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The ARCHAEOLOGIST



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EXCELLENCE IN
PUBLIC
ENGAGEMENT**

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This editorial comes to you from the IfA office rather than our Editor. Karen Bewick left the Institute in June and our new Standards Promotion Manager, Amanda Forster, joined the staff in November (from Birmingham Archaeology, see p30). As a result this issue was put together by Alison Taylor, to whom we are grateful for stepping temporarily back into her old role. From now on, the role of Editor will be taken on by Amanda.

IfA aims to showcase good practice and, as Gill Chitty says (p6-7), 'community archaeology, and archaeology as a socially and environmentally responsible business, must surely be one of the most productive ways in which the discipline can contribute to a sustainable future'. This edition of *TA* therefore looks at how we inspire excellence in public engagement. Archaeologists are well situated to reach out to local communities, and to assist those communities in exploring a widespread interest in the past. Abby Guinness' article on the project at Sayers Cross is a good example of how archaeology can provide an opportunity to learn new skills, while Hannah Cobb, Melanie Giles and Siân Jones consider issues of top-down, bottom-up and collaborative community projects. Phil Pollard details the CBA's Community Archaeology Training Placements project, which is developing skills in future community archaeologists, while his colleague Suzie Thomas discusses the *Standards and guidance in archaeological practice* project.

IfA believes that as a sector we need to develop new ways of involving the public in making decisions about the future of their historic environment, and in researching it. We also need to ensure that public engagement, community archaeology and amateur

archaeology meet our established standards of professionalism. Any community-based group undertaking archaeological projects can work to the appropriate standards, irrespective of whether they receive payment or not. Similarly, whether or not they draw a salary from archaeological work is not a consideration when individuals are assessed for IfA membership.

At our AGM the membership voted in favour of removing the requirement to adhere to the *Code of conduct* for Student and Affiliate members. This underlines the difference between these non-Corporate grades, and the Corporate grades of Practitioner, Associate and Member. Non-corporate members are not accredited professionals in the same way that Corporate members are, and so we cannot therefore with confidence expect them to be bound by the *Code of conduct*. We have written to our non-Corporate members explaining this and we hope that those who are able to will upgrade their membership so that they take on the additional responsibilities that accredited membership requires.

Our next *TA* will feature the impact of the Southport Group report of July 2011, and in particular will discuss its significance beyond England and its legal framework and planning system to a wider world. We would be keen to hear from anyone with ideas for articles covering this area. We would also like to hear about potential contributions considering the report's relevance to the wider heritage sector, looking beyond its application within commercial and planning-led investigations. Please send suggestions and articles to Amanda Forster at amanda.forster@archaeologists.net.

FROM THE FINDS TRAY

Standard and guidance for archaeological advice by historic environment services

IfA and ALGAO are currently developing *Standard and guidance* to cover the role of historic environment services in providing archaeological advice, primarily but not exclusively through local authorities. Following a survey of current practice, nationwide workshops to explore key issues, and consultation with selected stakeholders, draft *Standard and guidance* was issued for formal consultation in December. Details are posted on the IfA and ALGAO websites. Following the consultation, a revised draft will be proposed for interim adoption at an Extraordinary General Meeting at the IfA Conference in April 2012.

Scottish H&S courses

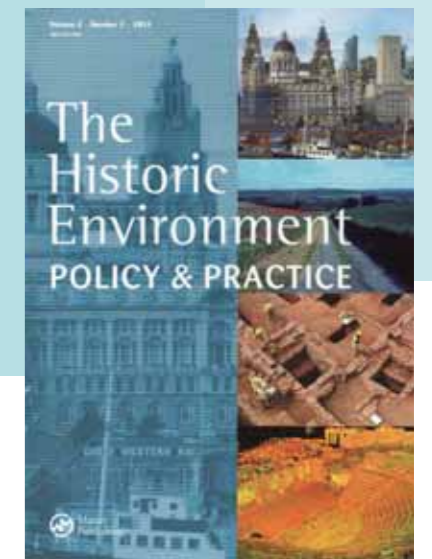
IfA's Scottish Group is offering sessions on health and safety awareness for archaeologists from HSE Solutions Ltd. The first session was in Edinburgh in November, but further sessions will be held in Inverness and Glasgow. To book your place contact the IfA offices at admin@archaeologists.net or call 0118 378 6446. Course fees are £60 per delegate. Please keep an eye on the IfA website for more details.

IfA Conference update

Conference planning for 2012 is now in full swing and we have selected the sessions and workshops. We have an exciting agenda covering the theme of Partnership. Proposals for sessions have been diverse and we have eight discussions covering topics which include cross-disciplinary training, the academic and professional worlds, community archaeology, visual communication, heritage crime, archives and information, and the natural and historic environments. A Call for Papers will be circulated with this edition of *TA*, and will be posted on our website and Facebook pages. Building on the idea of training and professional development, the 2012 Conference will include nine workshops, covering geophysics, forensic archaeology, Environmental Impact Assessments, international heritage, excavation and recording, National Occupation Standards, information technology and CDM regulations. In addition, this year's conference will be launching the IfA Debate, involving a panel of expertise and an open discussion with the audience. The topic for discussion will be the future for local Planning authorities and archaeology – something high on the agenda for all working in the heritage sector. Bookings opened in December and the conference page of the website will be regularly updated.

The Historic Environment journal

Members are reminded that they can receive Maney's journal *The Historic Environment: policy and practice* for a reduced price as part of their IfA membership. The most recent issue (volume 2, issue 2) includes a review article covering PPS5, the *Southport Report*, and the linking of conservation to communities.



Notes to contributors

Themes and deadlines

Spring: Southport and beyond: the impact and wider relevance of the Southport Group report (July 2011)
 deadline: 13 February 2012

Contributions and letter/emails are always welcome. *TA* is made digitally available through our website and if this raises copyright issues with any authors, artists or photographers, please notify the editor. Accessed digitally, web links are especially useful in articles, so do include these where relevant. 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 email attachments, at a minimum resolution of 500 kb. Copyright of content and illustrations remains with the author, that of the final design with IfA (who will make it available on its website). Authors are responsible for obtaining reproduction rights and for providing the editor with appropriate captions and credits. 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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Merger of the Association of Archaeological Illustrators & Surveyors and IfA

Richard Bryant

I suppose it all began with frustration. I had been working on archaeological sites and material since 1972 and produced a wide range of drawings for publication. Very occasionally I met other archaeological illustrators and surveyors and we would talk about our work, about ideas, about standards, and the sense of isolation that we felt. Eventually I thought: 'Why shouldn't we organise our own conferences? In fact, why shouldn't we have our own specialist association?' In 1976 I floated the idea of a conference to David Hill, staff tutor in archaeology in the Extra-Mural Department of Manchester University. He took up the idea and offered facilities at Manchester, and the result was the first 'Draughtsman in Archaeology' conference in 1977. The conference proved a great success, there was time for debate and, crucially, a bar where we could relax and get to know each other. By the Sunday afternoon the participants were ready to discuss a follow-up conference in 1978, when the Association of Archaeological Illustrators and Surveyors was formed.

Over the next few years we created a professional Association, with established criteria for peer assessment for full Member status. Our Professional

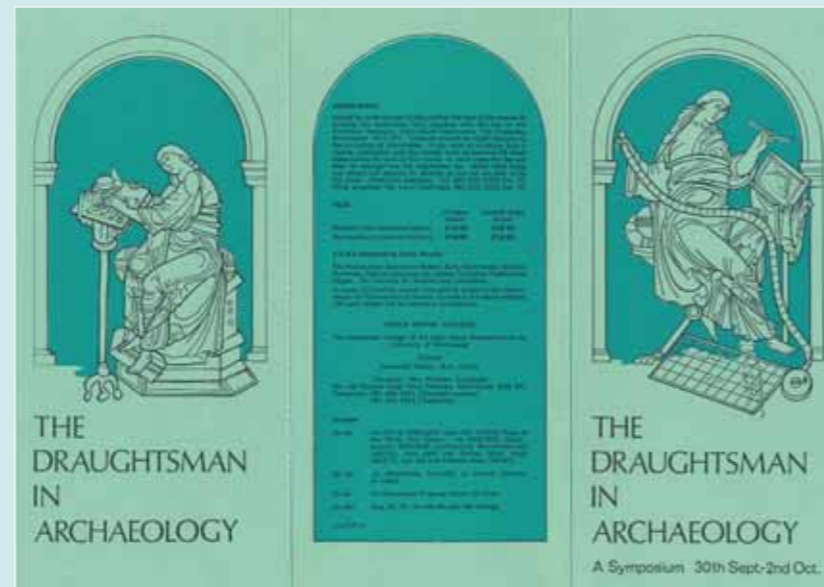
Code of Conduct was accepted by the Office of Fair Trading, allowing full members to add AAIS (later MAAIS) after their name. We started a Newsletter and began a Technical Papers series. Annual conferences became the centre-piece of the Association's life. For more than thirty years AAI&S has built upon these core values, offering a professional forum for archaeological illustrators and surveyors and deepening fellowship between members.

Now to the future, and to the Extraordinary General Meeting held in Reading in May this year. We still want to encourage appreciation of graphic skills among our colleagues but around us the organisation and disciplines of archaeology have been changing. Graphic skills are now more integrated and people need to work across dividing lines. The Association, while still seen as a valuable and high quality organisation, was not necessarily viewed as a 'home' by many working within this field. We needed to be closer to the centre of things, especially for our younger members. I believe this has been achieved through the merger with IfA and, as a clear indication of the Association's professional standing, we have been offered equal status with other full members. We are not going to lose our identity as illustrators, surveyors and graphic designers, and we will enhance our professional values as members of the Graphic Special Interest Group of IfA. Equally, many of us would like to maintain the positive aspects of our fellowship. This we can also do. So I am saddened but also excited. I see this as the next step on a continuing journey.

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Graphic skills are now more integrated and people need to work across dividing lines.

The leaflet designed by Richard Bryant advertising AAI&S's first conference, *The Draughtsman in Archaeology* in Manchester 1977



IfA AGM 2011

Alex Llewellyn

IfA's Annual General Meeting on 3 October 2011 at the Society of Antiquaries of London was preceded by a *Greening the historic environment: archaeology and carbon reduction seminar* chaired by Andrew Townsend, BaRAS and CIOB Ambassador.

Alan Crane CBE, Vice-chair of the Chartered Institute of Building (CIOB), introduced the seminar with discussion of CIOB's efforts to keep everyone informed about the legal obligations of carbon reduction. CIOB has established the Carbon Action 2050 programme (<http://carbonaction2050.com/>), which provides simple, practical solutions for achieving government targets. Edward Holland, Project Advisor for the Prince's Regeneration Trust, introduced the Trust's *Green Guide for Historic Buildings*, which offers guidance on how improvements can be made to the environmental performance of listed and historic buildings. He demonstrated ways in which various types of building have been adapted to reduce their carbon footprint, and dispelled the popular misconception that this is not possible without detrimental effects on their character and appearance. David Pickles, Senior Architect at English Heritage, described the research EH is undertaking into energy efficiency, developing guidance and offering training on initiatives. In particular he drew attention to the *Saving energy* website they had launched, offering advice for home owners, <http://www.english-heritage.org.uk/your-property/saving-energy/>.

Vince Holyoak, English Heritage, noted release of the natural environment white paper this year, and the targets for low carbon. These can have a significant impact on the historic environment – for example, changes from grassland to scrubland, creation of

more areas of woodland to lock in carbon, encouragement to grow more biomass crops and the effect of their rooting structures on archaeological remains. He also drew attention to the impact of new machinery and techniques in farming, and increased use of wind and solar energy. Gill Chitty, CBA, ended the paper session with some challenging questions for our profession (p6–7. Andrew Townsend and Gill Chitty then chaired a discussion on what archaeologists can do to meet the legal obligations of carbon reduction. IfA will review its own environmental policy, and we will consider whether amendments should be made to the *Code of conduct* and other constitutional documents. We intend to carry out a review of the Institute's carbon footprint and to report back on what changes we can implement.

The candidates successfully elected to IfA Council were announced, and all resolutions put to the meeting were passed. Discussions followed on IfA's proposed application for Chartered Status (Tim Howard, p8). Council will need to make sure that regular communication with the membership takes place on these issues over the coming months. Changes were agreed to the requirements for Student and Affiliate membership, to make a clearer distinction between these grades and the corporate grades of PlfA, AlfA and MIfA. This resolution required amendments to be made to the *Articles of Association* and *Disciplinary Regulations* and updated versions of these are available to members on the website at <http://www.archaeologists.net/codes/ifa>.

Finally, the two *Standards and guidance* for forensic archaeology and geophysical survey which had been adopted in draft at the last AGM were adopted in full as IfA-approved practice. These are also available on the IfA website.

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Investigating sustainability: archaeology & a carbon-neutral future

'Some of the knowledge created through archaeology is about how lower carbon economies operated in the past and how human society has adapted to macro and micro changes in climate and environment over time.'

Gill Chitty

IfA's October seminar on *Greening the historic environment* (p5) took a look at the responsibilities of archaeologists for carbon reduction. What does this mean for the way archaeologists work, for standards in practice and for professional behaviour that will support good environmental outcomes? Archaeology in a changing climate has to engage with measures for carbon reduction in the context of many forces for change, not least the weather. This poses a different and bigger question – how can we, as a discipline and profession, move towards a more sustainable model for practising archaeology? This means archaeological practices that are socially, economically and environmentally sound and in balance; and that result in outcomes which mean, as a society, we move closer to living within environmental limits, respect the need for social equity, and support ethically-responsible economic growth. It is a much bigger question than carbon neutrality. Perhaps this is the time to start thinking about how we might benchmark sustainable archaeological practice?

Archaeology and greenhouse gas

All IfA members have a responsibility for *environmentally sustainable practices* under the Institute's *Code of Conduct* (Principle 2) to 'conserve archaeological sites and material as a resource for study and enjoyment now and in the future and ... encourage others to do the same'. The *Greening the historic environment* seminar suggests that archaeological practice related to historic buildings and landscapes is where we can make the greatest contribution. But we should be concerned whether

archaeological training and professional development are keeping up with this aspiration. No landscape archaeologist, for example, should be ignorant about the part that wetland conservation – upland or lowland – plays in managing Europe's single largest carbon sink – or the risks, not just to archaeological preservation but for release of greenhouse gases, caused by falling groundwater levels and peat degradation. Building archaeologists should be conversant with the principles and practice of sustainable conservation, and the opportunities of working with clients, contractors and building professionals, 'advocating beneficial change and altering perceptions' (in line with IfA's *Standard and guidance for stewardship of the historic environment*). The smart money is on building archaeologists who are also qualified to advise on, and issue, energy performance certificates and who can offer added value with their understanding of how historic materials are used in construction and how they perform over time.

Environmental credentials

Sustainable economic practice includes procurement of services and goods from businesses that have sound ethical and environmental credentials, sourcing local materials, using local transport, local contractors, offering staff incentives for doing the same. Do we know the overall value of the archaeological economy in the UK and what, for example, the multiplier effect may be in the local economy, in a community where an archaeological project is underway? Archaeology will need to diversify like other businesses. Is there potential to work actively with local green tourism and visitor businesses; or for developing archaeological heritage projects as social enterprises to attract investment through a community share offer?

Understanding past changes?

And lastly *socially sustainable practices*: the primary reason we pursue our discipline is to create new understanding about the historic environment and to share this knowledge – but how does that play into a low carbon economy? Some of the knowledge created through archaeology is about

how lower carbon economies operated in the past and how human society has adapted to macro and micro changes in climate and environment over time. One of the most important things the discipline has to offer is the lessons learned from major climatic events in the past. But how does it help people living in Hull (which an environmental scientist tells me will allegedly be left on an isthmus surrounded by water with most communication and service routes cut within 25 years) to know that most of the sea bed to the east of them was once rich and habitable hunting grounds in prehistory and yet, despite it being inundated by the North Sea for thousands of years, the human race has continued to thrive Why worry? It is clear that what we do as archaeologists with all these valuable lessons from the past will need to be deployed in some much smarter way. Archaeologists are supremely well placed to use this perspective but so far we have made only a tiny impression on what is possible.

Localism, favourite flavour on the current political menu, is not news here – all archaeology is locally situated. But it needs to connect its stories of sustainability, and the fascination of discovering adaptation and change over time, with people and their neighbourhoods now. Community archaeology, and archaeology as a socially and environmentally responsible business, must surely be one of the most productive ways in which the discipline can contribute to a sustainable future. Whether it is working with young people, environmental stewardship of the countryside, a Young Archaeologists' Club taking care of a local monument, a project engaging the homeless or Afghanistan veterans, or a community heritage project looking at low carbon lifestyles in the past – archaeology can potentially do so much more for a sustainable future by bringing together the stories and the people, the knowledge and understanding. In this issue of *The Archaeologist* is there an opportunity to reflect on how sustainable communities and archaeological practice can work to mutual advantage and where we need to sharpen up?

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Since last year's AGM in 2010 there has been further work to prepare a case to the membership for applying to Charter the Institute. This includes

- addressing concerns raised by members
- retaining solicitors to advise on preparation of an application to the Privy Council
- seeking the views of other organisations that have recently obtained Chartered status
- reviewing the governance structure of IfA

At the 2011 AGM the issues were discussed, and members authorised Council to submit an informal application to the Privy Council. A draft memorandum of application is close to being finalised. Here we review updated information which was provided to the AGM in response to a variety of questions and concerns.

? Charter would produce 'little return other than ... prestige'

Increased profile, prestige and authority are keys to the advancement of the profession. Not only was this a view endorsed by many members, but recently Chartered organisations also reported positive feedback from their own members.

? An application to Charter would be very costly

Estimates were sought from solicitors and, upon commissioning Field Seymour Parkes to advise, a fixed estimate has been obtained for work up to and including the submission of a formal application (petition) to the Privy Council. The cost, (including VAT and disbursements), should not exceed £5000. Thereafter, further input from solicitors may be required and some further expenditure will be incurred if a Charter is granted (for instance, the vellum Charter costs over £500), but the Institute is in a position to gauge further expenditure on a staged basis. It is the opinion of IfA staff that the process can be managed within existing staff resources. Other costs are not excessive and represent good value.

? An application to Charter would lead to increased subscriptions

There is no intention to raise subscriptions in order to finance an application and those costs to which we are committed are included in current budgets.

? Chartered status would impose a heavy administrative burden

This has not been the experience of organisations to which we spoke. One recently Chartered professional body reported *there is little or no difference in administrative terms upon the grant of a Charter and there is no significant ongoing expenditure. There was no increase in subscriptions as a result of Chartering the Institute.* Another body suggested that *'[i]n some ways the administrative burden is less – for instance, Companies House is no longer interested in the organisation.'*

An important caveat, however, is that there is an increased burden if the body wishes to change its governance provisions since this would necessitate a further application to the Privy Council. With this in mind IfA is reviewing its governance structure, and at the AGM a resolution was passed instructing Council to conclude preparation of a revised governance structure which would be included in any petition to Charter the Institute.

One-off costs (new stationery, changing bank mandates and so on) need to be factored in to the equation, but are unlikely to be a decisive consideration.

? Charter would involve loss of independence

The organisations to whom we spoke did not find this a problem, save for the caveat expressed above. One member expressed the view that it would be beneficial to avoid *'regular rule changes'*.

? Insufficient membership to support an application

Privy Council Office guidelines suggest that a body applying to Charter should normally have 5000 members or more. IfA currently has 3200 members (of who over 2250 are corporate members). This is a matter that has been raised in informal discussions with the Privy Council Office and, given the size of the archaeological sector, we do not feel that this is necessarily an insurmountable obstacle.

Privy Council Office guidelines (which give further details as to the Charter process) can be found at <http://www.privacy-council.org.uk/output/page45.asp>.

? IfA membership and registration requirements and governance framework are insufficiently rigorous to support an application

Much work has already been done to produce fit for purpose membership, registration and governance frameworks. Proposals have been considered at the AGM to improve governance of IfA, although an application to Charter is not dependent upon those governance reforms being endorsed. If further work is required this should be done regardless of an application to Charter, but it is not felt that radical intervention is required.

? Opposition of other bodies / risk of failure

IfA wishes to work with others in the sector and is keen to discuss its aims and objectives in order to avoid misunderstandings. If Charter is the right step we should not be deflected by fear of failure. Nevertheless, we will take advice at every stage upon the prospects of success and act upon that advice.

? Consider other alternatives

IfA has considered becoming a Constituent Body of the Society for the Environment (SocEnv), thereby allowing it to confer Chartered status on those of its members who can meet the relevant criteria. The fee to become a Constituent Body about £3500 with an annual subscription of £600. The main drawback is that qualifying members would become Chartered Environmentalists and not Chartered Archaeologists – similar considerations have led to limited interest and poor take-up from the members of some Constituent Bodies.

Some members feel that the ability to confer the status of Chartered Archaeologist on members is key to the application to Charter and should be pursued at the outset. Members should, however, be clear that Chartered status is not conferred as of right on any member of a Chartered organisation. It is only normally awarded to those who can demonstrate pre-eminence in their field (and the costs of rigorously vetting applications for Chartered membership will be reflected in the application fee for this new grade of membership). Furthermore, in informal discussions with the Privy Council Office it was indicated that the best approach would be to seek to Charter the Institute at the outset and thereafter to seek the right to confer Chartered Archaeologist status on appropriate members. That remains our preference.

? Is this the last chance for members vote upon issues relating to Charter?

No. Members at the October AGM authorised Council to submit an informal application to the Privy Council. If a positive response is received, it will be necessary to draft a formal petition together with a draft Charter. That will have to be agreed by members in General Meeting.

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IfA salary minima & recommendations for starting salaries

After a two-year freeze on IfA salary minima and starting salary recommendations, November's IfA Council meeting voted to increase both from April 2012. Improving pay and conditions for IfA members is implicit within the Institute's current strategic plan, where one of the principal aims is to improve the status of archaeologists by ensuring accredited, high quality, ethical and businesslike working practices. Fair pay for archaeologists and colleagues working within the heritage sector is not simply an aspiration but an area of employment where IfA intends to achieve a positive and sustainable impact. In 1996, minimum recommended salaries for levels of responsibility equivalent to IfA membership grades were introduced which were, at that time, linked to Local Government pay scales. In April 2007 the IfA introduced wider pay criteria and set minimum standards for working time, holiday pay, sick pay and employer pension contributions.

Perhaps most important in the recognition of fair pay deals was the move in 2010 to make recommendations for starting salaries for each of the IfA corporate grades. The need to establish recommended starting salaries which more accurately reflect qualifications, responsibilities and experience of archaeologists working across the profession was recognised in a report update produced in 2010 (www.archaeologists.net/practices/salary). Using comparable professions as a realistic benchmark, the 2010 report sought to establish reasonable salary starting ranges for the three corporate IfA grades in

order to bring them into line with recommendations made by professional institutions such as the Museums Association (MA), Institute of Conservation (ICON), Chartered Institute of Librarians and Information Professionals (CILIP) and others. While the IfA recognises the difficulty in introducing significant advances in pay during the ongoing economic climate, we strongly believe that it is these salary ranges that should be used as the guide for employers in setting salaries and for potential employees in deciding whether or not to take up a post.

Current IfA Salary Minima and Starting Salary Recommendations

	PIfA	AIfA	MIfA
Current minimum salary recommendations	£15,054.00	£17,534.00	£22,704.00
No employer pension contributions (+6%)	+£903.21pa	+£1052.04pa	+£1362.24pa
Per additional hour over and above 37.5 hpw	+£401.44pa	+£467.57pa	+£605.44pa
No sick leave allowance (based on min. 1 month full pay)	+£1254.50pa	+£1461.16pa	+£1892.00pa
Recommended starting salaries	£18,000 – £19,500	£24,500 – £28,000	£30,500 – £37,000

Amanda Forster

The update of 2010 also recognised that the salary gap evident from an earlier report of 2008 (with IfA minimum salaries recognised as 13% lower than the nearest) had increased from 15% at PIfA level and up to 17% for MIfAs. In 2008 Council took the decision (after formal consultation with Registered Organisations and others) to increase minimum salaries by 13% over inflation over a five-year period. Unfortunately the recession and its impact on the development sector prevented the process of increase from starting, and while the intention of closing the gap on other sectors has been reaffirmed it is obvious that the trends in wages and the cost of living have parted company. In November 2011, Council considered the increasing cost of living and the negative effects of inflation on those working across the sector – and especially those in the lowest paid jobs. Additional research undertaken by Council members suggests that the majority of employers are in fact paying more than the current minima, and an increase of 5.2% was agreed. IfA appreciates that for those archaeologists already paid above current minima this increase may not have a tangible effect, but it is a positive step towards better pay and conditions and will at the least provide a safety net for those on who are currently receiving the poorest pay deals. The minima increase will take effect from 1 April 2012 and will be reviewed again in November 2012. In the interim, Council will be considering an increase to recommended starting salaries at the next Council meeting in January, with



Raising the salary minima will hopefully help the poorest paid in archaeology, and provides a useful stepping stone towards closing the salary gap between archaeologists and other comparable professions for all our members.
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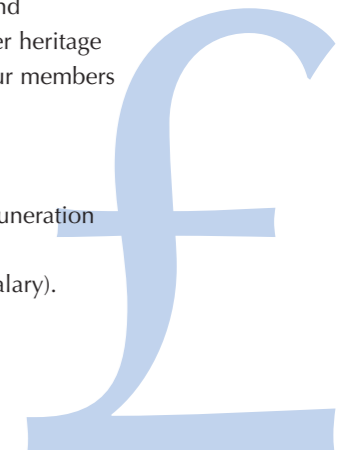
the intention of retaining their currency and promoting their relevance within the wider heritage sector and in ensuring the best deal for our members and Registered Organisations.

For more information on current salary recommendations, please look at the remuneration pages on the IfA website (<http://www.archaeologists.net/practices/salary>).

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New minimum salary recommendations (in effect from April 2012)

From 1 April 2012, with 5.2% increase	PIfA	AIfA	MIfA
New minimum salary recommendations	£15,836.80	£18,445.77	£23,884.60
No employer pension contributions (+6%)	+£950.21pa	+£1106.74pa	+£1433.07pa
Per additional hour over and above 37.5 hpw	+£422.31pa	+£491.88pa	+£636.92pa
No sick leave allowance (based on min. 1 month full pay)	+£1319.73pa	+£1537.14pa	+£1990.38pa



Between 1995 and 2008 an annual article was compiled called *Jobs in British Archaeology*, and was normally published in *TA* or its predecessors. These articles presented information on pay conditions in British Archaeology using data collected from the advertised pay rate of job postings on IfA's Jobs Information Service Bulletin (JIS) and posted on the British Archaeology Jobs Resource (BAJR) website. These articles informed archaeologists about salary conditions between the larger *Profiling the Profession* publications, a census of British archaeologists taken every five years. This article restarts this tradition of yearly insights into UK archaeology jobs that was previously undertaken by Kenneth Aitchison, Seona Anderson, Robin Turner, Gordon Malcolm, and James Drummond-Murray.

Data were gathered from IfA's JIS and BAJR from 1 April 2008 to 31 March 2011. Each job was treated as a single data point and the advertised pay rate counted. If the job posting did not specify the number of jobs advertised it was counted as a single job. Where a salary range was given, the middle point was used for analysis (as in past publications). Hourly, daily or weekly wages were converted into annual salary equivalents. Due to the larger number of postings for conservators this position was split from specialists into its own category for the 2008-2011 data. To understand how each position is defined, see previous issues of *Jobs in British Archaeology*.

As can be imagined, the 'Great Recession' has taken a toll both on the number of jobs being advertised and average pay. Loss of pay can be seen most dramatically in the top level positions such as Senior CRM/SMR and Consultants. These same positions saw above average rises in the few years leading up to the recession and this loss of pay places these positions

closer to their historical averages. An interesting occurrence was that wages continued to rise into the recession and did not fall until 2010, indicating some lagging in pay conditions compared to the general economy. It will be interesting to see if these declining pay rates continue.

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Drummond-Murray, J 2005 Jobs in British Archaeology *The Archaeologist* 56

Drummond-Murray, J 2006 Jobs in British Archaeology *The Archaeologist* 59

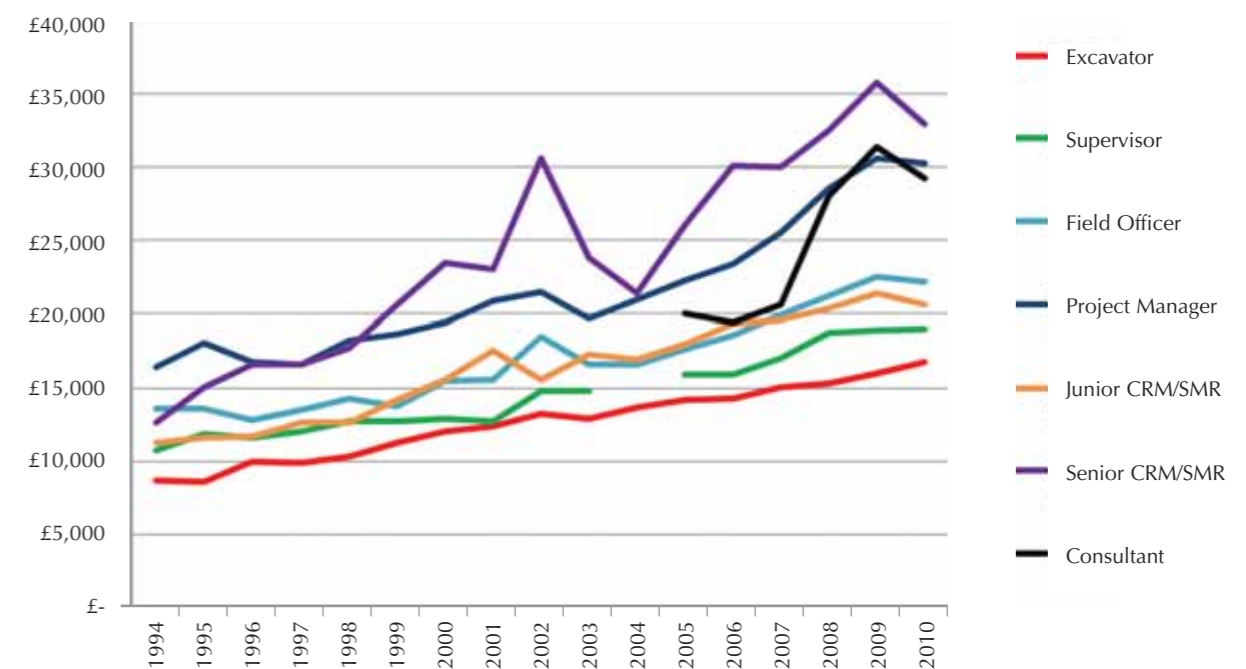
Drummond-Murray, J 2007 Jobs in British Archaeology *The Archaeologist* 66

Drummond-Murray, J 2008 Jobs in British Archaeology *The Archaeologist* 68

Average Pay Per Year

Position	1995	1997	1999	2001	2003	2005	2007	2008	2009	2010
Excavator	£ 8,597	£ 9,880	£ 11,311	£ 12,378	£ 12,903	£ 14,179	£ 15,078	£ 15,299	£ 16,032	£ 16,744
# Jobs Advertised	31	73	167	203	26	45	73	68	91	51
Supervisor	£ 11,911	£ 12,029	£ 12,700	£ 12,741	£ 14,765	£ 15,900	£ 17,037	£ 18,715	£ 18,926	£ 19,016
# Jobs Advertised	22	19	30	22	11	19	33	27	20	21
Field Officer	£ 13,616	£ 13,484	£ 13,788	£ 15,572	£ 16,592	£ 17,598	£ 19,928	£ 21,200	£ 22,548	£ 22,160
# Jobs Advertised	16	27	31	23	14	22	39	33	18	20
Project Manager	£ 18,094	£ 16,606	£ 18,671	£ 20,881	£ 19,701	£ 22,259	£ 25,535	£ 28,532	£ 30,585	£ 30,262
# Jobs Advertised	8	19	21	10	13	26	26	26	17	13
Junior CRM/SMR	£ 11,656	£ 12,619	£ 14,168	£ 17,532	£ 17,274	£ 17,992	£ 19,627	£ 20,354	£ 21,370	£ 20,597
# Jobs Advertised	31	23	48	44	27	29	41	180	125	95
Senior CRM/SMR	£ 15,030	£ 16,638	£ 20,655	£ 23,012	£ 23,840	£ 26,024	£ 29,958	£ 32,475	£ 35,735	£ 32,900
# Jobs Advertised	8	18	34	17	15	21	16	90	98	67
Specialist	£ 12,647	£ 13,076	£ 15,476	£ 16,531	£ 17,170	£ 17,011	£ 17,930	£ 19,691	£ 21,685	£ 22,459
# Jobs Advertised	18	23	37	12	8	25	46	38	30	29
Conservators								£ 22,297	£ 22,799	£ 23,861
# Jobs Advertised								90	59	55
Illustrators / Graphics officer	£ 11,820	£ 12,367	£ 13,272	£ 14,908	£ 16,914	£ 15,778	£ 16,871	£ 18,944	£ 21,656	£ 19,738
# Jobs Advertised	10	18	23	17	10	13	23	10	8	5
Consultants						£ 20,000	£ 20,629	£ 28,035	£ 31,387	£ 29,205
# Jobs Advertised						10	9	17	6	9
Total Jobs Advertised	150	299	573	362	127	210	305	579	472	365

Average Pay Per Year





DESIGNATING ARCHAEOLOGY

Watford Park, where earthwork remains have recently been scheduled. Parks and gardens are an important part of the new protection regime

Significance, as PPS 5 tells us and as the National Planning Policy Framework (NPPF) is likely to reinforce, is the critical determinant of our approach to managing change in the historic environment. Does something matter, or doesn't it?

CHAMPIONING MATERIAL REMAINS

Oh that things were that black and white! Obviously, this is seldom the case. PPG 16, issued in 1991, helped enormously in uncoupling the link between officially designated sites and protection in the planning system: sites that were unscheduled still warranted respect and careful consideration. Long may this last, and there is every reason to expect this prudent arrangement to continue. Realism is essential: designation cannot hope to 'bag' all sites of archaeological importance or potential – and sometimes it is the things we understand and cherish least that are the ones we should concern ourselves about. That said, there remains a strong case for flagging the importance of sites and structures of manifest note. Our heritage protection system, complex as it is, has evolved since the groundbreaking 1882 Ancient Monument Act into a forceful tool for championing the material remains of the past. Our best response to the understandable questioning of inherited systems of regulation is to demonstrate the importance of history as a cultural and economic positive. Today's designation mission is that of identifying, articulating and celebrating.

PICKING UP THE PIECES

Scheduling has tailed off in recent years. Under the Monument Protection Programme, the newly-formed English Heritage embarked on a mission to schedule 10% of recognised archaeological sites: an increase of some 60,000 (later lowered to 50,000), back in 1986. Twenty-five years on, and the total has yet to pass the 20,000 mark. MPP wasn't just about

scheduling: working with county Sites and Monuments Records, it helped draw up lists of Nationally Important sites which amplified the number of recognised assets of archaeological significance, and the research which underpinned the MPP remains helpful today. What are we doing to rectify this situation? We have a number of initiatives under way that should reassure readers of *TA*. Scheduling cases going through the designation machine have already increased, and the new Unified Designation System – a major IT upgrade, plumbed into the recently launched National Heritage List for England (NHLE), which brings all designations together – will enable us to process cases more quickly. IT issues undoubtedly held us back from greater productivity: this should be a thing of the past.

NEW GUIDANCE DOCUMENTS

Scheduling procedures always placed a premium on communicating with owners. Sharing understanding was an important strand of Heritage Protection Reform's stress on openness, and it has led to useful new guidance documents. Selection Guides are in preparation, in tandem with DCMS, which set out our designation approaches for scheduling. Articulating when listing is appropriate, and when scheduling is preferable, is an important step towards a more engaging system. We have also recently launched an updated, illustrated suite of guidance, *Introductions to Heritage Assets*, which unite and present afresh the information contained in the Monument Class Descriptions familiar from MPP.

OUR SCHEDULING INHERITANCE

We have also been revising the older, pre-MPP entries on the schedule as part of a general list upgrade in response to NHLE: the huge designation base, numbering about 400,000 entries which have been accorded protection on a national level, inevitably needs maintenance as well as additions. Modern scheduling entries are fuller and, we believe, clearer in setting out significance and the state of current understanding. The looming anniversary of the 1913 Ancient Monuments Act will remind us of our scheduling inheritance, but we also need to consider how all the designations work together. Listing is of relevance to archaeologists too.

THREAT AND PRIORITY

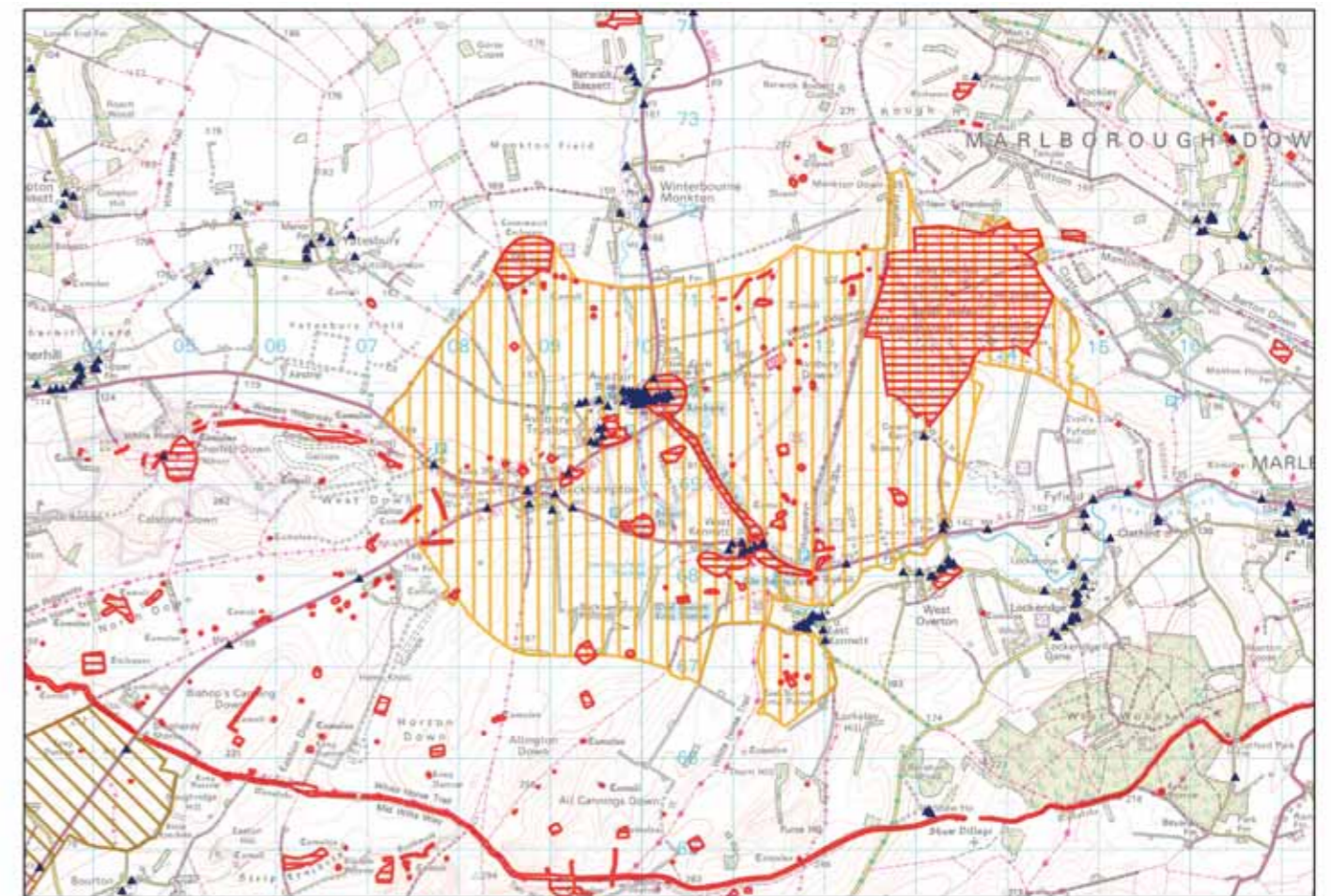
English Heritage is now in the first year of the National Heritage Protection Plan. A rolling programme of linked research and protection activities, involving the heritage sector more widely than has been the case before, this ambitious plan covers the asset range and has many archaeological projects, ranging from marine

archaeology to assessment of sites relating to the First World War. Has a site of significance been identified that can be regarded as 'Nationally Important', and for which scheduling is the best means to secure its long-term preservation? An emphasis on following through such assessments should ensure a new chapter in the history of scheduling, and an emphasis on threat and priority should ensure that we are concentrating on areas under greatest pressure.

One of Heritage Protection Reform's great achievements was to ask questions of all of us as to how our sector, small and separated as it still is, could work better together. Scheduling has an important place to play in 21st-century designation, and the extensive discussions and testing that went on during the HPR process has given us a clearer view of just what this should be.

Roger Bowdler

Designation Director, English Heritage
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The National Heritage List for England brings all designations together: this map would come up in a search on Aveyry

DESIGNATING ARCHAEOLOGY

In April 2011 CBA launched its first Community Archaeology Training Placements (CATPs) across the UK, offering nine training bursaries within host organisations that already delivered strong and effective community archaeology programmes. The Community Archaeology Bursaries Project, supported by the Heritage Lottery Fund's *Skills for the Future* programme with additional support from English Heritage, Cadw and Historic Scotland, is enabling CBA to offer year-long workplace bursaries over a three-year period, designed to equip would-be community archaeologists with the skills, experience and confidence to work with voluntary groups and communities. Hosts come from a variety of sectors including government bodies, commercial archaeological organisations, museums and charitable trusts, and those for 2012/13 have recently been announced (<http://www.britarch.ac.uk/community/bursaries>).

INCREASING EXPERIENCE

CATPs primarily take place on the job, with experienced staff within host organisations responsible for training through shadowing, coaching and mentoring. Bursary holders also get a chance to enhance their professional credibility and employability by undertaking the Level 3 NVQ in Archaeological Practice, enabling them to demonstrate particular sets of skills, competencies or experience. This is particularly significant as one of the project's aims is to widen the scope of people entering into archaeology as a profession. Applicants are expected to have a solid knowledge of archaeology, its theory and practice, but this knowledge may have come from formal education, paid archaeological work or voluntary experience – they may not necessarily hold an archaeological

qualification. For many of our current bursary holders this is the first time they have been in charge of specific sections or of volunteers on site. Reports show that they are taking this in their stride and are enjoying the challenge.

SHARING BEST PRACTICE

As well as learning from organisations with a strong track record in community archaeology, CATPs have a robust network to share best practice across the UK, and it has been wonderful to see interactivity between bursary holders. One took a week's holiday to dig at a community excavation in order to keep her own skills fresh and to gain experience of digging on sand. This dig was managed by another of our bursary holders so the two got to work with each other and share knowledge and skills. Additionally, in Wales all host organisations ran events for CBA's Festival of British Archaeology and our bursary holders worked together at these, assisting each other with activities such as children's excavations and wattle and daub demonstrations.

UPSKILLING THE VOLUNTARY SECTOR

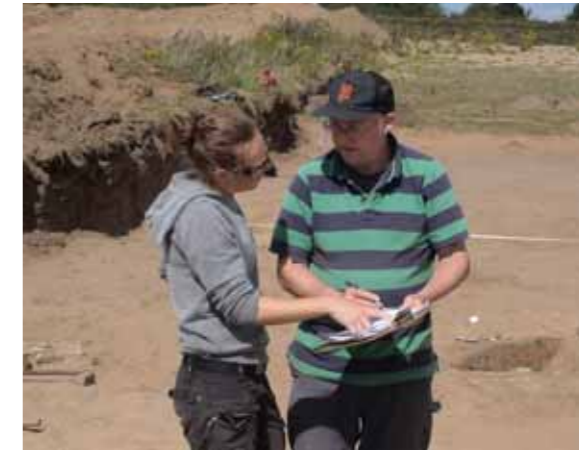
Match funding from English Heritage and Cadw has added an extra dimension to the project, enabling CBA to deliver training courses that support the voluntary sector. The training will be aimed at upskilling the voluntary sector to meet needs identified in a recent CBA survey (<http://www.britarch.ac.uk/research/community>), increasing capacity in the voluntary sector to understand the requirements of good practice in planning, excavation, survey, research, recording, archiving and financial planning. We have been able to tie this into the Bursaries Project by having courses led by bursary holders themselves, combined with professionals with specialist knowledge and skills and individuals from the voluntary sector (where

Phil Pollard

appropriate). Bursary holders will use their knowledge of local needs to develop courses in their areas. A pilot course led by Chris Gaffney, Roger Walker and a team at the University of Bradford centred on processing and interpreting data from geophysical survey was a particular success, with 100% of participants rating its usefulness to their future archaeological career as good or excellent. Further courses are in development and will be advertised through the CBA website and other outlets.

BEYOND ARCHAEOLOGY

It is not just direct archaeological activities that are making the bursaries project so worthwhile. Partnership working is essential, as are experimental projects. One of our current hosts has established links with local groups working with people with disabilities and learning difficulties. Our bursary holder has undertaken family history research with the group, as well as giving site tours. The same bursary holder regularly works on site with young offenders, cleaning finds and giving them experience of digging. Another bursary holder has been drafted in as Archaeological Advisor to a community landscaping project, where residents in a deprived inner city area are turning unused space into community gardens and exploring the history of the neighbourhood. Funding and sustainability are



Managing and training volunteers on site, with Kirsty Whittall, a bursary holder based at CfAA, University of Salford (left)

essential to community projects and our bursary holders have undertaken training in these too; one attended a workshop run by HLF on how to write funding applications and has been able to share what she learnt with her fellow bursary holders.

More information on the Bursaries project, including profiles of current bursary holders and details on how to obtain a placement for 2012/13 or apply to be a host in 2013/14, can be found at <http://www.britarch.ac.uk/community/bursaries>. You can also search for 'Community Archaeology Bursaries Project' on Facebook and 'like' our page, to keep up to date with project developments.

Phil Pollard

Bursaries Coordinator
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Graveyard survey by Merseyside Archaeological Society, with Sam Rowe, bursary holder at National Museums Liverpool (far right)



Sharing best practice. Laura Joyner (right), a bursary holder based at Surrey County Archaeological Unit, is picking up tips from Brian Grimsditch of CfAA (left)



Drawing a section during a garden excavation, with Sam Rowe, bursary holder at National Museums Liverpool (far right)

An IfA Workplace Learning Bursary in small finds recording

Garry Grace



In 2010 I was awarded an IfA workplace learning bursary in small finds identification, research and recording with the Sussex Finds Liaison Officer (FLO). I had already been using the new Portable Antiquities Scheme (PAS) database to record my own and other people's finds, and joined PAS with a degree in metallurgy, 36 years detecting experience and a few hundred self-recorded finds under my belt. As a detectorist I found the experience a fantastic learning opportunity, and to underpin the knowledge gained I am currently pursuing an NVQ in archaeology.

This placement has opened my eyes to what is involved in being a FLO, not only the diversity and extent of their professional remit, but the skill, time, and effort involved in creating quality records.

I was welcomed into the PAS community as one of their own, with trust, camaraderie and the very best of training. Protecting security is a fundamental priority for the PAS and in deference to the public whose finds I am recording there were a number of professional formalities to be undertaken, such as a confidentiality agreement, restricted find-spot access to the database and, for our outreach events, CRB checks. Within these parameters I was able to take part in the entire spectrum of PAS activity. One significant task was to record on the database a backlog of metal-detecting rally finds from Sussex and Hampshire: at the last count I have finished over a thousand records. The number of finds coming into Sussex for recording currently is unprecedented. Working with Stephanie Smith, the Sussex FLO, to prepare and process finds from ten Sussex detecting clubs, independent finders and museum intakes forms another major strand of activity, and pressing deadlines mean this work can become frenetic. I have also been involved in training detectorists who want to record their own finds, as well as working with teachers and children at outreach events.

This placement has opened my eyes to what is involved in being a FLO, not only the diversity and extent of their professional remit, but the skill, time, and effort involved in creating quality records. With ever-present deadlines looming they are helped by a team of local volunteers, who willingly measure, weigh, photograph and photo-edit, in order to meet pressing schedules.

I am honoured to be part of the Portable Antiquities Scheme and my bursary continues to be a great experience. It will be a sad day for me when my time is up, and if I cannot find a job in archaeology, I sense a volunteering opportunity coming on.

Garry Grace
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Introducing ISGAP: *Standards and Guidance in Archaeological Practice*

Suzie Thomas

In 2009, CBA commenced a research project into the nature, scale, location and needs of 'community archaeology' and, more broadly, voluntary-sector action in archaeological heritage contexts across the UK. One key issue that emerged was the need to raise the standards of volunteer-led archaeological projects (see www.britarch.ac.uk/research/community).

Whilst a number of volunteer-led archaeology projects are undertaken by knowledgeable and experienced groups and individuals, some groups have little or no experience and are funded by organisations which do not have a point of reference for good practice in archaeology when agreeing funding. There was also a feeling that existing guidance resources, while partially useful, were written in a style not necessarily accessible to voluntary groups, perhaps because the original intended audience was archaeologists working professionally.

The need for a document providing guidelines for the voluntary sector, for use by groups and by heritage bodies as a point of reference for undertaking projects and setting funding criteria, was recognised. Hopefully it could also be referenced by funding bodies such as the Heritage Lottery Fund, which has

been consulted throughout the project's development. CBA has developed the *Introduction to Standards and Guidance in Archaeological Practice* (ISGAP) with funding from English Heritage and with input and feedback from numerous individuals. It will be available online in the next few months as a free resource that any voluntary group working in the UK or UK Crown Dependencies can consult. Furthermore, the comprehensive nature of ISGAP, covering legal and practical considerations for all parts of the UK as well as signposting further advice and guidance from IfA, English Heritage, Historic Scotland and others, means that it should prove useful to all those working in archaeology, not just to volunteers.

Standards and guidance covered in ISGAP broadly relate to IfA *Standards and guidance*, leaving scope for the range of topics covered to expand as IfA expands its own suite of literature. Ongoing maintenance of the website will primarily be by IfA's new Voluntary and Community Special Interest Group (www.archaeologists.net/groups/voluntary) and, once the resource is online, readers will be able to suggest updates or changes, for example as legislation or organisations change.

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Volunteers in action at the Chapel House Wood training excavation run by Dales Landscape Heritage. Photograph: Don Henson



Partnership in the park: exploring the past, inspiring the future in inner-city Manchester

Hannah Cobb, Melanie Giles and Siân Jones

Community archaeology is increasingly popular and it is often viewed as a straightforward endeavour: local people come together, often with the involvement of heritage professionals, to survey, dig and generally examine the archaeology of a site or area. Seemingly it 'does what it says on the tin'. In reality, community archaeology is incredibly complicated (see Marshall 2009; Smith and Waterton 2009). Bottom-up projects, driven by local community groups, inevitably need expert help and the support of the heritage profession throughout the process. Thus a hierarchy of knowledge is created, complicating the community's ownership and control over the project and their local heritage. Meanwhile top-down projects, driven by professional archaeologists, often engage with and enlist community groups for their work, but such a process can be equally alienating for the communities. Ultimately, community archaeology is always going to be an intervention into an existing social context where people are already actively producing and negotiating identities and where the past is plural and contested; constantly being remade, debated and negotiated (Greer et al 2002; Isherwood 2011; Jones 2012).

Aware of such tensions and possibilities, the Whitworth Park Community Archaeology and History Project set out to develop another approach, bringing together common interests amongst a range of parties with a fundamental recognition that memories and identities are produced and negotiated through the act of community archaeology.

Magnificent heyday

The Project is set in the context of the decline and regeneration of Whitworth Park, Manchester, and its neighbourhood. The park opened in 1890 and was a magnificent place in its Victorian and Edwardian heyday, with a bandstand, large boating lake, observatory, various shelters, extensive formal flower beds, statues and a covered walkway. However, as with many public parks, most of these features were removed in the post-war period, reflecting changes in urban park management and funding cuts. Whitworth Park also developed a reputation for sex and drug-related crimes along with the adjacent area of Moss



Project members Sian Jones and Ruth Colton discuss artefacts from the excavation with local residents at the project open day

Side, which for a while became synonymous with gang-related gun and drugs crime. By the 1980s and 1990s, the Park was not a place to linger or a site of leisure. The Friends of Whitworth Park was formed to regenerate and rejuvenate this key urban green space, to challenge crime in the area and enable the local community to re-engage with the Park's future. The Whitworth Park Community Archaeology and History Project arose as part of this important work, with the explicit aim of engaging with and inspiring the local community through investigation of the material, architectural and social history of the Park. By exploring the Park's past, we hope to raise aspirations for its future, and by engaging with the material culture and landscape through archaeological excavation we hope to provide an arena for the exploration of community identities and memories (Moshenska 2007, 2009).

Oral memories

After geophysical survey in 2010 we began the first of two seasons of excavation in September 2011. We targeted major Victorian and Edwardian park features, including the boating lake, pavilion and band stand, and unravelled many uses and social spaces created and recreated here. Excavations also provided the opportunity for diverse public engagement. Volunteers were drawn from the local ethnically-diverse community, with a particular emphasis on the unemployed. As well as learning how to dig, archaeological work provided a connection to the local area and an opportunity to become part of a team, learning important transferable skills. Working alongside them were volunteers from the Friends of Whitworth Park, who brought age and experience to the project. We also worked with local schools,

which had the opportunity to excavate, process finds, and participate in drama-based or archival-inspired workshops in the nearby Whitworth Gallery. In addition, we hosted a special day for our local Young Archaeology Club from Manchester Museum, a centre piece for the Open Day which attracted many visitors. The Open Day produced vivid and insightful oral memories of the Park and how it has changed since the 1950s. Daily lunch-time site tours, chats over the fence and impromptu hands-on sessions attracted further stories, which will provide the framework for more in-depth oral history interviews adding to this archive of memories.

We are now evaluating the impact of the project on different communities. Initial feedback is positive, as two of the comments indicate:

'Inspirational. Amazing that so many people are involved. A wonderful educational experience... everyone feels as if they are part of something important. I really like the change in dynamics... one minute there is great activity and the next, we're doing painstaking work... And aged 70, I am surprised I can spend all day on my knees and it's fine!' Gill Reddick, Friend of Whitworth Park

'We were given the independence to do our own work, and when we found things, we felt incredibly proud.' Pupils from Manchester Academy

Over the next year we will be reflecting on our feedback and building on our success to create a further season of work. Avoiding the top-down or bottom-up approach we hope to situate archaeology within the dynamic relations of the local community – schools, residents and University working in partnership. Ongoing critical reflection on the relationship between the project and the production and negotiation of memories and identities will be an important part of this process.

Whitworth Park Community Archaeology and History Project is funded by the Heritage Lottery Fund, the University of Manchester and Manchester City Council. The Project is led by the Department of Archaeology at the University of Manchester, in association with the Friends of Whitworth Park, Manchester Museum, the Whitworth Art Gallery, and Ahmed Iqbal Ullah Race Relations Centre. We would like to thank the residents of Manchester who have engaged with the project and shared their memories and aspirations with us.

Hannah Cobb PifA, Melanie Giles and Siân Jones
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Pupils from the local secondary school, Manchester Academy, excavating with the project



Local volunteers at work in Whitworth Park



Nigel Randall introducing archaeology to participants on the first training course at Sayers Croft in June



Local people taking part in the excavation at Sayers Croft

Buildings at Sayers Croft were constructed in 1939 as an evacuation centre for pupils from Catford Central Boys School in London during the Second World War. They include a dining hall, accommodation blocks and associated air-raid shelters, two of which are still extant. The archaeological project centred on an area of two demolished shelters, to discover their exact positions and state of preservation. The aim of the project was to provide a basic background in archaeology and field skills which could be built on in the future.

Air raid experiences – and discoveries

Sessions for young people were led by Nigel Randall and Laura Joyner from Surrey County Council Archaeology Unit (SCAU), with over 100 children from the local community involved in excavating the air raid shelters. The budding archaeologists started the day with an interactive presentation on archaeology, with a chance to handle and record artefacts found in Surrey, before heading into the

trenches to learn basic excavation techniques. The children also learned what life was like during the Second World War by completing a History Trail and descending into a bomb shelter to brave the Sayers Croft Air Raid Experience. The dig was a fantastic opportunity for local children to discover archaeology and has provided a wealth of information about the structure and design of the shelters. Many

artefacts discovered help tell the story of those staying at the evacuation centre during the war, including a bullet, a sixpence minted in 1944 and a baked bean tin with string running through it.

In August, there were two free 2-day training courses in Basic Archaeology Skills, plus a day of taster sessions for young people and adults from the local area. We continued to excavate both the shelters uncovered in June, revealing the entry steps, concrete bases and drains of both. Further finds included remains of a ginger beer bottle, plenty of concrete and even a stray worked flint. As well as excavation techniques, the students learned how to identify and lay out a trench and how to record the excavation through contexts, plans, section drawing and levelling.

Accredited skills

All the skills taught were part of a short syllabus for an AQA accredited unit in Basic Archaeology Skills.

Everyone completed tasks on site safety, use of tools and equipment, digging and recording features – everyone passed! Two *Skills for the Future* bursary holders supported the delivery of the training. Laura Joyner (Community Archaeology) and Jennifer Coates (Archives and Learning) are both on 12-month placements with Surrey Heritage, and their assistance was key to the success of the courses. Feedback from participants was positive from both the courses and the taster day, and we will certainly look to run similar courses in the future.

Continuing involvement

Following the courses opportunities were offered at SCAU for volunteers to learn environmental processing skills and work on samples, with two course participants taking this up. Following any project we encourage people to continue their interest by promoting membership of a local archaeological society, signing up to the Surrey Heritage mailing list, taking part in another dig or becoming a regular volunteer.

BBC Surrey covered the project as a news item and the Community Film Unit shot a clip for Youtube (<http://www.youtube.com/watch?v=kYxRk8t0jSk>). Sayers Croft held an Open Day as part of Heritage Open Days, when over 300 people visited the site and could take part in the dig and the air raid shelter experience, the latter now revamped with lights and sound through the HLF grant.

The project was initiated by Paul Bowen (Surrey County Council, Youth Development Service) and David Quoroll (Manager, Sayers Croft Field Centre), with archaeological input from SCAU. To find out more about this project see the *Digging Surrey's War* webpages at www.surreycc.gov.uk/community-archaeology or contact Surrey's Community Archaeology Team (below).

Abby Guinness AlFA
Community Archaeologist (SCAU)
Laura Joyner
Community Archaeology Bursary Holder

Surrey County Archaeological Unit
Surrey County Council
education.scau@surreycc.gov.uk
01483 518737



Course participants from the second two-day training course in Basic Archaeological Skills

'It really was FAB. All the staff were great, genuinely interested and so engaging with the children. I feel we were very lucky to have such an opportunity; the only downside is that the time went far too quickly! If further sessions are planned we'd love to know.'

Caroline



Processed samples back at the Surrey History Centre

Playing to our strengths, teaching young archaeologists

Tara-Jane Sutcliffe

The Young Archaeologists' Club (YAC) is a UK-wide national organisation for young people up to the age of seventeen who have or want to develop an interest in archaeology and the heritage sector at large. YAC is part of the Council for British Archaeology (CBA) who administer and support a network of local YAC Branches run by volunteer leaders from all walks of life. There are over 70 branches nationwide and this short article will discuss the experience at just one, the York Branch, and how we seek to 'inspire excellence in public engagement'.

The Branch meets once a month with a varied programme from prehistoric through to industrial and 20th-century archaeology. In York we are almost spoilt for choice. Recent sessions have included a visit to the Royal Armouries in Leeds, a monsters and angels trail around York Minster, wild food hunter-gathering at St Nicholas Fields Nature Reserve, and conservation techniques at the Yorkshire Museum. We *play to our strengths*, drawing on the professional experience of the Branch's leaders. Often this involves taking the Branch members 'behind the scenes' where the leaders work. As an adult it is a privilege to be given insight into so many specialisms and it is no less a joy for the young people, who experience at first hand some of the unusual aspects of our profession. This is facilitated by the support of our employers, who recognise the importance of community engagement with all ages. As just one example, back in March I invited the Branch to 'come fly with me' in a session on aerial archaeology and without the help of the English Heritage Aerial Survey & Investigation team it would have been rather 'flat' (!). Stereoscopes and a range of teaching material were kindly lent in order that we could view aerial photographs in 3D, much to the delight of the Branch members.

Being *in loco parentis* carries with it great responsibility and the range of parenting and teaching experience of our leaders has proved crucial. For however enthusiastic we are about the archaeology, however well we convey stories about the past, our priority is always the care of our Branch members. Each session is carefully assessed for potential hazards, with a Risk Assessment drawn up and acted upon as a 'briefing' before activities begin. CBA ensures that all leaders undergo criminal record Disclosure checks and are provided with First Aid training as necessary. Guidelines are supplied on the required ratio of leaders to children and male and female cover is provided at all times. Moreover, in case of any queries, the staff at YAC HQ are at hand for advice and practical support; we also have a thorough Leaders' Handbook supplied by YAC HQ.

One challenge of teaching a mixed age range is organising tasks that will challenge older members whilst not outrunning the abilities of the younger ones. Similarly, it is necessary to consider the needs of members with dyslexia, dyspraxia and other learning difficulties. The practical nature of archaeology has proved a boon in this respect, with activities and exercises being more visual and tactile than traditionally found in the classroom. Furthermore, the wide age range of our members also allows them to socialise and make friends outside their school year. In this way we hope that we are providing 'skills for life' as well as spending enjoyable time together.

The principal strengths of YAC are

- support by experienced staff at CBA
- leaders have valuable parenting and teaching experience
- leaders have (and are keen to share) a range of archaeological experiences
- activities are predominately practical and teach a range of new skills

York YAC Branch Leaders are pleased to acknowledge the additional support of our employers.

To enable the fantastic range of opportunities Branches offer young people to continue the CBA have launched a 'Dig Deep for YAC' campaign. To find out how you can support this vitally important work please visit the *Dig Deep for YAC* campaign pages at www.yac-uk.org/yaccampaign.

Tara-Jane Sutcliffe AIFA
Projects Officer: Air Photo Investigator
YAC Branch Leader (York)
tara-jane.sutcliffe@english-heritage.org.uk



The famous elephant armour, observed at our visit to the Royal Armouries in November



Preparation for our wild food hunter-gathering session in October

Does archaeology need guidelines for ethical publishing?

Stephen
Briggs

This must seem an odd question to be asking, but it is a serious one which arises because of the many difficulties or irregularities I know others have encountered, or I have experienced personally in the process of publishing archaeological material. Even though some current publishing practices may obviously represent irregular behaviours, some seem to be slowly becoming institutionalised. Consequently, it seems important to explain such questionable practices which have the potential to be unethical, in the hope of provoking useful discussion and constructive debate. Such discussion should enable a greater understanding, and will hopefully encourage the establishment of useful guidelines that further add to our promotion of fair dealing and professionalism in this essential aspect of our work.

So what sort of problem arises in taking work to the press? As author and editor I have become aware of intellectual fraud, plagiarism and regular breaches of personal or institutional copyright. I have also developed serious concerns for the way that intellectual work is reviewed or refereed. At present, most journal and book publishers employ (though rarely pay) referees to adjudicate new work. *Closed Refereeing* – which this is termed – enables relatively fast scrutiny, though it is arguably open to abuse by those who feel it can be used to maintain an intellectual *status quo*. Without openness and accountability important novel or even iconic research can be suppressed or held up without the need to show clear reasons. On the other hand, operated respectfully, *Open Refereeing* – where authors are given their referees' names – enables authors to be given frank evaluations to help improve their scholarship and find the best place to have it printed.

To help counter or reduce referees' or reviewers' self-interest, some British journals now request their

declarations of relationship, friendship or outstanding hostility to authors and subjects under scrutiny. Referees willing to be identified are naturally likely to be more difficult to find than anonymous ones, though there is evidence of moves to introduce more transparent refereeing in areas outside archaeology. For example *The British Medical Journal* has revealed the names of reviewers to authors since 1999. Some researchers believe this 'can reduce abuses, make referees more accountable and give them more credit for their work'. This practice offers a valuable example for archaeology to follow.

Is there a panacea for these problems? Unfortunately, I fear we have such scant regard for the editor's role generally, that many branches of academe seem content to appoint editors quite without training or guidance. This cavalier approach to what is arguably the key scholarly role in intellectual progress across all disciplines needs to be addressed individually by professions like our own. We can begin to help improve editorial training and standards by producing appropriate guidelines and advice on best publishing practice.

Here are some suggestions as to what a code of practice might encompass. Archaeologists should

- promote best practice in the use and evaluation of evidence
- encourage greater understanding of copyright law and sensitivity to the ownership of intellectual property
- avoid plagiarism, fabrication, falsification and deception in proposing, carrying out and reporting the results of research
- declare any interests, including financial ones that bear on publishing research findings
- always give due and appropriate acknowledgement of assistance received, financial or otherwise, encouraging that particular care be taken when more than one author is involved
- follow the most rigorous procedures for the citation of sources, including materials obtained from the internet
- report any conflict of interest, for example, by normally refusing to participate in the formal

review of work of anyone for whom they feel a sense of personal obligation or enmity

Other points might be usefully added to this list, which is adapted from the Royal Historical Society's website. Readers' views are welcomed on the development and adoption of such a code.

The problems of good publishing are global and affect many disciplines. Research into climate change, medicine and GM agriculture is riddled with factions alleging irregularity, if not even with claims of scientific fraud that appear to be protected by one form of media manipulation or another. In common with these other professions, archaeology is continuously under pressure to deliver more published products at greater speed. Today, many of the world's academic publishers and scientific societies advertise their bespoke Ethical Practice policies or Codes of Practice on the

web. Some include stiff codes about Ethical Publishing. Unfortunately, up to the present time, archaeology has not loomed large among them, though the IfA members' developed *Code of Practice* is cast in a good progressive spirit. We might therefore now usefully focus on refinements in that Code to address some of the problems touched upon above. Paying greater attention to the detail of how publication is delivered will certainly help avoid the unwitting loss of quality and truth.

Stephen Briggs MIfA
Independent Researcher, Aberystwyth
cstephenbriggs@yahoo.co.uk

Stephen Briggs is a member of IfA's Editorial Board. He is preparing a Best Practice Paper on *Ethical Publishing* for IfA's Professional development and practice committee.

Announcement of the result of a Disciplinary Investigation

The Institute's Disciplinary Regulations set out the disciplinary procedure by which the Institute will determine whether an allegation requires formal investigation, and if it does how that investigation will be carried out. If formal disciplinary proceedings take place, each party is given an opportunity to present his/her case or to defend himself/herself against the allegation. The procedures also allow for representation and appeal against the findings and any sanctions.

If a breach of the Code of conduct is found, resulting in a suspension or expulsion, the Institute will publish an account of the case and the identity of the member concerned.

In the event of a formal reprimand the Institute will publish an account of the case and may identify the member concerned.

A Disciplinary Inquiry Panel conducted a hearing on 27 January 2011 and 4 July 2011 to investigate allegations that Dr Richard Whaley had breached various clauses of the Code of conduct. The Disciplinary Panel found that Dr Richard Whaley, who had been an Associate member of the Institute at the time, had not acted in accordance with Rules 1.1, 1.8, and 5.2 of the Code of conduct. Recognising the circumstances of the case, it was agreed in accordance with clause 25 of the IfA's Disciplinary Regulations, that the appropriate sanction is a formal reprimand:

'In accordance with clause 25 of the IfA's Disciplinary Regulations you are formally reprimanded for

- *the statement on the NEHHAS Field Archaeology Branch website that "our work has been validated by IfA", and the continuing operation of the NEHHAS Field Archaeology Branch against the background of the ongoing dispute between NEHHAS and NEHHAS Field Archaeology Branch. These actions bring both the profession and the Institute into disrepute and therefore in breach of Rule 1.1 of the Code of conduct.*
- *the statement on the NEHHAS Field Archaeology Branch website and associated media that "our work has been validated by IfA" misrepresents the position of the IfA in relation to the work of NEHHAS Field Archaeology Branch and Dr Richard Whaley and therefore misrepresents the IfA. This is in breach of Rule 1.8 of the Code of conduct.*
- *the continued operation and advertising of the field school against the background of the ongoing dispute between NEHHAS and NEHHAS Field Archaeology Branch, before resolving that dispute does misrepresent the situation. This is not in accordance with Rule 1.8 of the Code of conduct.*
- *the failure of Dr Richard Whaley to provide evidence that insurance or adequate Health & Safety documentation and procedures were in place for the NEHHAS Field Archaeology Branch fieldwork. This is in breach of Rule 5.2 of the Code of conduct.*

The IfA should publish an account of the case in accordance with article 37 of the Disciplinary regulations.

New members

ELECTED

Member (MifA)
Stewart Ainsworth
Steven Allen
Philip Armstrong
Jill Atherton
Ian Atkins
Serena Barnes
Richard Bryant
Graeme Carruthers
David Connolly
Brenda Craddock
Deirdre Crone
Charlotte Davies
Garth Denning
Judith Dobie
Andrew Gammon
Jonny Geber
Jane Goddard
Lorna Gay
Gillian Greer
Ericka Guttmann-Bond
Julian Heath
Susan Holden
Mark Hoyle
Carolyn Hunt
Sylvia James
Hugh Kavanagh
Phil Kenning
Mikko Kriek
Sophie Lamb
Carlos Lemos
Sarah Lucas
Thomas Mace
Cecily Marshall
Hazel Martingell
Cai Mason
Barbara McNeer
Maria Medlycott
Debbie Miles-Williams
Jonathan Montieth
Peter Moore
Timothy Morgan
David Neal
Sara Nylund
Eavan O'Dochartaigh
Ruth Parkin
James Patience
Amanda Patton
Ann Preston-Jones
C Read

Associate (AlfA)
Andrew Bates
Rebecca Clark
Luke Craddock-Bennett
Oliver Davis
David Doyle
Adam Garwood
Prudence Manning
John Nicholls
Rebecca Peacock
Samantha Powell
Emma Trevarthen
Stephen Yeates

Practitioner (PIfA)
Sami Abd-Rabbo
Jennie Anderson
Caroline Atkins
Andrew Baines
Amir Bassir
Julia Bastek
Julian Baum
Jonathan Bedford
Steven Bellshaw
Fabiana Benetti
Jonathan Bennett
John Boothroyd
Katherine Brandon
James Brigden
Bert Brouwenstijn
Katherine Card
Matthew Charlton
Jacqueline Churchill
Ken Collier
Heather Anne Cope
Attila Csaba
Lesley Davidson
Inaki Dieguez-Urbeondo
David Dobson
Joanne Duijns
Tara Fairclough
Teresa Ferreira
Angela Gallagher
Claire Goodey
Jennifer Gutzeit
Christina Hills
Nick Hogan
Vickie Jamieson
Patricia Johnson
Paul Jones
Anthony Knill
Anne Leaver
Edward Lyons
Brian Mac Domhnaill
Rafael Maya Torcelly
Merrily McCarthy
Sharyn Ann Murray
Seamus O'Donovan
Jasmine Parker
Aoife Patterson
Trevor Pearson
Neil Pinchbeck
David Pinnock
John Pollack
Cheryl Quinn
Hans Rashbrook

Affiliate
Luke Aspland
Barry Atkinson
Homa Badr
Paul Baggaley
Janet Bailey
Justin Ball
Martin Banikov
Tanya Berks
Christopher Blake
Laura Boardman
Siebe Boersma
Haleh Brooks
Terry Brown
Morgan Clifford
Teresa Costanza
Katherine Crouch
Deirdre Daly
Caryl Dane
Caroline Davies
Stuart Dick
Ali Doughty
Jesse Dunlop
Alvaro Ferreira
Dianne Fitzpatrick
Hannah Flint
Damian Forrest
Agneiszka Glodek
Adam Goodfellow
Sophie Graham
Keith Greenfield
Lianne Heaney
Wayne Hepworth
Kimberley Hosking
Rosalind Hughes
Nicola Humphrey
Emma Knight
Nadesha Knudsen
Niklas Koerber
Eric Long
Alexander Macaskill
Alyxandra Mattison
Nikki McConville
Orlene McIlfratrick
Aimee McManus
Daniel Mitchell
David Mudd
Lauren Neal
Simon Pateman
Matthias Paulke
Guy Peirson

Student
Evilena Anastasiou
Tracey Barnes
Daniel Billing
Paul Blockley
Alan Bollom
Emma Bond
Evangelos Charitopoulos
Denise Charlton
Scott Chaussee
Lorna Cherry
Helen Chittock
Lewis Colau
Katie Collins
Kelly Corlett
Liane Deacon
Jennifer Donovan
Susannah Duffy
Robert Dunn
Katie Emmerson-Poppy
Laura Evis
Lucy Fletcher
Ian Forman
Robert Frazer
Gavin Green
Jonie Guest
Oliver Hale
Hope Hancox
Christopher Hill
Lisa Hoyle
Alice James
Kathryne Johnson
Barbara Joss
Burcu Keane
John Kemp
Steffan Klemenic
Shalini Kulkarni
Billy MacRae
Adam Mager
Victoria Martin
Carina Mincioni
Peter Missingham
Christine Ni Ghiobuin
Stephen Northcott
Roisin O'Reilly
Mitra Panahipoor
Joseph Perry
David Powell
Shelley Probert
Kendra Quinn
Lorna Richardson

ELECTED (continued)

Member (MifA)
Victoria Ridgeway
Ian Scott
Ann Searight
Richard Sheppard
Damian Shiels
Drew Smith
Graham Sumner
Andrew Swann
Bernard Thomason
Daniel Tietzsch-Tyler
Sue Tyler
David Watt
Sue White
Leeanne Whitelaw
Robert Williams
Kelvin Wilson
Andrew Young

Practitioner (PIfA)
Mark Roughley
Marie Rowland
William Schenck
Hanna Sekowska
Carol Simmonds
Hannah Sims
David Smee
Alexandra Sperr
Emma Spurgeon
Melanie Steiner
Megan Stoakley
James Summers
Anna Sztromwasser
Anne Taylor
Helena Torres Herrera
Robert Turner
Emma Twigger
Valentine Verrijken
Kenton White
Beata Wieczorek-Oleksy
Natalie Willimott
Eva Wilson
Helen Woodhouse
Jenny Yates

Affiliate
Keith Piggott
Rosanna Price
Marlyn Price
Margaret Redmond
Ernest Reid
Glenn Rose
Keri Rowsell
George Scott
Daniel-Manson Sharman
Jennifer Smith
Christopher Spence
Claire Sutton-Abbott
Josef Thompson
Sarah Tonkin
Simon Vianello
Karen Walmsley
Annemarie Wheat
Carolyn Wingfield
Rachel Wood
Alan Wood
Holly Wright

Student
Naomi Roderick
Benjamin Rowe
Rosemary Anna Scales
Joanne Shoebridge
Hallie Smith
Rachel Stacey
Jane Stewart-Bollen
Charlotte Stodart
Sue Summerill
Natalie Talbot
Jonathan Trigg
Megan Tudor
Kathryn Ward
Ellen Watson
Leanne Werner
Alexandria Young

TRANSFERS

Member (MifA)
Eliza Alqassar
Ian Barnes
Mark Brett
Lesley Collett
Sam Driscoll
Roy Friendship-Taylor
Elizabeth Gardner
Emma Hancox
Jane Harrison
Michael Hawkes
Alison Hawkins
Peter Herring
Peter Higgins
Barbara Hurman
Nicholas Kelly
Margaret Mathews
Jonathan Millar
Sarah Newsome
Caroline Norman
Chris Philo
Carolyn Royall
Bridget Simpson
Thomas Small
Laura Templeton

Associate (AlfA)
Lara Band
Anne Lawson-Jones
Charlotte Malone
Helen Parslow
Jenny Richards

Member (MifA) (cont)
Matthew Town
Stephen Tucker
Adam Yates

Practitioner (PIfA)
JCatherine Godsiffe
Lesley McEwan
James Sugrue

Student
Marta Perez-Fernandez

Members news

Andrew Buckley MifA 2515

AB Heritage Limited, which Andy Buckley set up in 2009 to operate across the UK, has just won 'Business of the Year' (0-1 employees), at the Somerset Business Awards 2011 (<http://www.somersetbusinessawards.org.uk/winners-2011/business-of-the-year-0-1-employees/>). This award demonstrates ongoing success and comes at the same time as the opening of a new AB Heritage office in Glasgow, to further build its presence and market share in



Andrew Buckley receiving a Somerset Business Award

S Members news

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Beverley Ballin Smith



Scotland and the North of England (<http://www.abheritage.co.uk/20/blog/post/7/new-ab-heritage-office-opens>). The new office will be headed by Gareth Talbot, who previously worked with Glasgow City Council on the Strategic

Beverley Ballin Smith MIFA 294

Following the closure of GUARD by the University of Glasgow at the end of 2010, Beverley, previously a project manager for many years with responsibilities for post-excavation and archives is now a self-employed archaeological consultant and researcher. The change in employment has allowed her to start the process of assessing the largely pre-digital and pre-metric archives of the Udal project, excavated by Iain Crawford between 1961 and 1996 in North Uist, Western Isles. This massive project is one of the largest and most important rural excavations ever undertaken in Scotland that has not been published. It comprises three main sites and produced c 40 cubic metres of finds and samples. This assessment year is being funded by Historic Scotland and the Western Isles Council. If anyone worked at the Udal and has information on or photographs of the site please do get in touch (bballinsmith@gmail.com). Beverley is a member of IfA Council, the Executive (Hon Vice Chair for Outreach) and serves on Validation Committee.

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Amanda Forster MIFA 4823

Amanda has recently joined the team at IfA to work as Standards Promotion Manager for the Institute. Previously Amanda worked for Birmingham Archaeology (University of Birmingham) and, since 2004 was the organisation's Post Excavation Manager. From March 2011, following restructure of the organisation within the Institute for Archaeology and Antiquity, Amanda took on the role of Research Fellow in Archaeology and Heritage. As part of her work with Birmingham, Amanda was lucky enough to work across many aspects of the profession, combining commercial archaeology and management with research and training. For the past four years Amanda was programme leader of Birmingham's postgraduate course in Professional and Practical Archaeology, which runs both a campus-based and distance learning delivery. She has also co-directed training excavations in the Lake District investigating a medieval longhouse and its

Environmental Assessment for the 2014 Commonwealth Games and who was previously Senior Heritage Consultant at Atkins Ltd. Gareth has particular experience working on EIA, SEA and cultural heritage management strategies.

Andrew Fitzpatrick MIFA 926

Andrew, Head of Communications at Wessex Archaeology, has just been appointed as Visiting Professor in the School of Archaeology and Ancient History at the University of Leicester.

landscape in Eskdale, and continues to undertake research into the area. Since undertaking her PhD, Amanda has retained her research interest in the Viking and medieval periods in the North Atlantic Region, and hopes one day to fully publish her ongoing research into soapstone vessels, and their manufacture and use, across the region.

Amanda joined IfA in November 2011 and is looking forward to promoting the work of IfA to its membership, Registered Organisations and the wider world. She is keen to involve as many members as possible in shaping and developing the Institute to their benefit, and in making sure everyone is aware of the work that goes on from day-to-day, just as much as reporting the significant news and events. From December, Amanda will be the main contact for *The Archaeologist* – so if you have any ideas for new content or how we can add to the magazine, please get in touch with her at amanda.forster@archaeologists.net.



Amanda Forster

Obituaries

David William Hopkins BSc MIFA 719

1967 – 2011

It is with great sadness that we report the early death of David Hopkins in a tragic boating accident while working on an archaeological project in Uzbekistan.

After graduating from the University of Bath, Dave undertook archaeological illustration, first at Leicester and, since 1998, at Archaeological Project Services/Heritage Trust of Lincolnshire. At the latter he contributed his unique finds illustrations and highly detailed reconstruction drawings to the Fenland Management Project volumes and numerous other publications. More recently he contributed to various community projects where his infinite patience, charm and good humour won him many new friends. His career with APS/HTL was interspersed with excavations abroad, working as illustrator for many British and overseas universities.

He worked extensively in the Mediterranean, North Africa and the Near East. His creative side always to the fore Dave had recently devised board games for organisations such as the National Trust and National Horse racing museum. His love of the garden and countryside manifested itself in many articles on ancient plants he wrote and illustrated for gardening periodicals, notably *Lincolnshire Good Taste* magazine. A hugely talented and imaginative illustrator Dave will be sorely missed by his family in Leicester and his many colleagues and friends the world over.



David Hopkins

Tom Lane

tom.lane@apsarchaeology.co.uk

Anna Maria Brindle-Slowikowski BA MPhil MAAIS

PGCE MIFA 849

1955 – 2011

Anna graduated from Sheffield University in 1976, gained a PGCE and then returned to her home town of Nottingham to work more voluntarily for Trent Valley Archaeological Research Committee. After voluntary work at the Brewhouse Museum and a short spell at Nottinghamshire County Record Office, she returned to the Brewhouse Museum as finds assistant, with digging and outreach work included.

In 1980 Anna moved to Leeds and to West Yorkshire Archaeology Service. This was a hugely influential period in her professional life, in particular working alongside Stephen Moorhouse. She always stayed in close contact with friends and colleagues she met there. Her continuing interest in Yorkshire medieval pottery was evidenced by her MPhil dissertation – *'The character and uses of medieval pottery in the lowlands of West Yorkshire'* – and involvement in the Wharram Percy publications, for which she managed all ceramics from excavation to publication, including compiling a type series, fabric descriptions, statistical analysis and illustration. Anna was an accomplished pottery illustrator and became a full member of AAI&S in 1988, was Technical Papers Editor 1988–89 and chair of the association 1989–1992.

Anna came to Bedfordshire in 1987 as a pottery researcher with Bedfordshire County Archaeological Service, now Albion Archaeology, where she

remained until her death. Her achievements here are manifold and include work on the Bedfordshire Ceramic Type Series and publication of key backlog projects. She was an active member of MPRG and also Regional Organiser for the South East Midlands Pottery Research Group during the 1990s. Anna's regional synthesis of late medieval reduced wares, *Genius in a cracked pot*, was published only months before her death and will become a key work for medieval pottery research.

Anna enthusiastically shared the wealth of her knowledge and was the driving force behind Albion's successful outreach programme. Her colleagues will always remember her quiet determination to work as normal throughout cancer treatment. Patient, generous and kind, an enthusiast for archaeology and an exceptionally talented ceramics specialist, we will miss her.

Anna leaves a husband Philip and son Harry.

Hester Cooper-Reade and Holly Duncan Albion Archaeology

Pupils in many of Bedfordshire's lower schools were stimulated by the exciting and interactive sessions that Anna ran



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Obituaries

Richard Andrew Hall BA PhD FSA MIFA 159
1949 – 2011

He was born in Ilford, Essex, grew up in Northern Ireland and graduated from Queen's University, Belfast, followed by a doctorate at Southampton University on the Anglo-Scandinavian towns of the Danelaw. He became excavations supervisor in York in 1974 and worked for the York Archaeological Trust for the rest of his life, as deputy director and then director of archaeology.

Richard's excavations at Coppergate between 1975 and 1981 transformed understanding of pre-Norman urban development and made Jorvik a place of international renown. Archaeological techniques developed there revolutionised urban archaeology. He and Peter Addyman were early proponents of public archaeology and their work in York touched the public imagination in unprecedented ways, with Jorvik Viking Centre becoming one of the most successful archaeological exhibitions in the world, with 17 million visitors. This side of his work never ceased and he was tremendously proud of involvement in the DIG centre and ongoing Hungate excavations.

Richard was also an expert in the conservation and analysis of church fabric, exemplified in his work recording St Wilfrid's Anglo-Saxon crypt under Ripon Cathedral, on the Cathedrals Fabric Commission and as consultant archaeologist to York Minster. He served on the Council of the Society of Antiquaries, was president of the Society for Medieval Archaeology, president of the Yorkshire Archaeological Society, a trustee and secretary of CBA, chair of The Friends of York Archaeological Trust, trustee for the Sheldon Memorial Trust and member of the Historical Towns Atlas Committee. He has been a British representative on the Viking Congress, a member of the Lübeck International Urban Archaeology Symposium and the Kaupang Norway Project Council.

Richard was Chair of the infant IfA (then IFA) 1987 and 1988, and was a steadfast supporter throughout his working life. Writing for *TA* (50), he described

how, during his chairmanship, the debate was raging over what sort of an organisation IFA ought to be – a setter of standards and a fairly passive provider of useful information, or should it be more proactive in assisting its members and in influencing the profession? Archaeologists were under terrible pressures as public funding dwindled every year, but developer funding (pre-PPG 16) was rarely possible. 'We had to tackle issues thrown up by the novel world of competitive tendering and contract archaeology before any curatorial controls were really in place... We were able to make a ruling against 'volunteer' levels of pay, and we set up the PIFA grade so they would have better representation. MSC (Manpower Services Commission) projects were both a blessing and a curse at this time, so we issued a *Guide to archaeology on community programmes* which I hope stopped some of the worse abuses'.

Numerous publications included academic articles, contributions to conferences and more popular works such as *Exploring the World of the Vikings* (2007). Richard leaves his wife, Ailsa Mainman and two sons, Alasdair and Guy.

With contributions by **Brian Ayers and Peter Addyman**



Richard Hall, with Peter Addyman, keep Prince Charles informed on progress