



Members eBulletin, January 2021

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CIfA news

Equality and diversity in archaeology: update from CIfA's Equality and Diversity Steering Group

Since July 2020, a small Equality and Diversity Group Steering Group has been taking forward an initial set of priorities for equality, diversity and inclusion relevant to CIfA, which had been developed from a report prepared by Advisory Council, and building on the CIfA, FAME and Prospect joint statement setting out their commitment to tackling bullying, harassment and discrimination in archaeology. [Read more here](#)

One of the priority areas is to provide relevant training events and to encourage greater use of employers' internal procedures. Next week (**2 February**) we are running a training session with Protect (the whistleblowing charity). It is aimed at upskilling staff within archaeological organisations to encourage a speak up culture, handling concerns and how to address grievances, to create happy workplaces and mitigate risk. The course will discuss three potential case studies relevant to archaeology. To see more about this event and book your place, [please see here](#).

COVID-19: Updated guidance on Site Safety from Prospect

CiFA remains determined to ensure that archaeological work does not pose a threat to the safety and well-being of archaeologists and their families, other workers or the wider public during the Coronavirus crisis. Doing so will help to reduce pressure on health services and save lives.

We wish to note, however, the heightened concern in relation to the impact of increased transmissibility of new COVID-19 strains and high infection rates on workers unable to work from home during the latest national lockdown. We would like to reiterate our support for [Prospect's guidance for archaeologists](#) working on construction sites (which was revised on 20 January) which seeks to mitigate the union's concerns and promote a safe working environment.

[The updated guidance](#) re-emphasises the need for 2m social distancing (previously relaxed to 1m+), and face coverings whilst indoors unless exempt. Companies are also asked to be mindful of the type of activities taking place, and refrain from undertaking high risk activities that could result in the need for emergency services. As part of these mitigations companies are being asked to consider enabling symptom-free testing to staff, either by providing testing themselves, or supporting staff attending local authority rapid testing where eligible.

CiFA intends to update its formal endorsement of the Prospect guidance in the near future and will be supporting its use for the development of workplace agreements (between employers and trade unions) and / or as supporting text in the continued use and updating of local Site Operating Procedures across the sector.

The Archaeologist



Tying in nicely with our weeklong festival of innovation, keep an eye out for the next edition of *The Archaeologist* which showcases innovation in a variety of settings and project types from across the UK and further afield to Germany. It is a celebration of innovations that are scientific, digital, technological and managerial, spanning research, commercial archaeology, and community engagement.

The following edition of TA (due out June 2021) will be looking at the many ways archaeologists create and deliver public benefit.

If you have a project you'd like us to include that demonstrates different and innovative ways of delivery of any form of public benefit to diverse audiences, from community engagement to increasing research value and knowledge gain, please contact alex.llewellyn@archaeologists.net.

Deadline: 1 April 2021

Got ideas for future themes for *The Archaeologist* or want to know more about submitting articles? Join us at our [lunchtime chat](#) on 11 February as this will be the topic for one of our breakout rooms.

Planning advocacy update

Last year CIfA responded to various consultations on English planning reform, including reforms relating to the Planning for the Future white paper, and several other consultations relating to more immediate changes to the planning system.

Progress on the white paper is continuing within MHCLG, and CIfA recently held a meeting with advisors from the membership and other archaeological organisations to develop proposals for how archaeology could work in the proposed new system. A briefing which explores new consent mechanisms for 'growth areas' has been sent to MHCLG.

CIfA will also be responding this week to a consultation on expanding permitted development rights in England. In recent years there has been a string of successive changes which remove the need to apply for planning permission for ever more types of development, at ever greater scales. CIfA believes that these changes are undermining the management and protection of the historic environment provided by the National Planning Policy Framework (NPPF) and, as a result, producing unsustainable development.

This is why CIfA recently joined 18 other bodies from across the built, natural, and historic environment sectors in signing a letter to call on the Government in Westminster to rethink its approach to permitted development rights in England. A version of this letter was also Published in the Sunday Telegraph. [You can read the full story here](#).

CIfA is also developing a response to the latest stage of Scotland's ongoing process to develop a new fourth National Planning Framework. The new Framework is expected to subsume existing Scottish Planning Policy. CIfA supports the principles set out in the recent [position statement](#), which incorporate heritage in an extremely positive and progressive way, but will be pressing Government for details on how the revised structure for policy and guidance could end up squeezing important existing guidance for archaeology.

New *Everyday ethics* elearning module for CIfA members

We are pleased to announce the release of our new elearning module about *Everyday ethics*. As archaeologists, we make daily ethical decisions. This module gives you an introduction to professional ethics and explains how the CIfA Code of conduct, standards and guidance help us to avoid acting unethically. It also gives some tips on how to develop your ethical knowledge and **sets** out a series of everyday ethical scenarios you might encounter and asks you to consider how you might react. You can go

through the case studies on your own but it might also be beneficial to discuss them with your colleagues.

The elearning module is free to CIfA members by logging into the [elearning section](#) of the website. Non-members can access the module for £5 by [requesting a temporary login](#).

You might also be interested in our other elearning modules

- Professionalism in historic environment practice, an introduction
- Making sense of the planning system: An introduction for CIfA members
- Planning your career: understanding Personal Development Plans and
- Continuing Professional Development

Member benefit – Cotswold Outdoor discount



Did you know CIfA members can get a 15% discount at [Cotswold Outdoor](#)? All you need to do is sign up to their loyalty programme and use the [CIfA discount code](#) (website login required).

Cotswold Outdoor have a free loyalty programme for customers and you need to sign up to [Explore More](#) to receive your CIfA member discount online and in store.

This will also give you access to other benefits including:

- 3-year extended warranty
- 100 days returns with no need for a receipt
- exclusive events, competitions and prize draws
- early notification of new products and sales
- birthday gift

There are many other benefits you can receive as a CIfA member, including recognition as an accredited professional or non-accredited member. [Please click here to see more](#).

Subscription renewal information for 2021/22

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I hope you are all coping in these difficult and strange times.

Soon I will be preparing the subscription renewal details for the period 1 April 2021 to 31 March 2022.

The subscription renewal notices will be emailed to members by the end of February and your subscription fees will be due by **1 April 2021**.



You will be able to renew online, so it is a good idea to check you can log in ahead of receiving your renewal notice.

Having problems logging in? Your username for the website is your first name and last name, for example 'Laura Beasley'. If you have forgotten your password and need to reset this, you can do so by following these instructions. If you need to change your email address associated with your log in details to receive the password reset email, please email admin@archaeologists.net.

We provide concessionary rates on our subscription fees for accredited professionals and accredited CIfA members who have suffered a loss of income due to the current COVID-19 situation can also claim an immediate reduction on their subscription fees.

If you feel you are going to struggle with payment, there is also the option of switching to instalment direct debit. These run from 1 June to 1 March the following year. If you would like to set up a direct debit, please complete a [direct debit form](#) with original signature and return it to us by email or post.

Being part of a professional body isn't just about products, discounts and services, but it's always useful to know that CIfA membership is **tax deductible** and gives you a **15% discount from Cotswold Outdoor!**

Wishing you all the best for 2021 and hoping you will renew your subscription for another year.

Stay safe!

Laura Beasley - Office and Subscriptions Coordinator

OASIS V rollout support workshops

Historic England have commissioned MSDS Marine and Ashtree Heritage to provide support workshops for the rollout of the new Online Access to the Index of Investigations ([OASIS](#)) system. The CIfA CPD Approved workshops will provide training and support to the whole sector and are targeted at different users within England. There are [further details here](#) and confirmed dates are:

OASIS for Commercial Archaeologists

[4th March 2021 \(evening session\)](#)

OASIS for Historic Environment Services

[2nd March 2021](#)

OASIS for Built Heritage Users

[25th February 2021](#)

[18th March 2021](#)

OASIS for Museum Users

[11th March 2021](#)

[19th April 2021](#)

OASIS for Specialists and Freelancers

[2nd February 2021](#)

[16th March 2021](#)

OASIS for Maritime Archaeologists

[2nd February 2021](#)

OASIS for Early Career Users

[4th February 2021](#)

OASIS for Community Groups

[24th February 2021 \(evening session\)](#)

[6th March 2021 \(Saturday session\)](#)

Book reviews



You can find our full list of books available for review [here](#).

If you are interested in sending in a publication to be included in our reviews please send an email to admin@archaeologists.net

If you need any further information please see our [book review guidance](#)

CIfA Group news/events/training opportunities

CIfA2021 online: Earlybird registration now open!

Join heritage professionals from across the UK in a virtual forum conducted over three days, combining keynote addresses, wide-ranging sessions, and training workshops. CIfA2021 will explore current professional issues, showcase new developments, and present research in archaeology and the wider heritage sector.

Early bird registration closes on 19 March and single day registration as well as bursaries are available.

[Register here](#)

Virtual Training: Encouraging a speak up culture in your workplace

2 February 2021

A bespoke virtual training session conducted by the Chief Executive and Legal Director of Protect (the whistleblowing charity) aimed at upskilling senior managers within archaeological organisations to encourage a speak up culture, handling concerns and how to address grievances.

[Register here](#)

Lunchtime Chat

11 February 2021

Join us for our regular virtual gathering of CIfA members, combining the networking of live events with archaeological topics.

[Register here](#)

Forensic Archaeology SIG: 1st Annual Virtual Poster Conference

8 - 9 March 2021

The Forensic Archaeology SIG is pleased to announce their 1st Annual Virtual Poster Conference, showcasing the multidisciplinary nature of Forensic Archaeology. Registration is now open and we are also inviting posters from all related fields of forensic archaeology, especially adjunct subjects.

[Register here](#)

CIfA Event Recordings

Have you missed a recent event, or would love to watch a presentation again? Visit our event recordings page to view recent presentations from our Innovation Festival and CPD sessions.

[See here](#)

For a complete list of all upcoming events, [please visit our event page](#)

Other news

Channel 5 - New Faces, New Voices initiative

Channel 5 has launched the New Faces, New Voices initiative to help with their search for a wide selection of diverse people to share their passions, enthusiasm, expertise and knowledge with us on screen. In one of these areas they are looking for expert archaeologists keen to share their passion with viewers across the UK. The channel would particularly like to hear from people with a disability, those from black, Asian and minority ethnic communities, women, those from lower socio-economic backgrounds, and the LGBTQIA+ communities.

The website is now live and all the details of the initiative can be

[found here](#).

If you would like to discuss this further and have any questions, please get in touch with the Channel 5 contact, Rob Clifford on 07960 141 211 or

rob.newfacesnewvoices@gmail.com.

The Social Distancing for Archaeology Toolkit (SoDA)

In an effort to mitigate the effects of COVID-19 on the archaeological sector, L - P: Archaeology was awarded a grant by the [Historic England Emergency COVID-19 Fund](#) to produce a 'toolkit' of resources to help

demonstrate social distancing guidance in archaeological field and post-excavation work. The Social Distancing for Archaeology Toolkit (SoDA) project builds on the vital [work of Prospect Union \(Archaeologists Branch\)](#) who have been working to produce guidance during the rapidly changing state of archaeological fieldwork in early 2020. Liaising with stakeholders in the UK Archaeology Industry Working Group (including representatives from CifA, FAME and Prospect), SoDA has sought to complement this work by producing high impact, freely available resources that demonstrate this guidance in practice. The project has produced a series of [short videos](#) in different on-/off-site work scenarios, as well as [signs, stickers, a toolbox talk and a risk assessment workflow](#). These resources were produced with the support of Prospect, who provided input and guidance during this project. The project hopes that these resources can be re-purposed in different archaeological contexts that extend beyond the commercial sector, including community digs and academic field schools.

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