengthens my gut feeling that the stress in the visual arts – as made evident by the very term – actually establishes the parameters of what can be communicated and sets limits to what can be gained. For art (and archaeology) to really communicate a sense of place it must engage the attention of all our senses or it will risk limiting the range of what can be expressed.

Simon Callery

BELLS, WHISTLES & MACHINES THAT GO PING! RECENT ADVANCES IN & APPLICATION OF ARCHAEOLOGICAL SCIENCE

Jane Siddell, Andrew David and Vanessa Straker



The session concentrated on recent advances in archaeological science which are relevant to the commercial world.

David Dungworth (English Heritage) opened by focusing on techniques which identify processes and products on glass works and metal smelting furnaces, showcasing new English Heritage guidance (www.helm.org.uk/upload/pdf/Science-Historic-Industries.pdf) applicable to post-medieval industrial sites. He showed that many early industrialists jealously guarded their techniques, so these were not always recorded. He demonstrated how long-established laboratory techniques can be used to reconstruct historic processes even where the evidence is locked in uninspiring lumps of slag (see *TA* 64, 50–51).

A three fluxgate sensor cart-based system, an innovation discussed by Chris Gaffney. The direction of the traverse is kept on course by RTK DGPS and the actual measurement positions are located to a few centimetres. There is no need to establish an accurate grid before the magnetometer data are collected. Photograph: Richard Cutler

QUAD BIKES AND GPS

Tim Archer, of Arrow Geophysics, introduced radar, outlining some of the disadvantages of the technique, which has been over-sold in the past, but also stressing its usefulness in urban contexts and for imaging deep archaeology in three dimensions. He advocated using a radar antenna towed behind a quad bike for increased speed and ground coverage, with a GPS receiver to grab real time 3D positioning data. This saves gridding-out time and enormously increases the rate of data collection, so radar can be used on multi-hectare sites at evaluation. Case studies included a Franciscan Friary in Winchelsea and Roman temple buildings near Chichester.

DATING QUESTIONS

Jane Sidell, **Alex Bayliss** (English Heritage) and **Chris Thomas** (MoLAS) used St Mary Spital in London as an exemplar of use of Bayesian modelling. The technique was advocated because it can save money and increase the chronological resolution on your site. The point was that we should no longer be dating 'things' but dating questions; for example, when were people first buried at St Mary Spital? Bayesian modelling can assist in this, as well as providing dates for material submitted. If the stratigraphic model is suitably robust and samples are selected well, then date ranges may be estimated for questions for which no physical material exists, for instance, the construction date of the stone charnel house. This paper showed that the cost of really tight dating and the ability to answer an unexpectedly wide range of questions could be below 1% of excavation costs.

MULTI-INSTRUMENTAL GEEP

Ian Hill, University of Leicester, described a new technique using a multi-instrument array or GEEP (Geophysical Exploration Equipment Platform), product of a joint project by Leicester University and Geomatrix Earth Science Ltd (and here began a little competition between geophysicists in the room as to who could drive fastest!). The advantage of the GEEP system is that up to six different sensors (magnetic/resistance/EM, or combinations of these) can be towed across a site simultaneously, at a rate of up to 5ha per day. Instrumentation and mode of survey (density of sampling) can be varied to suit circumstances, and the output viewed in real time, allowing flexible and immediate response to survey and/or mitigation strategy. We were shown impressive examples from Wroxeter, West Heslerton and Northmoor, where there was good correlation with more conventional data.

CHANGING LINCOLNSHIRE

Michael Wood, Archaeological Project Services, spoke on environmental change across a Lincolnshire landscape settled in the Roman period. The Fenlands have always been susceptible to environmental change, but the land is highly productive and worth exploiting. The difficulties of dating Late Iron Age and Roman sites are well known and the techniques used in this case included conventional artefactual dating plus archaeomagnetism applied to a saltern, combined with optically stimulated luminescence and radiocarbon dating in both settled areas and creek sediments formed before and after settlement. Bayesian modelling was used to refine standard chronological frameworks to answer archaeological questions. The paper also showed that thorough understanding of environmental change assists interpretation of archaeological events – multi-proxy environmental analysis which showed how the environment changed and shifted, leaving some parts of the site unusual at certain times.

OFFSHORE ENVIRONMENTS

Stuart Leather, Wessex Archaeology, took us underwater to demonstrate that the offshore environment is now accessible to archaeologists through marine geophysics and geotechnical data available from clients. He showed how a combination of geophysics and geotechnical modelling could be used to select locations for drilling vibrocores to test the models produced. Case studies included modelling and tracking Pleistocene deposits off the East Anglian coast. Such cores enable detailed palaeoenvironmental analysis, and of course the potential for dating horizons initially observed in the geophysical dataset.

NEW DEVELOPMENTS: EXTENDING HORIZONS

The session finished by looking forward to future geophysical developmental possibilities and at ways archaeologists should adapt their questioning and broaden their horizons. **Chris Gaffney**, University of Birmingham, drew attention to the new technologies being applied, and to the greater breadth of investigation they offer. Increasing emphasis on multiple geophysical sensors, where greater sensitivity and sample resolution can be combined with ever-faster ground coverage, was re-emphasised. In addition, Lidar and ground-based laser scanning offer a fine-tuned topographic dimension and more integrated digital presentation and analysis. For instance, modern imaging software and commercial seismic data have allowed virtual reconstruction of buried submarine landscapes below the North Sea. Like the new chronological resolution offered by Bayesian methods in scientific dating, such new developments in exploration and analysis dramatically extend the horizons of archaeological enquiry.

Jane Sidell, Andrew David and Vanessa Straker
English Heritage



Tim Archer on a 'mechanical horse' (quad bike) which improves survey productivity, while radar is combined with centimetre-accurate GPS. Photograph: Ian Allison

WHISTLES

BELLS

Members news

Gwilym Hughes (MIFA 892) and Ken Murphy (MIFA 666)

This summer saw changes at Cadw and Cambria when Gwilym Hughes, director of Cambria, succeeded the late Richard Avent as Chief Inspector of Ancient Monuments and Historic Buildings for Cadw, and Ken Murphy became trust director of Cambria.

After studying archaeology at Southampton, Gwilym excavated in Italy and Wales and then worked in Zimbabwe, establishing conservation programmes at the World Heritage sites of Great Zimbabwe and Khami. Back in Britain he directed excavations for Birmingham University, publishing numerous books and articles. In 2000 he returned to his native Wales to take over Cambria Archaeology.

Ken Murphy joined Cambria Archaeology in 1979 on a six-week contract and has worked there ever since. Working initially on late prehistoric sites, he has developed an interest in late-18th and early-19th century picturesque landscapes. Recently he has returned to late prehistory, undertaking surveys of hill-forts and defended enclosures across south west Wales and excavation and survey on Iron Age enclosures in Pembrokeshire and Ceredigion.

Kate Clark (MIFA 861)

Kate Clark has just left the Heritage Lottery Fund to set up her own business, Kate Clark Associates. Kate graduated from Cambridge in Palaeolithic archaeology although she ended up more interested in industrial topics. After graduating she worked in Greece, Honduras, Kenya and Zanzibar (and Repton and St Albans), and had a brief stint at the BBC before becoming archaeologist for Ironbridge Gorge, running the field unit. Moving to CBA, she was their conservation officer for two years and then joined EH. As head of Historic Environment Management she was the author of *Informed Conservation* (EH, 2001). At HLF she was involved in developing guidance for managing heritage sites, evaluating heritage projects and programmes and looking at the economic and social benefits of heritage conservation. In her new role she offers help with conservation planning, research and evaluation, heritage problems and training. Contact kate@kateclark.co.uk

Hedley Swain (MIFA 424)

This May Hedley Swain was appointed head of Museum Policy for the Museums, Libraries and Archives Council (MLA), charged with delivering policies for the long-term transformation of museums services in England. Hedley has been head of Early History and Collections at the Museum of London since 1998, overseeing creation of two new permanent galleries and also the LAARC and the Centre for Human Bioarchaeology at London Museum. Hedley has been chair of the Society of Museum Archaeologists (SMA) and the Archaeological Archives Forum, he is currently the editor for SMA and Meetings Secretary for the Royal Archaeological Institute. He is a member of the Museums Association Ethics Committee and convenor of the Human Remains Subject Specialist Network.

Bruce Eaton (AIFA)

Bruce Eaton has just joined IFA after working as a professional archaeologist since 1998, being involved in over 150 fieldwork projects which included Glastonbury and Wells Cathedral. He is also a small finds illustrator with a particular interest in the post-Roman/Early Medieval period. He has just left C&N Hollinrake Ltd in Glastonbury after many years to become freelance, and is keen to hear about any interesting projects in the South West. Contact: bruceeaton1066@yahoo.co.uk.

Bob Bewley (MIFA 231)

Bob Bewley joined the Heritage Lottery Fund as Director of Operations this May. Prior to this he was regional director for English Heritage in the South West, and before that was head of survey for English Heritage. He studied archaeology at Manchester and Cambridge, and spent much of his career specialising in aerial archaeology with RCHME, an interest he maintains with flying projects in Jordan and other countries.

Robina McNeil (MIFA 709)

Just as we were going to press we heard the sad news that Robina McNeil, head of the Greater Manchester Archaeological Unit, stalwart of our Buildings Archaeology Group before her illness, has died of cancer. A fuller appreciation will be in next *TA*.