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The ARCHAEOLOGIST



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ARCHAEOLOGICAL
RESEARCH
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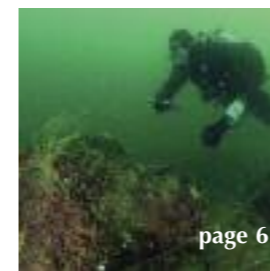


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This issue marks a handover of editorial roles from myself to our newly appointed publications editor, Lisa Westcott Wilkins. Over the next year, my efforts will be concentrated on delivering our membership services, increasing our recruitment activities and promoting the Chartered Institute for Archaeologists. Many will know Lisa as a founding director of Digventures and the previous editor of *Current Archaeology*. I know she is looking forward to taking on *The Archaeologist* for the next twelve months, and keen to deliver some great content for members – and I am certainly looking forward to sitting back for a while and reading the magazine again from a member's perspective!

In this issue of *The Archaeologist*, our lead article – discussing maritime archaeology – draws from one of the sessions featured in the IfA 2014 Conference in Glasgow. We had a great time in Scotland, benefiting from the obvious enthusiasm and passion for archaeology in the region, and from a wonderful welcome from the City itself! The issue also includes and interview with Fiona Hyslop MSP, expanding on some of the points she made to our delegates in Glasgow as well as a few questions relating specifically to professional archaeology. Mel Johnson MIfA and Matt Ritchie MIfA, both members of IfA's Scottish group, provide a review of the conference concluding that everyone had a great few days learning, networking and enjoying themselves! Next year our conference will visit Cardiff where we will be asking delegates to discuss, debate and imagine the future of our profession - you can find details at the back of this issue.

As always the issue also contains a few extras – John Maloney presents work Pre-Construct Archaeology has been undertaking with a local mosque and multicultural centre, engaging members of the local community in the excavations and analysis of the site's archaeological story. Our New Generation Special Interest Group discuss the findings of its recent survey into training needs of their group members and Roger White MIfA provides an update on the IfA and Maney journal, *Historic Environment, Policy and Practice*.

Amanda Forster

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Notes to contributors

TA 93 Autumn 2014

Feature article: How do we train professional archaeologists? Teaching, developing and supporting careers in professional archaeology.

Deadline: 15 September 2014

For Member news: please send copy to Lianne Birney, lianne.birney@archaeologists.net

For Registered Organisations: please send copy to Jen Wooding, jen.wooding@archaeologists.net

Contributions are always welcome. Please get in touch if you would like to discuss ideas for articles, opinion pieces or interviews. If you would like to contribute to the forthcoming issue, the following guidelines apply:

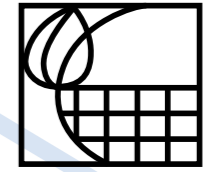
- articles should be between 800 and 1500 words, and sent as an email attachment including captions and credits for illustrations;
- a good number of high resolution illustrations is essential in any article, and should be provided as separate files in high resolution (at least 300dpi) and jpg, tif or pdf format;
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IfA Conference review

Matt Ritchie and Melanie Johnson, Scottish Group committee

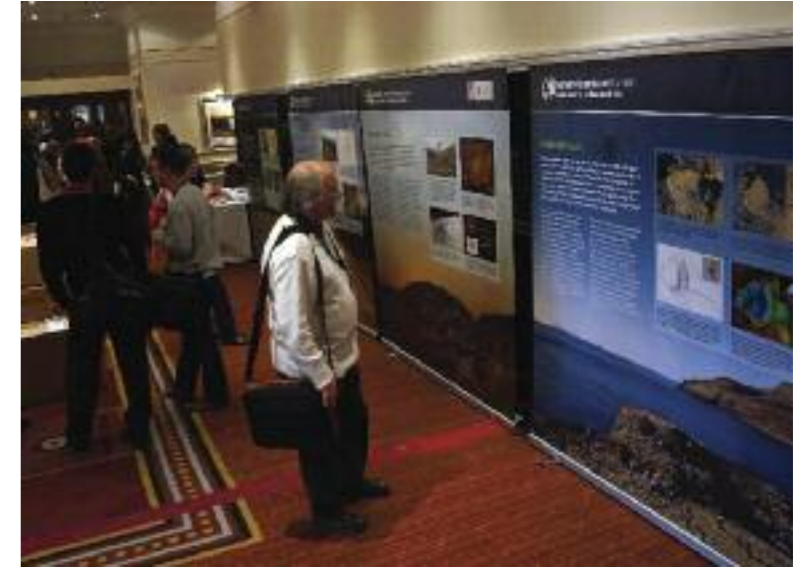


The IfA conference in Glasgow (April 2014) was widely considered to be one of the best yet – wide ranging discussions focussed on the theme of *Research in practice*. The conference was opened with an impressive and encouraging speech by Fiona Hyslop MSP, the Cabinet Secretary for Culture and External Affairs – an excellent introduction to the workshops, exhibitions, seminars and discussions that followed.

There was a very strong Scottish perspective in many of the sessions. The Scottish Group committee was also out in force, and thoroughly enjoyed catching up with colleagues from across the UK. Delegates enjoyed a wine reception and dinner in the impressive Glasgow City Chambers, hosted by Glasgow's Lord Provost and the International Office, as well as a wine reception in the Hunterian Museum and Art Gallery (hosted by the Historic Environment Journal, Maney Publishing), which also offered the opportunity to visit the current Scottish Gold exhibition. It's fair to say that Glasgow did itself proud! And of course, thanks to our host venue, the Marriott Glasgow.

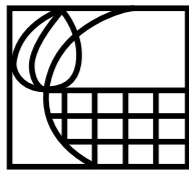
The backbone of the conference was the showcase session, 'What's new in British Archaeology 2014', which ran over two days. This session was big and bold, covering a diverse and fascinating range of topics from the current state of play in period-specific topics, providing updates on new techniques and methodologies, and giving an insight into areas of research outside of our own areas of expertise and pointing towards new directions in others.

Other sessions and workshops covered topics as diverse as how to carry out archaeological research in the Falkland Islands without upsetting the Argentinian government, the wide range of collaborative projects that are undertaken between British archaeologists and those from other countries, how not to mess up when



using social media, the conflict between traditional methods of recording and the wide range of new technologies and techniques now available to us, the use and implementation of research frameworks in the real world, new areas of research in maritime archaeology, and how to create better outcomes when community groups and contracting archaeologists work together.

One hot topic of conversation heard several times at breaks was the tension that still exists between the massive expansion in developer-led archaeology over the last 20 years and the often (unfortunately) still present feeling that 'proper' research ought to be done by others (universities, community groups): in fact, the conference overall very ably demonstrated that a huge amount of new, and vital, research is being conducted off the back of developer-funded work, and that collaboration between the many diverse sectors working in archaeology, with sharing of expertise and ideas towards a common goal, are a real positive force in our profession.



So, all in all it was a very stimulating few days, and we look forward to doing it all again next year. But don't just take it from us – here's why all the delegates thought that *Glasgow's miles better*...



"It was an exciting research framework session – great to see Scotland's research agenda within the wider context. I for one am more confident and enthusiastic about the future of regional research frameworks within Scotland." David Strachan

"It's been a very friendly conference with a great atmosphere and a very positive Ministerial introduction. My personal highlight was the full publishing workshop, where we had some very positive and rewarding feedback." Roger White

"I felt that there was a real feeling of collaboration and partnership – and it has been great to see such a wide cross-sector representation attending." Natasha Powers

"I really enjoyed the diverse nature of the landscape archaeology session (an area that I work in) and have come away impressed by the wide range of work being undertaken." Lawrence Shaw

"The opportunity to discover new organisations – such as ALCS (the Authors' Licensing and Collecting Society) – is a really important element of our professional conference and allows us to realise tangible benefits by attending." Murray Cook

"Although I came for training and CPD (in planning and publishing – both really useful), I really enjoyed the 'new discoveries' session." Kirsty Moore

"Great to catch up with fellow professionals and see Scottish archaeology in a UK context. The development of SHED [the Scottish Historic Environment Data strategy, launched at the event] is a really positive step forward." Stefan Sagrott

All vox pops were gathered by Matt Ritchie at the conference for the purpose of this article. All contributors gave permission for publishing their views.



"The 'landscape archaeology' session was an interesting blend of old and new with some very stimulating views – and rumour has it that the FCS 'Picture this' exhibition can be seen from the moon!" Derek Alexander

"Some interesting thoughts to take forward to Cardiff 2015, particularly in terms of a national conference set within the UK context." Neil Maylan

"I enjoyed the event enormously – particularly the 'new discoveries' session. As ever, a useful networking opportunity – and an opportunity to meet and attend the Maritime Special Interest Group AGM." Ian Oxley

"I loved the 'landscape archaeology' session. It was really thought-provoking and am now keen to join the Landscape Survey Group." Rachel Hall

"I really enjoyed the 'new discoveries' session. It was interesting, reassuring and disturbing, all in equal measures! The high quality professional summaries provided reassurance in terms of direction but were disturbing in regard to the slow pace of forward movement." Leo O'Brien



THANKS TO ALL OUR SPONSORS

The IfA 2014 conference in Glasgow was a great success – the result of the fantastic contributions made by speakers and delegates, and of the huge commitment of our session organisers, workshop trainers and excursion leaders. We received some great support from advertisers, exhibitors, sponsors and, of course, the delegates who not only turned up but really got involved. It would be great to raise the same level of support at Cardiff 2015, so if you fancy getting involved, just get in touch! (And see the Noticeboard at the back of this issue for more information...).

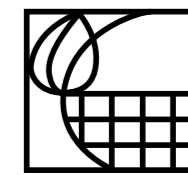
In particular, we would like to thank our session and fringe event sponsors and our two principal sponsors, Historic Scotland and Towergate Insurance.

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Melanie Johnson MA PhD FSA Scot MIfA 1893

Mel has worked as an archaeologist since graduating from the University of Edinburgh in 1996. Her PhD, also from Edinburgh, studied Hebridean Iron Age pottery and she continues to work as a specialist in Scottish prehistoric pottery. She joined CFA Archaeology Ltd in 2002, first as a Project Officer and now her role encompasses Project Manager for Fieldwork Services and Post-excavation Manager. She has been on the Scottish Group committee since 2011.



Matt Ritchie MIfA 6429

Matt is the FCS Archaeologist and is based in Inverness. He really enjoyed the conference, which was his first one. "I was really impressed by the range and quality of the presentations. The enthusiasm of all the attendees was infectious – it was a really good barometer of the future health of our profession!" Matt has been on the Scottish Group committee since 2012.

Creating maritime archaeological research communities

Katy Bell, Acting Chair IfA MAG, PhD Candidate University of Winchester

As a relatively new sub-discipline of archaeology, maritime archaeology is now coming of age. The maritime archaeological resource is vast, and the amount of paid professional archaeologists relatively small in comparison. The IfA Maritime Affairs Group (MAG) wishes to consider how we can make the most of our successes, foster communication inside and outside of sector, and above all aid the creation of a maritime archaeology research community.



Normans Bay dive trail © Martin Davies

The papers presented at the 2014 IfA conference were the first step in feeding back to our membership and working towards sharing and developing best practice.

The theme of the 2014 IfA conference in Glasgow was Research in practice. As a relatively new part of the discipline, maritime archaeology has had the ability to experiment with methods and project delivery, free from some of the constraints of long-established practice that underpin land-based projects, and to reach out to non-traditional audiences.

In our conference session entitled ‘Creating maritime research communities’, we heard about many projects that reflect this innovative spirit and have not only improved our knowledge of the resource significantly, but have also done much to capture public interest. The session was invaluable in facilitating discussion of the challenges facing maritime archaeologists, as well as highlighting our strengths and mapping the way forward. With regards to the latter, discussions were positive and revealed a need for cohesion, suggesting that to move ahead we should aim to integrate best maritime practice in order to improve the management of the resource in the longer term.

This may need maritime archaeologists to think outside the box and be creative with project planning, combining technology and working with new types of stakeholders to enhance the archaeological record. The issue of sharing best practice in order to develop our work is essential, and the importance of maximising opportunities to showcase results, such as the conference, was highlighted by the work presented in Glasgow.

Maritime archaeologists work in a variety of organisations and this diversity was reflected by the range of organisations represented by the speakers in the session. These included government-based organisations (English Heritage and the Ministry of Defence), commercial units (Wessex Archaeology) and universities (Bournemouth University). In addition, the proceedings of the session (forthcoming) will also include papers from the Nautical Archaeology Society and from Peter



Peta Knott of Wessex Archaeology delivers her paper, ‘Between a rock and a hard place’, at the 2014 IfA conference

Campbell, a PhD student from Southampton University. Many of these organisations interact with avocational/volunteer archaeologists or, as Terence Newman (Assistant Designation Officer, English Heritage) reminded us, ‘unpaid archaeologists’. These form the key set of stakeholders with an interest in maritime archaeology in the United Kingdom.

The tip of the iceberg...

Using the diagram below as an illustration of maritime archaeology’s diverse stakeholder groups, it is apparent that the public and the media are clearly visible. Despite this, many factors that affect the development and practice of maritime archaeology are less obvious. Employing the iceberg analogy, the top groups are very familiar but as a profession, we also need to engage with what is ‘lurking beneath’ in order to develop an archaeological research community that is both meaningful and brings a measurable return.





Divers from Wessex Archaeology and Tyneside 114 BSAC. Crown Copyright taken by Wessex Archaeology

Maritime archaeology has been affected by rapidly changing legislation. In a recent survey of the IfA Maritime Archaeology Group (MAG) membership, 40% of respondents said that policy and legislation is an area where they need further training. Many of those requesting further training may represent early career archaeologists – which could make sense. The fact remains, however, that a huge body of statute law has been passed, often without detailed guidance. Until the full impact of changes have been absorbed, project planning of any maritime archaeology in the UK needs careful consideration.

Governments clearly feel that they have a role to play in managing the maritime resource, and it is reassuring to note that there is an obvious interest in the resource at the highest levels and to have the chance, as IfA and MAG does, to interplay with governments in this regard.

Funding is also a key issue. Discussions within the session indicated there had been some confusion as to how maritime archaeology can be embedded within the

commercial interests of archaeology firms. In terms of creating a research community, this causes a problem.

Similar to land-based commercial archaeology projects, much of the information generated by maritime archaeological intervention is commercially sensitive and cannot be shared or disseminated. There are some very well-known success stories where archaeology has been a close fit with commercial interests. A key example would be the work on Doggerbank (BBC News, 2012), where Dr Richard Bates of the University of St Andrews said: 'We have speculated for years on the lost land's existence from bones dredged by fishermen all over the North Sea, but it's only since working with oil companies in the last few years that we have been able to re-create what this lost land looked like.'

Embedding long-term archaeological research within commercial interests should be the goal. It has long been recognised that isolated archaeological work that

We work with an inherently vulnerable resource in maritime archaeology, and it will take more than the typical archaeology audience to protect this.

gets lost as non-available grey literature does nothing to develop the discipline as a whole, and maritime archaeology is beginning to feel the same pinch.

In addition, there is the problem of funding for public outreach projects. Typically, funding lasts for about three years, which creates a dual problem. Firstly, many projects just do not run beyond their funding period, and others fail fully to reach completion by the end of the funding. Short-term funding is one of the most difficult issues in creating a sustainable research community: if you can only focus a few years ahead at a time, it makes it fundamentally difficult to create a long-term research framework.

The extent of the record is also a difficult issue. People and the sea: a maritime archaeological research agenda for England (Ransley et al, 2013) fully identified what is likely to be the extent of the resource. Whilst this volume is a necessary part of driving the practise of maritime archaeology forward (and a very good read), what is necessary now is to consider how we can become more organised. Many colleagues agree that one of the biggest weaknesses in maritime archaeology in England and Wales is that most of the work revolves around identifying the extent of the resource, but fails to build comprehensive plans for management and dissemination. The maritime resource is under increasing threat, and the delay means we lose more every day while this process is stalled.

Technology and increasing access

Archaeology as a sector has generally not been an early adopter of new technologies, outside of those directly applicable to the advancement of field techniques. Now more than ever it is important that this is addressed, and that we start thinking about the audience and technologies of tomorrow. In higher education, this is a key message enshrined within current staff development: success involves preparing not just for the current generation, but the generation coming up behind them.

Archaeology often fails to be on trend in its adoption of new ways of communicating and disseminating information, which is particularly relevant to digital

social channels. Last year there was a 233% increase in archaeological twitter accounts opened, just as twitter as a whole went into a period of slow growth and crisis for the first time. Instagram posts generated 58 times more engagement per follower than facebook posts, and 120 times more than twitter.

When considering how to disseminate, we need to be ready to embrace these powerful new channels. We work with an inherently vulnerable resource in maritime archaeology, and it will take more than the typical archaeology audience to protect this. Social channels can help us to get lift-off to into these new communities of interest. For example, PADI data (www.padi.com/scuba/about-padi/PADI-statistics/default.aspx) tells us the average diver is around 30 and twice as likely to be male than female. Coincidentally, statistics from the Pew Research Centre indicate that twitter users are aged between 18-30 with strong take-ups in groups such as ethnic minority males. These are two clear targets for maritime archaeology in terms of using social media to access new audience for our work. A personal observation would be that while many individuals, projects and members of the profession make very good use of the available technology, some of the poorest examples of social media use come from inside the archaeological world, such as repetitive language, automated tweets and failure to use hashtags. It is important to keep social media up to date, and to keep interacting.



Tyneside 114 diver Ethan Lisk with anchor. © Andy Hunt

By involving everyone on a community basis, we will gain better protection and more information about the maritime resource as a whole.

Access is an interesting part of the maritime archaeology puzzle. Many maritime landscapes are only accessible if you dive; most of the population don't. Through the Nautical Archaeology Society (NAS) I have worked with many dive clubs offering basic archaeological training in the past five years, but many divers still feel alienated from the archaeological process. Whilst improving social media may help to bridge this gap, many divers have a sense of 'them and us' and feel the archaeological process is there to ban them from, rather than include them in, maritime work.

Many people tell me that the 'disenfranchised diver' (much like the hobby metal detectorists operating outside the law) was the norm in the past, but that this is less of an issue today. The fact that they exist at all is a worry; not only do disenfranchised divers need to be included because of the amount of information they can offer, if they feel outside the system they can also cause damage.

I feel strongly that the maritime archaeological resource should be accessed by all, and in the past I have spoken out strongly against the domination of projects by a slender unrepresentative piece of society. I am pleased to note that in many of the case studies presented at the conference, people have worked hard to get beyond this. By involving everyone on a community basis, we will gain better protection and more information about the maritime resource as a whole.

In the past five years, there have been an increasing number of non-divers who have developed an interest in maritime archaeology. As an assistant tutor with the NAS, I typically teach or host two to three courses a year, and I have noticed that it is now common that practical foreshore-based exercises will comprise about 30% non-divers. It is a challenge to ensure that not only is this interest captured, but that it is fully used to best advantage. The Thames Discovery Programme have come up with one interesting way of doing this, which if successful will add to the record in terms of data generated in a quite considerable fashion.

Balancing stakeholders

Keith Muckelroy (1978, 10) noted that maritime archaeology displayed 'a remarkable lack of development or systematization,' constituting 'academic immaturity,' when compared to other archaeological sub-disciplines. Nearly 40 years later, there is still a distinct lack of cohesion in maritime archaeology. It is time for us to create a framework that works not only for maritime archaeology, but that can ultimately act as a template for archaeology as a whole.

Academic archaeologists have stated that field practitioners fail to engage with theory 'the relative scarcity in this field of scholars who are strongly conversant with prevailing archaeological method and theory (Gibbons 1990, 383).' In 2009, the Nautical Archaeology Society was commissioned to produce a paper called Benchmarking competence. Many avocational (unpaid) archaeologists were not happy with the paper, reacting against statements such as 'the only way competence can ultimately be demonstrated and recognised is by peer review of academic publications,' and expressing concern that many of the proposals would exclude them from the field.

As a PhD student I appreciate the importance of academic publications, but I am also aware that they appeal to a limited audience. Peta Knott (Wessex Archaeology) in her paper 'Between a rock and a hard place' explained how such problems can be dealt with, and how work can be conducted that integrates all stakeholders.

Working closely with Tyneside 114 British Sub Aqua Club, and with funding and support from English Heritage the Gun rocks recording project integrated a cross-section of stakeholders. Peta explained the potential problems and how, with careful planning, these problems were overcome and all stakeholders satisfied with their participation in the project and the quality of the final product.

It would seem that although a formal imposed benchmarking system, as suggested in Knott's paper,



Investigating maritime archaeology with the local community in Gairloch as part of the Scottish Atlantic Maritime Past/ Heritage, Investigation, Research & Education Project (SAMPHIRE) © Wessex Archaeology

'Benchmarking competence', does not work in integrating diverse stakeholders, but a system of careful planning and consultation does: good negotiation and a clear emphasis of benefit for all produce positive results. Peta emphasised the fact that many of the people who took part in fieldwork were taking annual leave in order to do so; in addition, they were people often with quite responsible positions elsewhere in society. An authoritarian approach would have produced quite a different outcome.

Best practice in action

The speakers from the conference were a cross-section of the archaeological community, and whilst some of the case studies had an overlap, the session presented a great range of action and experience in the maritime archaeological world. It was good to have people at different stages of their career and with differing experience coming together to share best practice, and

to see organisations give full credit to their staff for successful projects.

The issue of maritime archives was introduced. This is one area where the problem and extent of the resource has been fully identified in the past by MAG. There has been no material advancement in practice, however. For us this creates a dual problem: how do interested people access material to enhance research, and how do you ensure that all archives are maintained?

The Isle of Wight council were very helpful in providing access to their archive material. The Isle of Wight is one of the few HERs in the country that maintain a separate maritime archive; there is no legal obligation to accept maritime artefacts, so many HERs will not take them on.

The Yarmouth Roads Wreck is an excellent case study for the archives issue, as part of the archive is displayed seasonally at Yarmouth Castle, whilst the cannon is at



Divers on
Coronation Dive
Trail. Photograph by
David Jones

Fort Victoria, and the rest of the archive is in the store in Ryde. Split archives of maritime material are not unusual, and some are not as well cared for as the items on the Isle of Wight. The ADS (Archaeology Data Service) Grey Literature Library service does accept maritime reports, and I would strongly urge anyone doing work to lodge a copy of it with them.

One solution to managing the archive and information issue may be presented by the Maritime Archaeology platform run by students at the University of Southampton, which was presented as an example of how digital archiving can be used to increase accessibility. The platform acts as a 'how to' guides as well as holding information. At the time of writing, the final platform is still to go live, but this is an exciting project that really offers the opportunity to develop as a research community.

The use of multi-media to broadcast to a wider audience is also significant. This September the University of Southampton commenced broadcasting a range of talks by students and specialists on maritime archaeology (mainly on Tuesdays). These can be watched live and

questions voiced to the speaker via twitter using a hashtag (#cmarg), or can be accessed in recorded form later. This series is an ideal way to keep up to date with research and techniques. To view any of the recorded sessions or to keep up to date with what is going use #cmarg to search twitter.

John McCarthy (Wessex Archaeology) reported on project SAMPHIRE (Scottish Atlantic maritime past: heritage, investigation, research and education). This is a model project for us all to follow. Its purpose is bridging the gap between professional maritime archaeologists and the local maritime community. John explained the project as a knowledge exchange between the public and archaeologists with both parties benefiting.

Some of the best information that the project has gained so far has been from going to harbours and going out on boats. Not only have new sites been discovered, but also evidence of how sites have changed over years has been gathered.

John's respect for the individuals that he had met through the project was evident, and the results, including some

Dive trails are an important success story in creating the correct balance between different stakeholders and generating on-going information.

fantastic illustrations drawn by divers, were well worth it. John made it clear if we want truly meaningful results then we need to go out and get a wide range of people involved. As the project has gone along, everyone who participated has received a copy of the results. The project has also used technology to create visualisations of different material to enable further dissemination of information.

Maritime archaeology as a destination

As previously mentioned, many funding sources are time-limited for periods up three years. One situation where this problem has been managed into a success has been dive trails.

Since 2005, dive trails have been set up on the Norman's Bay wreck and Colossus, and more are being set up now, including the A1 submarine in the Solent in May, and the PS Iona II in Lundy in June. In terms of looking at a community, these trails give access to protected wrecks, but also add information into the archive through initial set-up research, and information fed back from divers diving the wrecks.

I have dived both of the new dive trails (the A1 being a memorable 100th dive) and they are both fantastic dives with the wildlife being as entertaining as the wrecks. Figures show the number of visitors to the protected wrecks has increased year on year and continues to do so. Divers also eat out in the local community and stay in local hotels. This allows people to see an economic benefit from their local wrecks, which in turn can only help to improve profile and protection for them. Dive trails are an important success story in creating the correct balance between different stakeholders and generating on-going information.

Another three-year funded project is Bournemouth University's *M.A.D. about the wreck* project (Maritime Archaeology Days about the wreck, see their website at <http://microsites.bournemouth.ac.uk/mad-about/about/>). This project aims to bring maritime archaeology to non-typical audiences. Paola Palma (Bournemouth University) in her paper 'The Swash wreck: a maritime

archaeological case study', explained how they were using the focus of the Swash wreck to reach out to a wide section of the community. As well as traditional groups, the project has worked with prisoners, people in hospital, the visually impaired and other groups. Funding today often involves inclusivity and impact in the higher education sector, and this is a project that truly manages to meet these criteria. As part of this project maritime archaeology outreach days were held on 11 and 12 June in Bournemouth.

Courtney Nimura and Elliott Wragg (Thames Discovery Programme) in the paper 'Community archaeology in the coastal and intertidal zone', gave an insight into how we get beyond the three-year funding problem. The Thames discovery programme was initially set up for three years with support from the Heritage Lottery Fund. After a very innovative and successful three years, the original grant finished, but such was the importance of the project that it was adopted by the Museum of London. There is no doubt this project has added considerably to the archaeological record, and inspired a huge cadre of volunteers to become involved in the TDP's Foreshore recording and observation group.

The methods devised by the Thames Discovery Programme, along with other similar projects in Scotland and Wales, have been adopted and adapted into the new HLF-funded project, CITIZAN, which will deliver community-based training and create an infrastructure and network of volunteers with the skills and systems to be able to record, monitor and celebrate the highly significant, but fragile and threatened archaeological sites around England's coast and on the foreshores of our tidal estuaries. CITIZAN has received initial funding for a development phase, and the team will submit a further application for the delivery phase of their project later this year.

The IfA Maritime Affairs Group survey

The IfA Maritime Affairs Group (MAG) exists to support members in their continuing professional development, and to cascade good practice. The latter ranges from

Many of the group's membership have maritime archaeology as the main focus of their job or study but for others it is a smaller part of their work, or an interest or hobby.

attending meetings and giving input to a range of organisations that impact on maritime affairs, through to arranging conference sessions and CPD for members. We currently have 365 members ranging from senior practitioners through to students.

Many of the group's membership have maritime archaeology as the main focus of their job or study, but for others it is a smaller part of their work, or an interest or hobby. The latter is particularly interesting when trying to identify the stakeholders in maritime archaeology, as it appears our diverse membership within the IfA reflect the range of external stakeholders. The fact that 25% of our membership view maritime archaeology as an outside interest suggests that a lot of the time they are unpaid when carrying out maritime work. As an interest group, MAG owes a duty of care to provide support and training necessary to develop our part of the profession, and provide an interface where all stakeholders can interact.

The papers at the 2014 IfA conference were the first step in feeding back to our membership and working towards sharing and developing best practice.

Where do we go from here?

MAG remains focused on using technology effectively, and embedding the main issues facing our discipline into long-term planning. We will be working on improving communication, progressing archiving issues, and planning to help the new generation of maritime archaeologists.

Like our membership the committee contains a wide range of people, from early years researchers through to senior maritime archaeologists. We intend to use our wide range of experiences to help the membership at all levels. Through our various contact points at conferences and through social media, we wish to encourage debate on all the points raised in this article. We are going to work towards a vibrant maritime archaeology research community and we hope you will make the journey with us.

Thanks and further information

I would like to thank IfA for their financial support, which enabled me to attend the conference in 2014, the Isle of Wight County Archaeology and Historic Environment Service for their help, the committee members of MAG and Sarah Holland for taking the time out of PhD write up to write extensive and honest feedback on this article.

MAG would like to thank all those who contributed to 'Creating maritime research communities' and made the conference session and this article possible. The achievement of maritime archaeologists both paid and unpaid is manifold, and it has only been possible to touch on a few here. Should you wish to read more about the individual papers mentioned here, a BAR report called Creating maritime research communities is forthcoming.

To keep up to date with MAG activities please join us on facebook www.facebook.com/IfAMAG, twitter at @IfAmaritime or leave your e-mail address at www.ifamaritimeaffairsgroup.org to be kept informed of blog updates. Membership of MAG is free as part of IfA membership or costs £10 per year for non IfA members.

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Tom Cousins of Bournemouth University and Kevin Stratford of MAST on the RTK recording the Bamburgh Castle beach wreck.
© Wessex Archaeology

We are going to work towards a vibrant maritime archaeology research community and we hope you will make the journey with us.



Multicultural community archaeology: excavating the Bait-ul-Aziz Islamic Cultural Centre

John Maloney

Pre-Construct Archaeology recently turned a standard planning procedure requirement into a unique project knitting together community archaeology with a multi-racial local community.

Earlier this year, Pre-Construct Archaeology (PCA) was involved in a project that was quite out of the ordinary: an extension to the Bait-ul-Aziz Islamic Cultural Centre (BAICC), Southwark, London SE1. It was unusual because it involved investigating the site of an earlier

mosque for an extension to its replacement, and included volunteers from the Islamic community to assist with the archaeological investigations.

In 1990, the BAICC acquired the current site at Dickens Square in south London, with a 10-year planning permission and built a small mosque. This building had access for men only, and was very crowded as it could only accommodate up to 400 people for prayers. It was demolished when the erection of a new centre received planning permission in 2006, and it is on the site of the old mosque that PCA has recently excavated

Volunteers at the entrance to the mosque.
© Pre-Construct Archaeology



Volunteers recording skeletons of 18th century cattle. © Pre-Construct Archaeology

in advance of the construction of an extension to the 2006 building.

The new Bait-ul-Aziz Islamic Cultural Centre was built in front of the old mosque on a skew to the road frontage, so that it faced directly east, towards Mecca. The new building holds around 2,500 people, provides facilities for women, and is a multicultural centre where Muslim men and women from different ethnic backgrounds come to pray and send their children for study. Such is its popularity that during Friday prayers mats are laid down outside the mosque in order to accommodate all who wish to worship; therefore, an extension building has been needed for some time.

As BAICC's income is derived solely from donations by the congregation, meeting the standard costs of the archaeological excavations needed for the extension was problematic. Gary Brown MfA (PCA's MD) gave this problem careful consideration, and after discussions with Chris Constable MfA (Senior Archaeology Officer, London Borough of Southwark), a practical solution was developed, by incorporating volunteers from the Islamic community into the PCA site team.

There were many considerations that made this unique approach feasible, primarily the likelihood that the size

and archaeological potential of the site would be appropriate to a mixed-skills team where substantial training would be an essential element of the project.

The benefits of this approach were perceived to be many and varied: using volunteers from the Islamic community would assist, offsetting some of the cost to the local congregation; the project would foster community engagement and demonstrate how outreach can have a meaningful impact; the project would provide an opportunity for a group of young Muslim men to gain an insight into commercial archaeology (a sector that struggles with diversity), as well as learning more about the local history of the area and assisting their own community. As most of the group were unemployed, it would also provide work experience and add to their CVs. PCA's commitment to outreach and community archaeology was a key driver in shaping the overall approach, and was far more important in the decision-making process than the initial financial barriers.

GETTING STARTED

To begin, PCA invited eight Muslim volunteers from the Islamic community to attend an intensive training session at PCA's Brockley offices. The training covered health and safety, archaeological practice and recording,





Objects found in a late 18th century well. © Pre-Construct Archaeology



use of surveying equipment, sorting and classification of objects, environmental processing and site photography, and provided the volunteers with a basic understanding of archaeological purpose and practice. The volunteers found the training interesting and stimulating (as comments in their blog interviews showed ~ see below), and as a result were more confident about putting theory into practice on the site.

Black transfer-printed whiteware cylindrical mugs with a nursery ware type design [mid-19th century]. © Pre-Construct Archaeology



From the outset, the trustees and members of the Bait-ul-Aziz Islamic Cultural Centre expressed their fervent wish to engage with their neighbours and the wider local community. They were very focused on breaking down barriers, and showing that the BAICC was a place of learning and worship with a welcome for everyone.

To this end, a number of outreach efforts were agreed: information boards were provided around the site, and PCA set up a blog dedicated to the project with regular updates of progress, interviews with the volunteers and other news. During initial discussions with the trustees it was agreed to have an open day just before the end of the excavations to set out the results and to provide an opportunity for visitors to have a guided tour of the BAICC.

The blog proved to be a success, with nearly 2000 page visits from a variety of countries including USA, Canada, South Africa, Australia, Mauritius, Belgium, and Ireland, and has resulted in BAICC volunteers being interviewed live for a Bangladeshi radio station. The PCA twitter and facebook pages were also used to publicise the project (details below).

The volunteers were on site for nine weeks, and according to their comments on the blog it was an enjoyable experience. Neil Hawkins, PCA Senior Archaeologist directing the excavations, was impressed with their attitude and commitment:

"I didn't know how the volunteers would respond to the work, or what their level of interest would be in what we were doing. I saw them at the office in the early stages when they were doing the training course and many of them were clearly interested, and were asking the right kind of questions about what we were doing, how we do it and why we do it and, equally, since we've been here on site they have been very into it, very interested and, in general, have just got on well with the work."

Some of the volunteers were so enthused that they wanted to continue participating on an amateur basis, or extend their experience and gain paid employment in future. To that end, Gary wrote to all archaeological contracting organisations working in Greater London, recommending the volunteers and requesting that they be considered for other projects.



Volunteers and PCA staff on site. © Pre-Construct Archaeology

The open day was a success, with a selection of impressive objects from the site displayed and a poster display that stimulated a great many comments and questions. As well as a numerous members of the BAICC congregation, people who live locally also came to the open day and were very complimentary about the display, as well as the welcome they received.



Volunteer Ahklak Razzaque with a Roman cremation. © Pre-Construct Archaeology





Volunteers during training at PCA's south London head office. © Pre-Construct Archaeology



Kevin Hayward explaining about building material to volunteers. © Pre-Construct Archaeology

Many positive comments were received about the project, from the leaders of the mosque as well as from Chris Constable (MlfA 2283), Senior Archaeology Officer for Southwark Council:

"PCA has worked really hard on this one. As the mosque is entirely dependent upon donations it put a call around other mosques in London for anyone with an interest in archaeology to help on the site to keep the cost down. PCA has provided training to the volunteers and some of them, when I have visited the site, has really taken to archaeology. So as a project it has provided access to many hard-to-reach groups. PCA is calling in favours all over the place to keep the post-ex costs down and has

worked hard to set it up. I think we have been negotiating the archaeological work for this project for over two years."

Great assistance to the project was provided the universities of Newcastle and Reading. James Gerrard (AlfA), lecturer at Newcastle, supervised 2nd-year student projects that involved the cleaning, identification and analysis of the Roman coins from the site, with James himself preparing the final report. Specialist archaeo-environmental section QUEST, University of Reading, who has worked with PCA on many occasions, undertook analysis of soils recovered from the stomach regions of the four skeletons and also reviewed the potential for analysis of the 'dark earth' soils overlying the Roman sequence. This work was overseen by Nick Branch and Rob Batchelor.

The involvement and contributions of these two universities should not be underestimated. In addition to helping the BAICC reduce its costs they facilitated analysis of the archaeological material, making it accessible to future archaeologists and the public and contributing to the long term preservation of the site.

SUCCESSFUL COMMUNITY ARCHAEOLOGY

Key aspects of a community archaeology project include providing training and choosing suitable sites: given its location, on the Dickens Square site there was not likely to be complex stratigraphy or a great many features. It was a relatively small area, and not under onerous time constraints; and, most importantly, it was not likely to be hazardous to first-time volunteers who hadn't worked on such sites before.

There was more than enough archaeology, however, to engage and retain the interest of the volunteers: four Roman inhumations (some with grave goods) and a cremation urn; a thick deposit of 'dark earth' which was dug in spits and using a metal detector; three mid18th-century burials of whole cattle (most likely infected with the rinderpest disease) and two late 18th-century wells, one of which contained a variety of household goods.

PCA has maintained contact with some of the volunteers. Although none has yet undertaken further

work on archaeological sites, all are adamant that their interest (stimulated by their experiences), has meant that they take a particular interest in their local archaeological sites and history. Most have commented that their confidence was significantly increased as a result of the training and having been part of the site team, and that their standing within the local community and with friends and relatives has been boosted. One of the volunteers had had a rift with his family and was hopeful that his involvement would demonstrate to them that he wasn't 'wasting his life'.

This project was a positive experience for the BAICC, the volunteers, the visitors to the open day, and PCA. What began as a standard planning procedure requirement turned into a unique project that was supported by the multi-racial local community. From its beginnings as a regulatory and commercial matter, the very positive relationship that developed between PCA and the Bait-ul-Aziz Islamic Cultural Centre changed the project into a much more community-focused exercise.

I would like to thank my colleagues Gary Brown and Neil Hawkins, and also Chris Constable. In addition,



Volunteers with their certificates and PCA staff. © Pre-Construct Archaeology

thanks are owed to Raksha Dave for her perceptive and helpful comments, and to Dr James Gerrard (University of Newcastle) and Dr Rob Batchelor (QUEST, University of Reading) for kindly providing assistance and support for this project.

Twitter: @PCAArchaeology
Facebook: /Pre-Construct-Archaeology-Ltd-PCA



John Maloney BA FSA FRSA

John is a highly experienced archaeological and cultural heritage consultant, project director, negotiator and communicator with nearly 40 years' experience. From the mid1970s, John worked for the Department of Urban Archaeology, Museum of London, for nearly 20 years - latterly as Principal Excavations Officer - and was involved with many major development projects. In 1989, he was made a Freeman of the City of London for services to the archaeology of the City of London. In 1992, John left the Museum of London and established Archaeological Aspects, which then became part of AOC Archaeology with John joining as a founding director of English operations, latterly becoming Deputy MD. John worked for English Heritage (2001-2005) as Assistant Project Director

(Stonehenge New Visitor Centre Project) and at the end of that project joined Halcrow Engineering Group (2005 – May 2009) as Principal & Team Leader, Archaeology & Cultural Heritage. He is currently Marketing & PR Manager, Pre-Construct Archaeology.



An interview with Fiona Hyslop

Amanda Forster



Fiona Hyslop MSP. © Historic Scotland

At the 2014 IfA conference we were both pleased and excited to welcome Cabinet Secretary for Culture and External Affairs, Fiona Hyslop MSP, to open our programme with an address to delegates. Ms Hyslop gave an optimistic insight into archaeology in Scotland as viewed from the highest political spheres of Scottish parliament, and we learnt how much interest there is in archaeology from an encouragingly broad perspective.

The Cabinet Secretary congratulated IfA for its hard work in helping develop the Scottish strategy for the historic environment (*Our place in time*) and highlighted our recent achievement in being granted an award of Royal Charter, which was recognised as a real accolade for the Institute and our members. Ms Hyslop went on to state how this should be taken as *state recognition for a profession that works tirelessly in the public interest*. The Institute was also commended for the work achieved in delivering workplace learning bursaries, and in exploring (through the National Vocational Qualification) non-degree routes into archaeological employment and skills development.

Archaeologists in Scotland were recognised as playing a key role in informing the concept of national identity, in fostering a sense of belonging and nationhood and in contributing to the national story – as well as making a significant economic contribution to the country in terms of employment and tourism. We were all encouraged by the Cabinet Secretary to continue engaging with the wider world and building bridges in many directions and we can all feel buoyed by the acknowledgment that archaeology is a profession that successfully brings together academic and public sectors, as well as commercial and voluntary interests. Speaking of the *Archaeology Strategy for Scotland*, Ms Hyslop revealed that 2017 would be focused on History, heritage and archaeology – providing a year-long opportunity to *revel in the wealth of Scotland's historic environment*.

Following her speech, the Cabinet Secretary kindly agreed to take part in an interview to expand on some of the points she had made and address some of the issues archaeologists in Scotland (and indeed across the UK) today.

You can find the full transcript of the speech made on the Historic Scotland website at www.historic-scotland.gov.uk/ifa-conference-speech.

Follow up the Scottish strategy for the historic environment with *Our place in time* at www.scotland.gov.uk/Publications/2014/03/8522

IfA: What interests you most about archaeology? How does it contribute to cultural life in Scotland?

FH: I am particularly interested in the way that archaeology can tell us so much about our hidden heritage and can enrich our understanding of our past. Our heritage helps us to connect our past, present and future. It reveals stories about where we've come from and who we are, and helps us to reflect on who we could be. I see it as the living, continuing, dynamic and democratic story of our nation – it belongs to us all.

IfA: At the IfA conference you announced evidence for the earliest humans in Scotland, and you mentioned the importance of archaeology in informing the concept of national identity. What do finds like the one made at Howburn Farm in Biggar mean to you? What does it tell us about Scottish identity?

FH: The discovery of the earliest physical evidence of human occupation in Scotland is hugely exciting, in part because it offers us a very tangible link to the past and a physical reminder of the people who came before us. One of the most exciting aspects of the discovery at Howburn was that it was made during fieldwalking by a local museum archaeology group in Biggar. Expert researchers have looked at the artefacts and, combined with an assessment of the past environmental conditions in Howburn, argued that this is evidence for occupation in the area in 12,000 BC. Thus, this is a perfect marriage of local community interest with expert analyses and scientific understanding of past climates. I am excited to hear of the connections that these tools represent with north-west Germany, southern Denmark and north-west Holland and look forward to hearing more about other chance discoveries that tell us more about the earliest people who lived in Scotland.

Archaeological discoveries such as these have progressively transformed our understanding of how

How do you feel archaeologists could encourage developers... to maximise benefits from archaeological works...?

people lived in the past, as well as establishing Scotland's place in the British Isles and the wider world. The fact that these discoveries were made by a local group highlights the participatory nature of archaeology, and it is that participation and knowledge now gained that helps foster a sense of belonging and nationhood, and a sense of shared identity in the present.

IfA: You have previously highlighted the importance of archaeology as part of the national story, and the benefit of culture and heritage for its own sake, and for secondary benefits such as employment and tourism. How do you think archaeologists can ensure that their contribution to the wider society is visible to all and its importance recognised by public and policy makers alike?

FH: My experience of archaeologists is that you are all passionate and knowledgeable about your subject. Continuing to develop your skills in communicating and sharing your expertise with others will make the subject appealing to millions of people. Making archaeology relevant to the public will, in turn, lead to a public wanting to know more about our past. I have said that I am keen to see direct community participation in heritage grow further – by growing popular interest in our shared past we will enable the public to act as custodians of their local heritage. We have a responsibility to share and celebrate our heritage.

Last year I launched the *Scottish archaeological research framework* together with *Telling Scotland's story*, a graphic-novel style booklet highlighting some of the surprising and exciting stories explored through ScARF. Sharing the strong research foundation, telling stories in new and innovative ways, enabling more participation in archaeological activities, sharing the excitement of new discoveries, will ensure broad support for the sustainable protection of our unique historic environment.

IfA: It's been estimated that developers fund c £20m a

year of archaeological work. What would you say to them about that contribution and the benefits that result from it?

FH: I would thank them for the contribution that they make to our understanding and appreciation of our past through funding excavations and other works in advance of development. Such activities add local value to developments and can provide opportunities for public engagement and participation. Much of our knowledge of our past has been created through commercial development work. This increases our sense of place, belonging and cultural identity which brings benefits to individuals, communities and to Scotland. Contributing to place-making, fostering deeper understandings of our surroundings, both our tangible and intangible heritage, helps to increase the nation's wellbeing.

I was particularly pleased to see the range of public archaeology programmes undertaken during the development of the M74 in Glasgow a few years ago. This took advantage of the opportunities offered to unearth some of the history of Glasgow and share and celebrate the results with the local communities. In particular, they helped us to better understand some of Glasgow and South Lanarkshire's industrial heartlands in the 19th century. The opportunity was taken to engage with schools, families, community groups and the general public through partnerships with local museums, pop-up exhibitions, oral histories and schools projects. I hope that this has left a lasting legacy in the local communities and a greater understanding of our heritage and Glasgow's place in the world.

IfA: How do you feel archaeologists could encourage developers and clients to maximise benefits from archaeological works for themselves and the public and to get real value from the work?

FH: I published Scotland's first ever Strategy for our historic environment (*Our place in time*) in March.

This sets out a common vision and ambition towards which we can all work together to deliver positive benefits for this precious resource and for the people of Scotland. The Strategy was developed collaboratively and can only achieve success if we work together at all levels to achieve outcomes that enhance the economic, social and environmental wellbeing of Scotland.

As the Strategy makes very plain, it is partnership across the sector that will enable maximum value to be created both from the works themselves and for the public. We need to combine expertise from across the sector and beyond to ensure that investigation into our past aids with our shared understanding of our past – that is a key part of added value.

I was delighted in my speech to IfA to also launch *Scotland's historic environment data strategy*. This strategy ('SHED') aims to create a collaborative national public information resource for the historic environment and is about the sector working together to deliver better heritage information through shared and linked digital records. I hope that the information in SHED will become a 'pavilion' of knowledge: inspiring, welcoming and integrating research of all kinds for a greater celebration and understanding of the historic environment.

IfA: Much of the work archaeologists undertake arises through the planning process and is dependent on expert archaeological advice to local authorities. Yet this function is incredibly vulnerable, especially as



Fiona Hyslop MSP with Jan Wills (IfA Hon Chair), Mark Roberts (SGIfA Chair) and Peter Hinton (IfA Chief Executive). © Historic Scotland

I am keen to see direct community participation in heritage grow further...



Fiona Hyslop discussing her support for the Royal Charter of Incorporation for the IfA. © Historic Scotland

it not considered a statutory duty. Westminster government drafted legislation in 2009 to plug this loophole and Welsh government is working on statutory provisions at present. What does it need to persuade Scottish government to heed the consistent advice of IfA, BEFS and others that access to HER services should be a statutory responsibility of local government?

FH: The Scottish Government recognises the importance of informed decision making in relation to how we manage our rich historic environment and that the best way forward is through the application of existing policy (such as the Scottish Planning Policy – SPP) and the implementation of *Our place in time*.

The SPP, for example, recognises and promotes the importance of informed decision-making across the

planning regime at all levels, including the historic environment, as well as stating that Scottish planning authorities should ensure they have access to a Historic Environment Record that contains necessary information about known historic environment features and finds in their area.

This Strategy is a high level document which sets out a vision, definition and desired outcomes for the historic environment as well as a set of overarching principles and strategic objectives by which we will understand, protect and value our historic environment. The Strategy provides a framework for the sector to come together to work in partnership to identify and address the issues currently facing our historic environment. As with the SPP, the Strategy acknowledges and emphasises the importance of informed decision making noting, for

example, 'any decision made in relation to the care and management of the historic environment should be informed by the best available evidence, supported by robust data. This is at the heart of all good decision-making and delivery, and is core to the international community's approach to managing the historic environment'.

Critically the definition of the historic environment as set out within, and adopted by, the Strategy is broad-based and inclusive – the definition comprises both designated and undesignated historic environment assets as well as recognising that our historic environment is a combination of physical things (the tangible) and those aspects we cannot see – stories, traditions and concepts (the intangible).

As noted earlier, the new SHED Strategy recognises the importance of Scotland's Historic Environment Records and resulted from discussions around the 2011 Historic Environment Amendment Act.

IfA: How would you encourage developers and other potential clients to use accredited professional archaeologists to do this work?

FH: I was pleased to hear about the recent Order of Grant by Her Majesty the Queen for a Royal Charter of Incorporation for the IfA – it is a real accolade and demonstrates state recognition for a profession that works tirelessly in the public interest. You have made great strides in strengthening recognition for the archaeological profession.

I know that to understand, protect and value our archaeological past requires specialist knowledge and skills. It is essential that professional expertise is utilised to the maximum benefit of all and I would always encourage and support those who promote and carry out best practice in archaeological activities.

IfA: IfA will be a Chartered institute by the end of year.

What would you like to see it do more of?

FH: I was impressed to hear of the range of Continued Professional Development activities undertaken by the Institute, both as courses run by the Scottish Group and through CPD events at your annual conference and elsewhere. I know that there has been a downturn in numbers employed in archaeology, as in many other sectors in this country and further afield; yet archaeology's continued progression as a vibrant and dynamic discipline has been driven in part by your commitment to skills development – for professionals and for volunteers. Developing skills and capacity at all levels are needed in order to ensure that our archaeological heritage is appropriately understood, protected and valued in the future.

IfA: The profession of archaeology is still very young, and has seen some ups and downs over recent years. What do you think bodies like IfA could be doing to encourage young and early career archaeologists into the profession, and how could education professionals and employers help support archaeologists as they progress through their careers?

FH: As before, continued skills development and the creation of opportunities for young archaeologists to further enhance their knowledge and ability. Your continued exploration and support of NVQs for archaeologists is an initiative that I welcome and support.

IfA: Given the welcome encouragement of community involvement in *Our place in time*, can you tell us if Historic Scotland will be in a position to offer modest grants to local and regional community archaeology initiatives?

The Scottish Government is providing substantial funding across the heritage sector. We will continue to do so, supporting excellence, innovation, widening access and nurturing the grass roots.

I know that to understand, protect and value our archaeological past requires specialist knowledge...

Historic Scotland's archaeology programme invests £1.4 million annually in a range of schemes, many of which involve projects working with local communities throughout Scotland. Other HS schemes also provide funding to support archaeological projects including the voluntary sector scheme that provides grant support to organisations like Archaeology Scotland and, indeed, IfA.

I also recognise and thank the Heritage Lottery Fund for the huge role that it has played and continues to play in community archaeology initiatives.

IfA: Now that it is published, can you tell us how you plan to promote and encourage *Our place in time: the historic environment strategy for Scotland* and ensure its wider uptake?

FH: The Strategy goes into the heart of government and I will chair the overarching strategic Board that will oversee activity. We have set up a governance regime with a series of working groups currently working busily on the delivery of the Strategy. Delivering the vision will require the range of bodies, groups and individuals with an interest in, or responsibility for, aspects of the historic environment to work together towards a common purpose, making effective use of the skills, experience and resources of all parties to realise the benefits and values of our historic environment. One of the groups is looking at 'Measuring success' – being clear about what we want to achieve and how we enhance the evidence base for the sector. This group is tasked with building up a suite of shared outcomes that support the vision for the Historic Environment, identifying inputs, processes, outputs and key milestones leading to delivery. Sector activity, roles and responsibilities, can then be aligned to improve delivery of outcomes, with the ability to measure progress along the way.

Ultimately our success will be measured through our legacy – a historic environment that is

understood, cared for and valued, and one that continued to make a strong contribution to the wellbeing of our nation and its people.

IfA: The 2017 'Year of history, heritage and archaeology' is a really exciting initiative. Can you tell us about any showcase events that are planned and how the archaeological profession can get involved?

FH: Before we have the 2017 events, the sector, led by the Society of Antiquaries of Scotland and Archaeology Scotland, is organising a series of archaeology initiatives entitled 'Dig it' in 2015. This will coincide with the first ever visit of the European Association of Archaeologists annual conference to Glasgow in September of that year.

I hope that there will be numerous opportunities to use both 2015 and 2017 as platforms to sell archaeology and tell its stories to wider audiences and get greater involvement in archaeology at all levels.

IfA: What has been your most rewarding moment as Cabinet Secretary for Culture and External Affairs? And what do you expect the most fulfilling contribution to your role from archaeology to be in the next five years?

FH: I was particularly struck when the remains of the earliest stringed instrument ever found in western Europe were discovered in High Pasture Cave on Skye. I was fortunate enough to hold the small wooden fragment in my hand (I wore gloves!), believed to be the bridge from a 2,300 year old lyre. This was used by music archaeologists to recreate the actual instrument, demonstrating the sophistication of the music and providing a tantalising glimpse into an ancient world of music and song.

In the next five years I hope to see interest in Scotland's archaeology continue to grow. Excellent progress is being made in developing Scotland's first ever Archaeology Strategy through collaboration



Fiona Hyslop MSP. © Historic Scotland

between a wide range of players led by Historic Scotland and the Strategic Archaeology Committee which includes your Chief Executive. I thank all for their time in this initiative, which I look forward to launching.

There will be a huge amount happening in 2015: The 'Dig it' initiative, the first ever visit of the European Association of Archaeologists to Scotland in Glasgow (September 2015), the Celtic Congress (Glasgow, July 2015). And as you have mentioned, we have a government focus year on History, heritage and archaeology in 2017 (following on from Innovation, architecture and design in 2016). We have a lot to look forward to.

I hope that there will be numerous opportunities to use both 2015 and 2017 as platforms to sell archaeology and tell its stories to wider audiences...

Ultimately our success will be measured through our legacy...

Identifying training needs for early career archaeologists ...

The IfA New Generation Special Interest Group (NGSIG) was established in 2012 to promote pathways into the profession, provide training, a support network and act as an advocate for early career archaeologists.

We held our first event at the Birmingham IfA conference in 2013, which aimed to explore the concerns and needs of the new generation of archaeologists entering the profession. From this event it became apparent that there are often limited job opportunities for those archaeologists starting their careers and that often, once they have got on the ladder, they struggle to progress further within the field. It was also clear that lack of training opportunities was a big concern, which itself is a key hurdle in terms of career progression. Therefore, providing training and CPD opportunities has become one of the key aims of the group.

Providing training aimed specifically at the new generation of heritage professionals will help them develop the transferable skills required for any career within the heritage sector, as well as support new generation members in developing the confidence to create opportunities for their own progression. During our event at the IfA's 2013 conference, several respondents admitted that lack of confidence and training were key factors holding them back in their career.

The NGSIG committee have developed a series of short-, medium- and long-term goals, including beginning a programme of training events that are focussed on transferable professional skills, aimed at enabling the new generation to gain skills and experience for personal and professional development.

We put together a survey to enable us to get a better understanding of what training opportunities are currently available, and what other training would be useful. Using these results, we hope to be able to offer training opportunities that meet the needs of our members.

Results and analysis

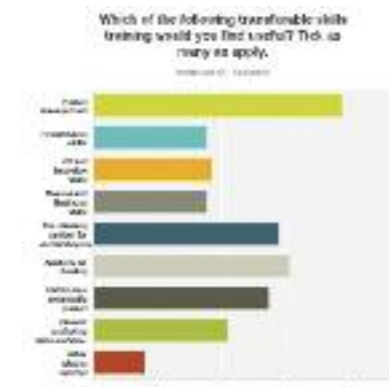
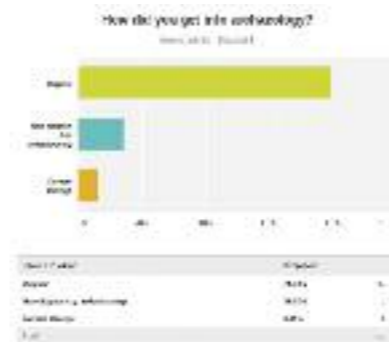
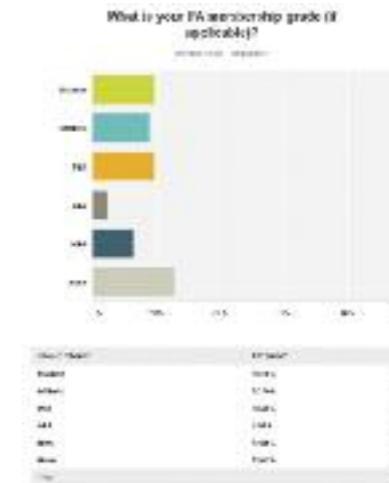
Over the course of four weeks, we received 62 responses to the survey, from people at a variety of stages in their careers and with varying archaeological backgrounds, including academia, the commercial sector and local authorities.

Of those who responded, 79% of people got into archaeology via the degree route, versus a non-degree such as volunteering, or through a career change, highlighting a need for the NGSIG to explore, promote and support non-degree routes into the profession.

One quarter of respondents did not have IfA membership, with 19% having student membership, 17% having affiliate membership and 19% having PlfA level membership. Only 4% had AIfA membership, whilst 13% had MIfA membership. This shows that there appears to be a need for the NGSIG to support individuals who wish to upgrade to professional membership grades, and also to offer guidance to early career archaeologists currently at PlfA who want to make the step up to AIfA grade and higher. Whilst the low level of AIfA membership suggested by the responses to this survey is not representative of the number of AIfA members within the IfA as a whole, it does appear that some people are struggling to move forward in their careers and progress to higher IfA grades. In addition, some people are disinclined to apply for higher IfA corporate grades due to the higher annual subscription cost and effort involved in upgrading, and a sense that these drawbacks outweigh what they will get in return for being a higher grade.

From the responses collected, there appears to be a huge variability in learning opportunities currently on offer. Many respondents thought that opportunities were unavailable to them, and in addition were often too expensive and far away. Within the workplace, some employers appear to actively support training, but this is not consistent across the board and not all employers promote CPD. Respondents indicated that basic training essential for them to carry out their job role was common, but that they were not always able to gain

... New Generation Special Interest Group Rachel Abraham



new skills or experiences within the workplace and employers rarely supported training which would enable them progress their archaeological career.

A wide range of areas was identified where respondents would like to acquire further training or experiences, including the use of IT and software such as GIS and AutoCAD, funding applications and project management. Practical fieldwork skills, such as surveying, recording and finds identification were also highlighted as areas where people were keen to obtain further training. In addition, a number of respondents felt that gaining greater knowledge of how to manage or deal with change within the heritage sector would be helpful.

When asked what transferable skills training that people would find useful, project management came out top with nearly 80% of respondents selecting this option. Training in setting up a community project, applying for funding and the planning system were all very popular choices with 55%, 61% and 58% of people respectively listing them as training that they would like. 42% of people felt that a careers workshop would be useful to them, particularly those people either wanting to get into a career in archaeology, or those at the early stages in their careers. Skills training in giving presentations, writing CVs, interview techniques and in finance and business skills were selected by a third of respondents as useful. Software and computing skills training was also an area that was highlighted.

Respondents were based throughout the UK, but more than 50% said they would travel up to two hours to attend training, with 25% prepared to travel for up to three hours. This highlights a need to ensure that any training opportunities are distributed around the country to enable the maximum amount of people to attend

How does the NGSIG hope to use these results?

The survey highlighted that project management was an area where the majority of respondents felt that they would like further training. As a result NGSIG organised two project management training events in October 2013, one in Reading and the second in York. These sessions provided attendees with training in an important transferable skill applicable across the heritage sector – and one essential for career development. Most employment roles offer limited opportunities for formal in-house training. It was decided to hold the sessions at two different locations in order to enable more people to be able to attend and to reduce travel expenses, highlighted in the survey as often being a barrier to participation in training events.

Delivered by Andrea Bradley MIfA (freelance heritage consultant) and attended by 20 of the NGSIG members, this workshop focused on how to develop and manage a project and focused on looking at all the tools and techniques required to help create and run successful projects, including what makes a good project manager and the importance of project evaluation.

What next?

In order to follow on from the success of these first training events, the NGSIG aims to deliver at least one workshop a year. Future training opportunities provided by the NGSIG will take the feedback from this survey into account in deciding what training is provided. Not only will these training events contribute to attendees' CPD and help them to gain new knowledge and skills, but hopefully will give people the confidence that they need to take on new roles and responsibilities in order to progress within their careers and to pursue opportunities for their own development.

The results of this survey also show that there is also a need for the NGSIG to promote and support alternative pathways into the profession other than via a degree (such as apprenticeships and NVQ). It is also clear that the group has an important role to play in offering

support and guidance with career progression, as this does not always appear to be available elsewhere. NGSIG intends to set up a mentoring scheme to facilitate this – a theme we explored at the IfA's 2014 conference with our *Meet your mentor* session.

Medium- and longer-term aims include trialling a work shadowing/work experience programme, in order to enable individuals to gain on the job experience, enhance current skills and enable progression within the sector. The group also plans to contribute to IfA's planned *Pathway to PIfA* scheme, providing a support network for those wishing to obtain professional IfA membership (an increasingly important achievement for employment within the sector).

The group also plans to produce factsheets highlighting the kinds of experience and qualifications that might be required for particular careers within the heritage sector. This should help individuals to identify areas where they need to gain further training and experience in order to get into particular fields or to progress within them.

If you have any suggestions for training events that would be useful, please get in touch and we will see what we can do! Follow us on twitter @IfA_NewGen or Facebook for announcements of forthcoming events.

Rachael Abraham

Rachael Abraham works as an archaeological officer in the conservation team of Suffolk County Council Archaeological Service. She studied both her BA and MA at the University of Southampton, focusing upon prehistoric landscape engagement in East Anglia within her research. After graduating, she held an IfA workplace bursary with SCCAS, before joining the team on a permanent basis. Rachael is the treasurer for the New Generation SIG, a group which exists to promote the interest of and create CPD opportunities for, early career archaeologists.



New members

Member (MIfA)

8033 Joanna Caruth
7886 Grace Corbett
7911 Rowena Hart
7803 Andrew Heald
7992 Alison Plummer

Associate (AIfA)

7756 Nicky Garland
7965 Helena Gray
8035 Patrick Moan
7757 Fiona Moore
7990 Caroline Rosen
8007 Caroline Russell
7995 Adam Tinsley

Practitioner (PIfA)

7922 Joshua Jones
8036 Martina Tenzer

Affiliate

8027 James Archer
8047 Jessica Bertrand
8026 Matthew Billings
8060 Elizabeth Chappell
7987 Nicholas Dawson
8000 George Everest-Dine
8056 Juan Ferrando Ortiz
8032 Joe France
8059 Nicola Goodwyn
7957 Dave Grant

Affiliate (cont)

7414 Maxwell Higgins
7501 David Hogan
7751 Fuller Hughes
8023 Nathaniel Jackson
7906 Luke Jacob
8078 Matthew Jenkins
7936 Claire Kavanagh
7978 Elizabeth Kennard
8031 Jonathan Milton
7329 Colin Mitchell
7843 Eugenia Nikolopoulou
6191 Courtney Nimura
7663 Caroline O'Brien
6578 Gillian Ramsay
8002 Paul Redish
8017 Tobias Riley
8046 Jonathan Sanigar
8019 HollyMae Steane Price

Student

8082 Emily Abrehart
8077 Rosie Adamson
8061 Aleksa Alaica
8018 Waltraud Baier
8003 Benjamin Bazely
8016 Catherine Bell
8052 Natalie Bell
8021 Isobel Bentley
8074 Hannah Blannin
8072 Jonathan Bolton
6143 Kate Boulden
5636 Michelle Brooker
8057 Lorna Cherry
8049 Richard Collins
8087 Georgia Cundick
8094 Claire Davey
8044 Tom Davis
8001 Craig Dicken
8043 Clare Dover
8025 Claire Easton
8088 Darlene Eaton

Student (cont)

7937 Zoe Emery
8051 Megan Fletcher-Cutts
8020 Tiomoid Foley
8092 Ella Franklins
8080 Michael Fraser
8024 Emily Gal
8005 Otis Roger Gilbert
8050 Alessandro Guaggenti
8075 Luna Gutierrez Castro
7977 Hannah Holbrook
8079 Freya Horsfield
4845 Patricia Jones
8053 Julie Kennard
7596 Matthew Knight
8015 Lucia Lachlan-Cope
7997 Chris Lane
8028 Hanna Lemmik
8058 Alison Leonard
7984 Jack Marten
7986 Kerys Martin
8090 Freya Massey
8029 Anna Matheson
8014 Maeve McHugh
8089 Elise McLellan
7999 Nicole Faye Micallef
8041 Beth Murray
8030 Ryan Neal
8054 Lauren O'Boyle
7998 Simon Parkin
8081 Laura Patrick
7973 Ana Elisa Perez Saborido
8073 Rebecca Plumley
8022 Jack Powell
5519 Christine Schepens
8076 Megan Seehra
7005 Charlotte Stodart
8040 Jenna Ward
8004 Michaela Watkins
7770 Andrew Watson
6179 David Weir
7967 Rebecca White
8048 Steve Worth
8042 Holly Young

S Upgraded members

Member (MfA)	Associate (AlfA)	Practitioner (PlfA)
1158 Derek Alexander	4903 Kevin Mooney	5735 Diana Jones
4669 Louise Bush	5742 Matthew Morgan	7268 Bennjamin Penny-Mason
4539 Gareth Chaffey	7325 Philip Pollard	
5848 Damian De Rosa	5708 Helen Stocks-Morgan	
4949 Jonathan Hart	6287 James Sugrue	
6197 Christine Hopwood-Lewis		
1596 Jo McKenzie		
1667 David Robertson		
5040 Imogen Sambrook		
5551 Joe Somerville		
4697 Sean Taylor		
5992 Gerard Thacker		
5718 Janine Young		

Hal Dalwood MfA 336

Hal Dalwood is now working as an independent archaeological researcher and a contributor to all types of archaeological and heritage projects. Hal recently left Worcestershire County Council's Archive and Archaeology Service after 25 years' service in various roles, most recently as a Senior Project Manager. He is now a Worcester-based sole trader (Hal Dalwood Archaeology and Heritage), as an independent archaeological researcher and a contributor to all types of archaeological and heritage projects.

Hal has worked as a field archaeologist for over 30 years, mostly in the Midlands. He has a longstanding interest in all aspects of urban archaeology, and his publications include a wide range of site reports and synthetic studies. In recent years, Hal has focused on the archaeology of Worcester, from the Romano-British small town to the 19th-century porcelain industry.

Hal is a new member of the Registered Organisations Committee and served on Council and various IfA committees in the past. Hal can be contacted at hal@haldalwood.co.uk.



B Members' news

Benn Penny-Mason 7268 PlfA

Benn first joined IfA in 2011, whilst studying at the University of Reading. After completing an MSc degree, he worked in commercial archaeology with the aim of gaining archaeological and osteoarchaeological site experience - having a long-term ambition is to become a commercial osteoarchaeologist. Benn has worked with Oxford Archaeology South for the last 20 months as a member of the field team, and was encouraged to apply for PlfA membership.

Writing the application proved to be a very useful tool for reflecting on learning achievements, including skills knowledge acquired over the previous two years. It was also very useful for highlighting areas in where there are gaps in my overall training as a field archaeologist. The process has focused Benn's career aspirations into manageable tasks, and he found that it useful motivation in keeping to deadlines set out in his Professional Development Plan.



Benn was particularly motivated to apply for accredited membership of IfA on the news the institute was to become chartered.

Kevin Mooney BSc AlfA 4903

Kevin joined the Institute for Archaeologists as a student member while studying for his undergraduate degree in 2006. Following graduation from the University of Glasgow, he started work as a site assistant at the former Glasgow University Archaeological Research Division (GUARD). After number of years excavating on both large- and small-scale infrastructure projects in Central Scotland, Kevin upgraded to Practitioner level and secured a post excavation job located in northeast Scotland where he worked for a year and a half, helping with community-based projects and volunteering as an assistant branch leader with the Young Archaeologists Club.

The lure of the big city beckoned a few years later when Kevin again decided to relocate back to Central Scotland (at the height of the 'credit crunch' and 'four-day working weeks') it was difficult – but necessary in his opinion – to maintain IfA membership, even as an archaeologist working on short-term contracts. After the closure of GUARD by the University of Glasgow, Kevin started work at the newly formed GUARD Archaeology Limited where he now works as a Project Officer. He has recently directed a number of large-scale infrastructure projects and commercial developments in the south west of Scotland for the company.

Kevin hopes that the Institute of Archaeologists and the future Chartered Institute will become more accessible and attractive to all levels of staff, including those on permanent and temporary contracts and casual workers, with the hope of raising the status of the profession throughout the construction industry.



James Symonds MIfA 512

James has been appointed Professor of Historical Archaeology (North of the Alps) at the University of Amsterdam's (UvA) Faculty of Humanities.

James' research focuses on the archaeology of the modern world (c AD 1450 – present) and includes work on capitalism, colonialism, landscapes of improvement and diaspora, urban and industrial archaeology, and the archaeology of poverty. Symonds has extensive experience of urban excavation in the UK, and has undertaken field research projects in the Isle of South Uist (Western Isles, Scotland), Nova Scotia and Cape Breton Island (Canada), and Lapland (Finland). He is currently working on two research projects in the Czech Republic. The first examines the changing nature of the Iron Curtain between the 1950s and 1980s, and the second explores the impact of the Thirty Year's War on rural settlements in 17th century Bohemia.

James Symonds studied prehistory and archaeology at the universities of Sheffield and Oxford, and previously worked as a fellow and anniversary research lecturer in Historical Archaeology at the University of York. Prior to

that, he was director of Archaeological Research and Consultancy at the University of Sheffield (ARCUS) from 1992–2009.

Symonds holds visiting academic positions at the Boston University (USA), Oulu University (Finland), and the University of West Bohemia (Czech Republic). He is a fellow of the Society of Antiquaries (London), a fellow of the Society of Antiquaries (Scotland), a fellow of the Higher Education Academy (UK) and a Member of the Institute for Archaeologists.

**Richard Cooke** MIfA 7483

Richard is the company director of Aeon Archaeology, a small independent commercial consultancy and contractual unit based in Chester.

He graduated from The University of Liverpool in 2004 with a degree in archaeology, and then after undertaking



a period of fieldwork in Slovakia worked as a commercial field archaeologist on various projects for companies including Giffords, Network Archaeology, and the Museum of Liverpool. He joined the Gwynedd Archaeological Trust (GAT) in 2005, and worked his way up to become Senior Archaeologist. Richard then undertook his Masters degree in Countryside Management at the University of Wales, Bangor.

Richard left GAT in 2012 to establish Aeon Archaeology, joining the IfA at Member level at the same time. For the past two years, he has been building up the client base of the company and undertaking a variety of commercial projects, from renewable energy schemes to utilities and housing developments. His interests lie primarily within prehistoric and Roman archaeology, although he takes an avid interest in post-medieval industrial sites.

When not wandering around archaeological sites he can often be found walking in the Welsh mountains with his dog. Richard can be contacted via richard.cooke@aeonarchaeology.co.uk

Mark Dunkley 1263 MIfA

Mark Dunkley was recently awarded a Clore Fellowship to undertake a ten-month programme of leadership development for those working within the cultural sector.

The Fellowship programme is an initiative of the Clore Duffield Foundation which aims to strengthen leadership across a wide range of cultural activities and commences in September 2014. Fellowship aims to shape creative leaders through in-depth learning and will include intensive workshops, residential courses and a three month placement in an organisation very different from Mark's usual work environment.

Mark was selected for the heritage consortium fellowship which is supported by the Clore Leadership Programme, English Heritage, the Heritage Lottery Fund and the National Trust.

**John Latham** MIfA 567

John Latham worked in Birmingham's Jewellery Quarter in the 1960's and early 70's – "Gas lit streets and a rabbit warren of dangerous workshops". He attended The Birmingham School of Jewellery and Silversmithing in Vittoria Street and got a qualification in Horology. Eventually tiring of repairing other peoples' clocks and watches he threw in the towel on that and spent a year at Newbattle Abbey College Dalkeith. From there he went on to get a degree in Archaeology and History from Bangor. Ultimately he was appointed, after working in various related roles, as the National Trust's Wales Archaeologist. He reckons his greatest achievement is churning out a vast body of grey literature – the result of extensive fieldwork and research on NT estates. John retired in 2009 and has since been working as a volunteer with the Data and Technology Team at the RCAHMW. He has been the IfA Cymru / Wales Group Secretary since 2010.



Jo McKenzie MIfA 1596

After completing her first degree in archaeology at the University of Nottingham, Jo worked as a field archaeologist for several years, mainly in London, before relocating to Bradford University to do an MA in Archaeological Sciences – the start of a long association which introduced her to the worlds of archaeological science and Northern Isles archaeology, career foci which continue to this day. From here, Jo travelled north to the University of Stirling where she completed a PhD in geoarchaeology, investigating Scottish plaggen soils, and spent time working as a geoarchaeological specialist for both the commercial and research sector.

In 2008, Jo returned to Bradford University as Project Manager for the Historic Scotland-funded Broxmouth Project, which undertook a complete post-excavation reassessment of the unpublished 1977–78 excavations at the Iron Age hillfort at Broxmouth, East Lothian. As the largest Scottish rescue archaeology project of its time, and still the most complete excavation of a Scottish hillfort, prior to the commencement of the Broxmouth



Project, Broxmouth represented the largest and most well-known Historic Scotland 'backlog' project. A range of features whose potential for enhancing understanding of the Iron Age in this region had gone largely unexplored were present, such as an inhumation cemetery, evidence for significant metalworking, and unusually rich assemblages of, in particular, worked bone and querns. Broxmouth was recently published as a Society of Antiquaries of Scotland Monograph (Armit, I and McKenzie, J. (2013) *An Inherited Place: Broxmouth Hillfort and the South-East Scottish Iron Age*).

Now based in Swansea, Jo is currently employed as a freelance geoarchaeologist and soil micromorphologist. She is currently working on the forthcoming publications of excavations at Mine Howe, Orkney, and High Pasture Cave and Fiskavaig Rockshelter on the Isle of Skye, and is developing a longstanding interest in training and outreach on the use of environmental and archaeological science techniques in the profession. Jo says, 'As a long-standing PI of A and previous attendee at the IfA annual conference, I thought it was time to take a more active role as a member of the Institute. I was pleased to upgrade to MIfA and to coordinate the recent workshop on the use of archaeological science at the IfA Glasgow 2014 conference, and look forward to contributing to IfA at Cardiff in 2015'.

Registered Organisations news

COTSWOLD ARCHAEOLOGY HITS THE QUARTER CENTURY

On 17 March 2014, Cotswold Archaeology celebrated the 25th anniversary of its formation in 1989. Cotswold Archaeological Trust (CAT), as it was originally known, grew out of the Cirencester Excavation Committee (CEC), which had been working in the town since 1959. The creation of CAT was directly linked to the changing state of British archaeology, and in particular the imminent arrival of PPG 16 (which became formally enshrined in 1990). From very humble, and financially straitened, beginnings, Cotswold Archaeology has now grown to become one of the UK's top four archaeological contracting organisations, employing over 100 professional archaeologists at offices in Cirencester, Andover and Milton Keynes. We have been a Registered Organisation since 1997, and employ over fifty members of IfA, more than thirty at MIfA level, with a further four members on the Board of Trustees.

Professor Timothy Darvill MIfA 246 was a founder trustee of Cotswold Archaeology and has been its Chairman for 22 years, a remarkable achievement. Neil Holbrook MIfA 737 has been Chief Executive since 1991 and is one of four employees with over twenty years' service, the others being Alistair Barber MIfA 1086, Cliff Bateman MIfA 1832 and Richard Morton MIfA 2371.

To mark its birthday Cotswold Archaeology has launched a free on-line library of its reports. All out-of-print monographs are available for download from the Cotswold Archaeology website, alongside grey literature reports on archaeological fieldwork projects. These can be accessed via a powerful tool that can undertake map-based and keyword searches. Over 1700 reports have already been uploaded and this number will rise to over 2500 in the coming months. Making the results of its work widely and freely available is an important part of Cotswold's charitable activities, and we hope many members will make use of the facility. The report library can be accessed at <http://reports.cotswoldarchaeology.co.uk/>

Neil Holbrook MIfA



Timothy Darvill MIfA OBE, Chairman of Cotswold Archaeology for the last 22 years



Long Servers. Clockwise from top left: Richard Morton, Alistair Barber, Cliff Bateman and Neil Holbrook

Spotlight on new Registered Organisations

AEON ARCHAEOLOGY

Based in the heart of Chester, Aeon Archaeology provides commercial archaeological contractual and consultancy services to the private and public sectors. Established in 2012 by Richard Cooke BA MA MIfA, our aim is to provide professional solutions for projects of any size, from private domestic developments to infrastructure and energy-sector schemes.

Covering northern England, north and mid-Wales, we offer our expertise and advice in archaeological works including desk-based assessments, environmental impact assessments, watching briefs, historic building records, evaluations, and excavations.

Since the company was formed it has been our aim to become a Registered Organisation with the Institute for Archaeologists (IfA) as this would help ensure the growth of the organisation. Over the past two years we have worked hard to build up our client base and have succeeded in delivering a variety of archaeological projects to a wide array of customers. We have a proactive and 'can-do' attitude to providing a service that integrates within the construction process and we pride ourselves on being involved in projects from the

outset to ensure that any risk to the archaeological resource is avoided.

In March 2014 we fulfilled our goal and became a Registered Organisation with the IfA. This was a real mile-stone point for us and we feel that it is an endorsement of the professional standards of the organisation as well as its ability to undertake archaeological projects and produce work of the highest of standards. Furthermore, it demonstrates the ability of Aeon Archaeology to provide informed, professional and reliable advice within the commercial archaeological sector.

If you would like to know more about Aeon Archaeology or the type of projects we undertake please visit www.aeonarchaeology.co.uk or contact us on info@aeonarchaeology.co.uk.

Richard Cooke BA MA MIfA



CENTRE OF ARCHAEOLOGY, STAFFORDSHIRE UNIVERSITY

The Centre of Archaeology is pleased to announce it has achieved Registered Organisation status with the IfA. In 2013, Staffordshire University made the decision to invest in archaeology and build capacity in this area. The Centre operates from the University's new £30 million Science Centre and a team of highly dedicated and professional staff has been brought together by the two directors, Caroline Sturdy Colls BA MPhil PhD MIfA

5074 (Head of Research) and Kevin Colls BSc MIfA 2432 (Head of Projects). Our group includes specialists from a range of university departments including engineering, geography, forensic science, creative arts, and IT and game design. This offers a unique and diverse range of skills and experience for the successful completion of archaeological projects ranging from long-term research programmes to commercial, development-led ventures and forensic police consultancy.

Striving to enhance archaeological field practice, our research team is currently undertaking pioneering work in the fields of Holocaust archaeology and forensic approaches to buried remains. Caroline's work at Treblinka death camp in Poland has also recently featured in a Channel 5 documentary as well as on the Smithsonian Channel. Having managed the *Dig for Shakespeare* project at New Place, Stratford-upon-Avon, for the last six years, Kevin is continuing to explore the



archaeological evidence for Shakespeare in Stratford and elsewhere.

We actively promote interest in the historic environment through outreach programmes, community engagement activities, and public lectures. The Centre of Archaeology also offers a number of university-accredited archaeological short courses, training programmes, summer schools and Continuing Professional

Development (CPD) workshops. These opportunities cover a wide range of topics from GIS analysis in archaeology and small finds to forensic and holocaust archaeology, and are tailored to suit a wide range of individuals including students, police forces, council archaeologists, employees of historic sites, as well as other organisations. In addition, bespoke short courses, master classes and training solutions can be developed to suit specific training requirements.

KDK ARCHAEOLOGY

KDK Archaeology was established in January 2013 by husband and wife team David and Karin Kaye. Both were late-comers to archaeology, having given up careers in graphic design and tourism respectively to study at the Institute of Archaeology, UCL. They met whilst working for a well-respected commercial archaeology company in Hertfordshire where their core archaeological interests and business ethos was formed. Their long-held passion for archaeology has not dimmed since their career change, and this combined with a strongly held belief in working as a team with colleagues, clients and curators to ensure a successful

outcome to all KDK projects formed the foundations of the company. Equally important to them is the dissemination of information and offering others the opportunity of becoming involved in the archaeological world, which is promoted through outreach programmes, lectures, staff recruitment and various media platforms.



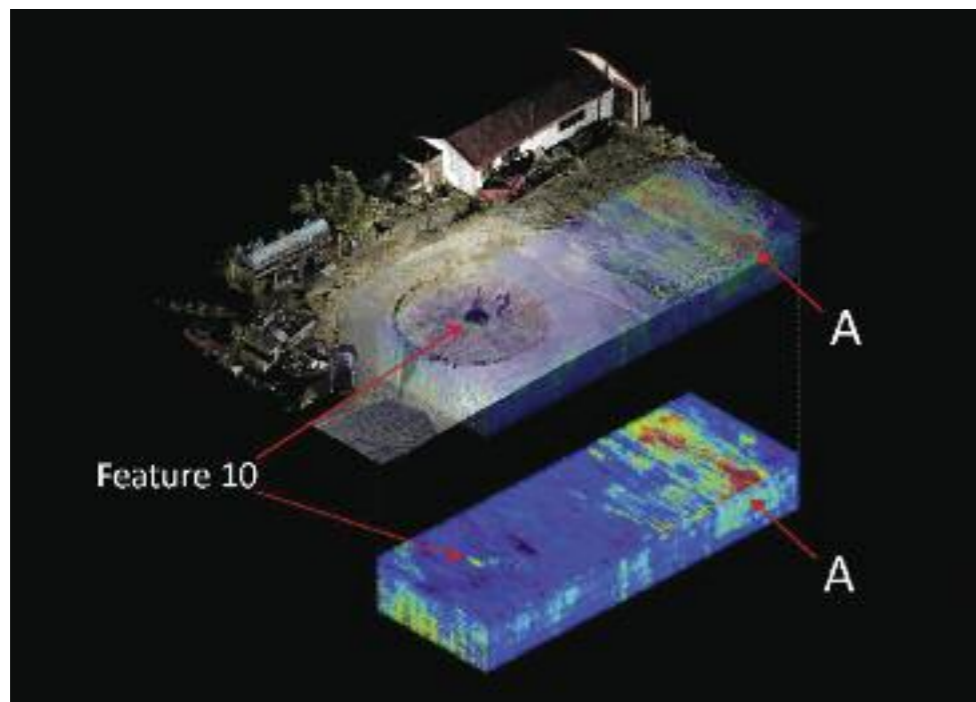
Geophysical workshop during summer school. © KDK Archaeology



Trace evidence workshop. © KDK Archaeology

Their combined archaeological interests and specialisms allow them to comprehensively cover the built environment as well as below-ground archaeology, from the prehistoric to the present day. Most projects are currently in Bedfordshire, Buckinghamshire and Hertfordshire, though historic buildings projects often take them further afield, primarily into London, Essex, Kent and Hampshire. Their client base is as diverse

as the projects they undertake and include householders, commercial developers, town and parochial church councils, school boards and multi-national companies, all of whom have helped give KDK varied and exciting work. KDK have had a superb first 18 months in business – and gaining their Registered Organisation status is a great achievement for the company.



Combining GPR and laser scan data. © KDK Archaeology

Book reviews

The Spellmount guide to London in the Second World War

James Beardon
2013, Spellmount Publishers Ltd
ISBN 9789752493497

Review by Chris Constable BA MA PhD PgDip MIFA
(2283)

As the name of this book suggests this is not a history of London during the war, but rather a guide to visiting various surviving buildings, monuments and locations of historical events. As such, it has a focus on central London and Docklands.

This large area is divided into ten geographical 'zones', and three later chapters discuss the underground during the war, monuments and memorials to visit and museums that may be of interest. There is a short section on travelling around London, including three walking and two cycle routes of suggested tours of areas described in the volume.

The bulk of the book is an inventory of sites and monuments giving their title, wartime role, street address, nearest tube and cycle hire station. These basic details are followed by a summary of why the site is of interest. These sections provide clear information and backgrounds to the sites or biographies of the individuals, organisations or events linked to the site.

There will always be an element of disagreement about the selection of sites included in the text in a guidebook, and the level of research for individual entries. The sources listed at the end of the volume indicate some obvious gaps and a focus upon military history; for example, the national inventory of war memorials is also not listed as a source (see www.ukniwm.org.uk). The role of Borough Tube Station during the war appears to be based upon the 'Historic Southwark' sign attached to the building rather than the extensive details included on the Subterranea Britannica web site (see www.subbrit.org.uk/sb-sites/sites/k/king_william_street_station/index5.shtml). The bombing and fire at the Surrey Commercial Docks is discussed, but the later role of the docks in D-Day as a production site for mulberry harbours is not. It must be questioned how anyone would get an idea of the

historic docklands from a visit to modern Canary Wharf, whilst a trip to West India Quay would include surviving sugar warehouses, wharfs, cranes, basins and the Museum of London Docklands with its displays of the wartime docks. Directing people to visit Eros in Piccadilly Circus to illustrate the point that street sculpture was protected from air raid damage does not seem to be a good use of the space in this volume.

The maps in this volume are exceptionally poor and inconsistent in their reproduction; they have no scale or north arrow, or clear indication of the direction of north by the arrangement of text on the maps or the orientation of maps on the page. Whilst some maps only show 'A' roads, others, for example in the Lambeth area, show lesser roads so comparison between the maps is not easy at all. At the end of the introduction 'Using the guidebook' states that the locations of tube stations and cycle hire sites are shown on the maps. This information has not made it through to the finished product. For reasons that entirely escape your reviewer, maps do not accompany the walking and cycling routes.

In the final section of this volume are details of a number of museums in London. This section is entitled 'military museums'; it also includes the London Transport Museum, due to the use of the tube as a shelter in wartime, but does not include the Museum of London or the Museum of London Docklands both of which have extensive displays on the City and docks in



the war. There are also a number of errors, for example the Druid Street Arch is located north of Druid Street, not to the south; the railway line is also missing from this map. It is stated that Canada Water has a stop on the Dockland Light Railway, rather than the Overground, and Tower Hill Tube is also located on the Docklands Light Railway, a fact omitted from the description.

The poor quality, inconsistent maps reduce the usefulness of this volume, but it does contain interesting information, especially the use of the central London

hotels in wartime, and contains a good range of illustrations.

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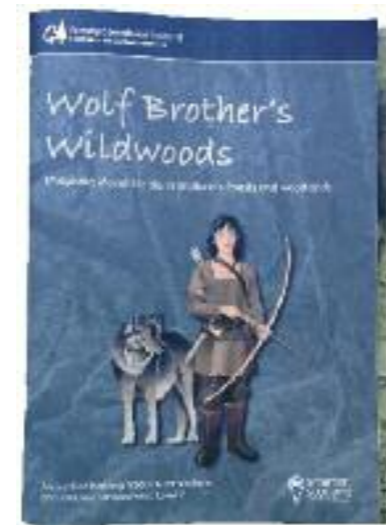
This offer entitles you to 30% off + free p&p from the website as well as over the phone. The offer ends 31/12/14.

Wolf Brother's wild woods. Imagining Mesolithic life in Scotland's forests and woodlands

2013, Scotland: Forestry Commission.
Softback 53 pages, plus two loose A3 colour figures
ISBN 978 0 85538 884 3

Review by Gavin MacGregor BSc PhD MfA (2038)

Published in April 2013, *Wolf Brother's wild woods* is an attractive educational resource produced by Forestry Commission Scotland with support from University of Glasgow and Forest Education Initiative. It is designed to be used by schoolteachers working in the *Scottish curriculum for excellence Level 2 - Level 2* being expressed as 'To the end of P7, but earlier or later for some' (P7 typically being age 10-11).



'Wolf Brother' refers to a fictional book by Michelle Paver, set in the Mesolithic of northern Europe, which details the experiences of a 12-year-old boy called Torak. The resource *Wolf Brother's wild woods* is intended to be used in conjunction with reading of Michelle Paver's book, and to develop themes in the book to deliver outcomes in *Curriculum for excellence*. The resource promotes and supports outdoor activity based learning in a woodland context.

The book benefits from a good range of attractive illustrations (a minor quibble being that they are inconsistently captioned) and is accompanied by two loose A3 fold out figures, 'The Raven camp' and 'Coastal resources', showing evocative scenes of Mesolithic life.

While there is a great deal of flexibility in how the activities suggested in the resource could be tailored to different subjects, it could have benefited from a more explicit correlation between suggested activities and intended learning outcomes.

Despite these minor criticisms, the publication of an imaginative educational resource that promotes learning about the Mesolithic is to be greatly welcomed. While designed for the Scottish context, the resource should still be of interest and value to educators elsewhere. We can only hope that Forestry Commission Scotland through Forest Education Initiative will produce further period-based educational resources such as this.

Useful Links:

Wolf Brother's Wild Woods resource can be downloaded from www.foresteducation.org/images/uploads/fcms123.pdf

For more information on Michell Paver's Wolf Brother www.michellepaver.com/wolf-brother/

For Wolf-brother audio resource as read by Ian McKellen www.theguardian.com/books/series/wolfbrother

Presenting the Romans: Interpreting the fFrontier of the Roman Empire World Heritage Site

Nigel Mills (Ed.)

2013, The Boydell Press

£60.00 pp x + 205 hb

ISBN 978-1-84383-847-0

Review by Henry Cleere OBE BA PhD DLitt FSA FCMI Hon MfA (6)

One of the most dramatic examples of the concept of heritage over the past twenty years has been the implementation of the 1972 UNESCO Convention concerning the protection of the world cultural and natural heritage, better known as the World Heritage Convention.

From its hesitant beginnings, when a handful of what were in effect universally recognized monuments and sites were inscribed on the World Heritage List, the concept and interpretation of 'world heritage' has expanded greatly. As of today there are no fewer than 981 'properties' (to use the UNESCO jargon) on the list. Of these, 759 are classified as 'cultural,' 193 as 'natural,' and 160 as 'mixed' (ie qualifying under both cultural and natural criteria), and they are located in 160 countries worldwide.

The largest of these is undoubtedly the Great Wall of China, which has been on the World Heritage List since 1987, but recent years have seen work on two other exceptional heritage monuments that are linear, though discontinuous. The Silk Route is slowly being put together, from sites and monuments stretching from central China to the Mediterranean, a task that will require several decades for completion. Equally ambitious (and likely to be equally lengthy) is the process of putting together the elements that make up the Frontiers of the Roman Empire World Heritage Site, from Scotland via Europe and the Near East to North Africa.

Unlike the Silk Route, the Roman Frontiers are relatively clearly located and identifiable. A good deal of work has been carried out for many years, and this has been reported at the three-yearly *International congresses of Roman frontier studies* (best known as Limeskongresse) since the first, which took place in Newcastle-upon-Tyne in 1949. The present volume, edited by Nigel Mills, is based on the meeting held in 2009, once again at Newcastle, which surveys the Roman frontier sections



that are already on the World Heritage List (Hadrian's Wall in the UK and the Upper Rhaetian Limes in Germany), as well as those which are under active preparation in countries such as Austria, Croatia, Hungary and The Netherlands. Discussions have been in progress for a number of years regarding the eventual incorporation of other significant sections.

The 'Introduction' by the editor is an admirably cogent overview of the present situation, which brings together the many strands treated by the contributions from scholars from a number of European countries. These present the different approaches that have been taken in, for example, presentation, interpretation, and reconstruction, involving the wide range of tools and techniques now available, from museums to archaeological parks. Of especial value is the paper by Christopher Young on the UNESCO standards for reconstruction, which are being applied with increasing stringency by the World Heritage Committee.

There is also a series of papers on different techniques of presentation aimed at giving a rounded picture of the Roman state and way of life, ending with two important papers that present the development and application of the intensively researched Hadrian's Wall Interpretation Framework. It is fitting that this important volume contains a paper by its current editor, David Breeze, that traces the history of what may with some justification claim to be the oldest archaeological guidebook, Collingwood Bruce's monumental *Handbook to the Roman wall*, from its first edition in 1851 to its 14th in 2006.

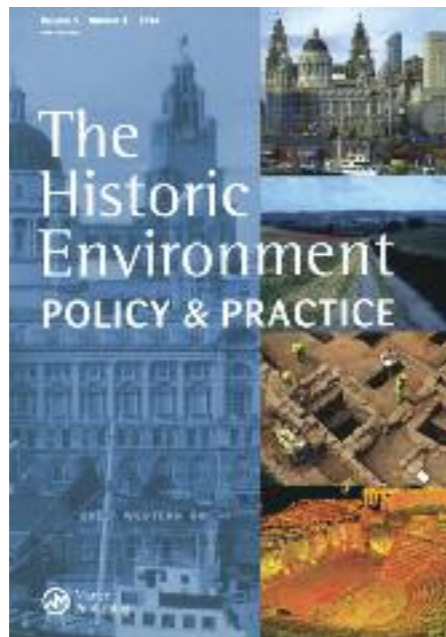
Historic Environment journal *update*

Roger White BA PhD MIfA 651

Editor, *The Historic Environment. Policy and Practice*

Five years ago, a long-term ambition of IfA was realised when it launched its own academic journal, *The Historic Environment. Policy and Practice*, published by well-established and respected Maney Publishing. The journal exists to bring to the profession innovations and research into the policy and practice of archaeology and allied disciplines, fostering best practice and thus developing the profession. Initially, the journal was issued in two parts each year, but from 2014 has seen an increase to three parts and the introduction of the first special issue, which will be published shortly. It is a longer-term ambition to move to four parts per year.

In supporting its own journal IfA is following in the footsteps of the other Chartered institutes, such as RIBA, who publish the snappily titled *RIBA Journal*. The Historic Environment journal offers an international platform for IfA through its readership, and its editorial



board. It will now be able to take up a stronger academic profile after recent acceptance into a key indexing service for the academic community, the ISI/Thomson Reuters **Arts and Humanities Citation Index** and its sister publication **Current Contents/Arts and Humanities**.

This indexing has been applied to the entire run, from issue 1.1, meaning that any article published thus far is citeable via this listing. It is unusual to get inclusion so early on in a journal's life, and it is recognition of the quality of the *Historic Environment's* papers since inclusion – which is an outcome of the high numbers of citations for *HEP's* papers in other archaeology journals.

As Editor, I am in the privileged position of being able to have a first glimpse of the innovative and significant developments in archaeology as they are submitted to the journal: I look forward to receiving yet more papers from IfA members in the future.

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 IfA *Code of conduct* is found, resulting in a reprimand, suspension or expulsion, the Institute will publish the name of the member and the details of the sanction decided, unless there are exceptional compassionate grounds for not doing so.

Following receipt of a complaint of alleged breaches of the *Code of conduct* against Timothy Morgan (MIfA 7032) a Disciplinary Panel was convened to investigate the alleged breaches of the following Rules of the *Code of conduct*

- Principle 3, Rule 3.2 – “A member shall prepare adequately for any project he/she may undertake.”
- Principle 3, Rule 3.3 – “A member shall ensure that experimental design, recording, and sampling procedures, where relevant, are adequate for the project in hand.”
- Principle 4, Rule 4.2 – “A member shall accurately and without undue delay prepare and properly disseminate an appropriate record of work done under his/her control.”

The Disciplinary Panel recommended that the member had breached all three of the Rules of the *Code of conduct*.



The Executive Committee then appointed a Sanctions Panel to agree appropriate sanctions based on the findings of the Disciplinary Panel and their own deliberations.

The Sanctions Panel concluded that there had been a significant breach of all three rules and concluded that the appropriate sanction should be a formal reprimand.

In accordance with clause 41 of the IfA's *Disciplinary regulations* Timothy Morgan (MIfA 7032) is formally reprimanded for

- not preparing adequately for work that was undertaken resulting in a breach of Principle 3, Rule 3.2
- not making an adequate record of the work that was undertaken resulting in a breach of Principle 3, Rule 3.3
- not providing an adequate report of the work that was undertaken resulting in a breach of Principle 3, Rule 4.2

A copy of the IfA Disciplinary regulations can be found at www.archaeologists.net/regulation/complaints.



NOTICEBOARD

Save the date! IfA annual conference and training event, Cardiff 15 – 17 April 2015

The role of your profession

The IfA's Strategic plan 2010-2020 begins with an objective to increase understanding of the role of archaeologists in society and to improve our status. This conference theme allows us all to think about that role and how it may develop over time, and we are looking for sessions which tackle the subject head on. What do you think the future holds for your profession? What will the public and our clients want from archaeologists? Whom will we be working alongside? How will we be commissioned? What techniques will we be using? Who are the archaeologists of the future, and how will they differ from those of today and yesterday? What should Generation Y be learning so they can succeed in being the archaeological leaders of the future? What do you think the newly Chartered Institute for Archaeologists should be doing to inspire the profession? Are we thinking radically enough?

These are all questions we are hoping you will address at our 2015 annual conference and training event.... Located at the Mercure Holland House hotel in Cardiff and running over three days (from 15 to 17 April 2015), the event will include at least ten research sessions and five discussion seminars, along with CPD training workshops, fringe events, excursions and networking opportunities. The content of the discussions, debates and training is up to you – can you inspire the profession and help archaeologists determine our own fate? Have you got an insight into how archaeological methodology may evolve, and the impact such changes may have on our job? What training can you offer which might prepare us a bit better for the archaeological profession of the future.

You can find links to all conference information on our website at www.archaeologists.net/conference/2015info.

Dates to remember!

Call for sessions

The deadlines for returning the proposal form (which you can find on our website) are:

Discussion sessions (including traditional format and discussion seminars) – deadline 31 July 2014

Workshops (CPD training sessions) – deadline 30 August 2014

Fringe events (something exciting, different or spectacular) – deadline 30 August 2014

Excursions (half day visits) – deadline 31 July 2014

Our *Call for papers* will follow in September, with a deadline of mid October – keep an eye out for this on the website information pages, twitter and our eBulletin.

CARDIFF 2015

