



Summer 2012

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# The ARCHAEOLOGIST



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WORLD OF  
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As Peter mentions opposite, this Summer issue of *The Archaeologist* deals with change and metamorphosis in the heritage sector. In addition, we have some great contributions covering a range of topics. It is always useful to hear about the mechanics behind projects and decisions; the Baliscate project committee give us an insight into a museum-led



Amanda Forster

archaeological project in Mull, and Sandy Kidd provides a look at how the rules of the appeals game may have been effected (or not) by changing planning policy. Doug Rocks MacQueen provides an update on the picture of jobs in British archaeology (2011–12), and Kate Geary and Andrea Bradley pass on some good news regarding IfA training initiatives and funded workplace bursary scheme. Our opinion piece looks at the world of building recording, with Mike Heaton expressing his views on the disparity between the world of archaeologists and conservation officers. Finally, for this issue's interview, I had the pleasure of meeting up with three archaeological adventurers; Brendon Wilkins, Lisa Westcott Wilkins and Raksha Dave. You will also find news from our members, registered organisations and from IfA Policy Advisor Tim Howard.

**Amanda Forster**  
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**Notes to contributors**

**Themes and deadlines**

Autumn: IfA Conference 2012  
deadline: 1 August 2012

Winter: Adding value to development  
deadline: 1 November 2012

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 submit an article, the following guidelines will apply. Articles should be between 1000 and 1500 words, and sent as an email attachment including captions and credits for illustrations. Illustrations are important in any article, and should be provided as separate files in high resolution (at least 300dpi) and jpg, tif or pdf format. TA is made digitally available through our website and if this raises copyright issues with any authors, artists or photographers please notify the editor. Copyright of content and illustrations remains with the author, that of the final design with IfA (who will make it available on its website). Authors are responsible for obtaining reproduction rights and for providing the editor with appropriate captions and credits. Opinions expressed in *The Archaeologist* are those of the authors, and are not necessarily those of the IfA.

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## A word from IfA Chief Executive *Peter Hinton*

In this current edition of *The Archaeologist*, metamorphosis and change feature pretty highly. The world we work in and the people we work alongside are constantly developing and changing – sometimes for the benefit of the profession, and sometimes to pile further stress onto our working lives. We hear about the developments within the IfA itself: our moves for Charter should bring the increased recognition and prestige that belonging to a Chartered Institute bestows; and if we're unsuccessful we'll just have to earn that esteem the hard way – which has been our default way of working for long enough not to present insuperable challenges. We also include some positive news regarding continuation of the HLF workplace bursary scheme, which provides wonderful opportunities for host partners and successful candidates. What an amazing contribution the HLF has made towards our endeavours to make workplace learning a structured experience for every archaeologist! A further two years of funding will have a very positive impact, embedding our Training Toolkit and enriching it with more specialisms in our suite of case studies and training plans.

This spring, the core team in the IfA office has also had to change and adapt. During March, Alex Llewellyn, our Head of Governance and Finance, was taken seriously ill and has been on a period of sick leave. We are glad to report that Alex is receiving the treatment she needs, and we are all looking forward to her recovery and eventual return to work. We have been lucky to enlist the support of our accountant, Andrew Taylor, and of Andrea Smith, who have jumped in to help keep our financial and governance work moving. Many thanks are due to both.

At the end of May we said goodbye to one of our long-serving members of staff, Kathryn Whittington (Member Services Coordinator). Kathryn is continuing her membership of IfA, so I can take this opportunity to wish her well in her new venture and thank her for all her hard work. Kathryn leaves a big hole to fill in the Institute. With ever increasing member numbers, Registered Organisations and Groups, and a growing cadre of NVQ candidates to support and oversee, we have decided to replace her post with two new member coordinators. We look forward to introducing you to our new employees in the next issue!

All the time we are working at developing and improving your institute. Currently, we are reviewing many areas, including the disciplinary process, governance structure and application procedures, as well as developing Groups and membership services. Further Standards and guidance are working their way through the mill. We are engaged in advocacy for archaeology in all four UK countries, all of which are pulling in different directions. You will hear about these developments via eBulletins, tweets, facebook pages and the website; so please keep an eye on whichever of these media agree with you, and ensure you get the chance to comment. This year our AGM will be held on 8 October in London (see Noticeboard at the end of this issue for details) – a date for your diary! As well as having the opportunity to vote on a number of issues, you will also hear about Chartership and what it means for you, and – if you are keen to be at the heart of those discussions – you can also put yourself forward for election to Council. Look out for details in the next issue of TA.

I hope you will find that all these changes are in sum a good thing: we are of course aware that for some of our members changes within the sector have been devastating. We do what we can to support people in their struggles, so if IfA can help please let us know. I am sure you will soon feel the benefits of developments taking place within IfA. However, we do ask you to bear with us. With limited staff resources in the short term, our plans may take a bit longer than we had hoped. Our intention is to improve the functionality of the Institute, as well as improving your experience as both member and professional archaeologist. But if our systems are creaking a bit, or have any queries or problems, please pick up the phone and speak to a member of staff: your profession is our occupation and although resources may be limited in the short term, we are always here to help.



Peter Hinton

# METAMORPHOSIS

## *the changing world of the heritage sector*

In this issue our feature article is all about change – starting with England’s National Planning Policy Framework, but also highlighting what else has changed elsewhere within our sector. Peter Hinton outlines IfA’s response to English Heritage’s National Heritage Protection Plan; Kate Geary and Andrea Bradley outline how training and CPD has developed; and Anthony Sinclair provides a guide to changes in the higher education sector. We also look at what needs to change still, with a wishlist for changes to Northern Ireland’s PPS5 from Peter Hinton and a look at the profession from the perspective of the individual from Chris Clarke. Last but not least, Shane Kelleher outlines plans afoot in industrial archaeology as a result of EH’s Industrial Heritage at Risk project.

### NPPF: the future is in your hands...

Amanda Forster

On Tuesday 27 March, England’s National Planning Policy Framework was published; finally set in stone after a long process of consultation and taking into account some of the concerns and worries expressed by many bodies and individuals. In a press release issued on the same day, IfA’s Peter Hinton and Tim Howard indicated that some positive points could definitely be highlighted, and were pleased to see concerns which they had raised with Government regarding the treatment of the historic environment had been recognised (see end for link).

Peter Hinton stated that it “was essential that the NPPF carried forward the principles of PPS5 to achieve Government’s twin objectives of conserving the historic environment in a sustainable manner and of ensuring wide public benefit from expert investigations of those elements affected by

development[...] What we need now is a firm response from Government to those local authorities that mistakenly believe that they can comply with the framework without securing the services of professional historic environment advisors.”

English Heritage has since provided a useful guide and summary on how planning policy can now be taken forward, and how the new NPPF will affect the way the historic environment is managed in the future. The following summary borrows heavily from this guide, which is accessible as an online presentation put together by Mike Harlow (Governance and Legal Director, EH) and Duncan McCallum (Government Advice Director, EH), and available on the HELM website (see links below). Direct references to NPPF are generally to paragraphs within the document, indicated using an upper case ‘P’ (eg P6); where page numbers are referenced a lower case ‘p’ is used.

Importantly, it is the definition of the term *sustainable development* (abbreviated to SD) which really sets the scene for the how the policy can be taken forward. Within the ministerial forward by Greg Clark MP (Minister for Planning) this is described as follows.

‘Sustainable Development (SD) is about change for the better... Our historic environment – buildings, landscapes, towns and villages – can better be cherished if their spirit of place thrives rather than withers.’

Most relevant within NPPF is arguably Paragraph 6 (P6) which outlines that ‘the purpose of the planning system is to contribute to the achievement of SD’, and that the policies in P18 to P219, taken as whole, constitute the Governments view of what SD in England means in practice for the planning system. Essentially, if it doesn’t adhere to the underlying principles, it isn’t SD.

Paragraph 7 outlines the three main dimensions which contribute to SD – economic, social and environmental – each giving rise to the need for the

planning system to perform a number of roles. Paragraph 8 goes on to outline that, in order to achieve SD, these dimensions and the gains they provide should be sought jointly and simultaneously through the planning system. That positive improvements to the quality of the built, natural and historic environment should be sought in the pursuit of SD is referred to in P9.

Equally important is the presumption in favour of SD which ‘should be seen as a golden thread running through both plan making and decision making’ (P14). This is the presumption that development should be allowed if it meets the objectively assessed needs of the community provided it is genuinely sustainable. What is genuinely sustainable is defined by the objectives and policies set out in the framework.

Adherence to the objectives and policies are summarised in twelve core land-use planning principles underpinning both plan-making and decision-making (P17). With specific reference to the historic environment, one of these principles is to ‘conserve heritage assets in a manner appropriate to their significance, so they can be enjoyed for their contribution to the quality of life of this and future generations’. This principle is further outlined in P126 to P131, where it is highlighted that heritage assets are an irreplaceable resource and that in developing strategies for the conservation and enjoyment of the historic environment, local authorities should take into account (P126):

- the desirability of sustaining and enhancing the significance of heritage assets and putting them to viable uses consistent with their conservation;
- the wider social, cultural, economic and environmental benefits that conservation of the historic environment can bring;
- the desirability of new development making a positive contribution to local character and distinctiveness; and
- opportunities to draw on the contribution made by the historic environment to the character of a place.

For more a far more comprehensive and detailed expansion on the implications for practice, please have a look at Duncan and Mike’s original presentation which not only covers the defining principles and key definitions of NPPF, but also outlines key concepts such as designated heritage assets, weight, harm, setting and recording. The presentation usefully highlights areas of NPPF with direct relevance to the historic environment, quoting and signposting specific paragraphs in the document itself. As well as covering this in their online

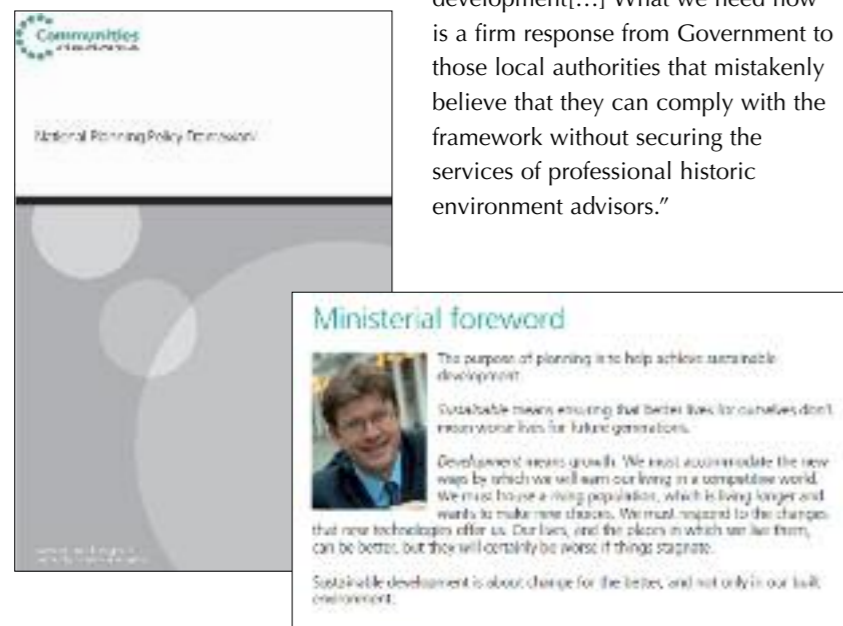
presentation, English Heritage has also prepared a ‘where are they now?’ comparison sheet between PPS5 and NPPF, to facilitate direct comparison (see links below).

In conclusion to this introductory section of *Metamorphosis*, it is important to consider what has really changed with the introduction of NPPF. One development, often overlooked, is that the historic and natural environments are treated with pretty much complete parity, which should be seen as a major success of the sector’s advocacy and policy work over the past ten years or so – how much we make use of this policy advance remains to be seen. What is evident is that the substance of Local Plans is paramount to the success of the principles of SD, and therefore, it is in the development of Local Plans that the archaeological community should perhaps be most concerned. It is clearly stated within NPPF that ‘Local Plans are the key to delivering sustainable development that reflects the vision and aspirations of local communities’ (P150), and also that ‘Local planning authorities should have up-to-date evidence about the historic environment in their area and use it to assess the significance of heritage assets and the contribution they make to their environment’ (P169). How local planning authorities access and maintain that up-to-date evidence is not specifically outlined, other than that ‘Local planning authorities should either maintain or have access to a historic environment record’ (P169). It is in this area that we as a professional community have felt most under threat in recent months.

Having access to an up-to-date HER may well be stated within the NPPF, but how this is interpreted to over-stretched and under-resourced authorities is the key to how effectively archaeology and other heritage assets can be managed via Local Plans. Much of the IfA’s advocacy role in recent months has been taken up with lobbying for the protection of archaeological services, and this continues to be a major issue. Already in 2012 these threats have become major problems, perhaps most controversially with the closure of the Merseyside Archaeological Service (provider of the Merseyside HER) on the 31 March 2012, leaving a gaping hole in the provision of archaeological advice in that region. In our next edition, we will present a summary of our IfA conference debate entitled *What is the future for Local Planning Authorities and archaeology?*, where the issue of archaeological advice will be covered in far more detail.

One of our jobs over the coming months will be to enhance the tools for professionals, stakeholders and local communities to raise the profile of archaeology

NPPF...  
‘Importantly, it is the definition of the term *sustainable development*... which really sets the scene for the how the policy can be taken forward.’



in their local area ([www.archaeologists.net/advocacy/protectingservices](http://www.archaeologists.net/advocacy/protectingservices)) and, more widely, to promote the important contribution that the historic environment has to make to the quality of life for this and future generations. To end on a quote from NPPF: 'Heritage assets with archaeological interest are the primary source of evidence about the substance and evolution of places, and of the people and cultures that made them' (p50). NPPF outlines how the planning process works, and we archaeologists all know how important archaeology and the historic environment is both regionally and nationally. The challenge for us is to demonstrate to local communities why it is important for them to demand they get the best out of their historic environment, and to provide local archaeology advisors with our ongoing support through difficult times. If we expect Local Plans to help protect and conserve the historic core of towns, villages and the landscapes they occupy, we need to provide the evidence of why it is important to do so.

As a final note with regards to practice, it is important to note that the Historic Environment Planning Practice Guide (March 2012) is still relevant

and considered to be a 'live' document endorsed by government. Government is yet to clarify the situation regarding guidance for NPPF so, with relation to the historic environment, keep an eye on the English Heritage website and, of course, the IfA news pages, and we will keep you up to date.

*Links to documents and websites mentioned above*

NPPF document:

[www.communities.gov.uk/publications/planningandbuilding/nppf](http://www.communities.gov.uk/publications/planningandbuilding/nppf)

IfA response to NPPF:

[www.archaeologists.net/news/120327-ifa-responds-publication-national-planning-policy-framework-nppf](http://www.archaeologists.net/news/120327-ifa-responds-publication-national-planning-policy-framework-nppf)

English Heritage response to NPPF:

[www.english-heritage.org.uk/about/news/eh-responds-national-planning-policy-framework/](http://www.english-heritage.org.uk/about/news/eh-responds-national-planning-policy-framework/)

English Heritage commentary on NPPF and the Historic Environment (including presentation, and comparison documents):

[www.helm.org.uk/server/show/ConWebDoc.1769](http://www.helm.org.uk/server/show/ConWebDoc.1769).

IfA advocacy pages: <http://www.archaeologists.net/advocacy/protectingservices>

## Aligning strategies; IfA's strategic plan and the National Heritage Protection Plan

Peter Hinton

*'The National Heritage Protection Plan (NHPP), put simply, will be the national framework for bringing together work by English Heritage (EH) and other partners within the sector to protect the historic environment. It will allow us to re-align and apply the full range of our expertise and resources towards protection activities carried out directly by EH or towards supporting others in their protection of what is valued and significant.'* English Heritage website

The (English) National Heritage Protection Plan was launched by the Rt Hon John Penrose MP, Minister for Tourism and Heritage, on 23 May 2012. The plan presents English Heritage's priorities from 2011 to 2015, and maps out the Action Plan which sits at the heart of NHPP. Peter Hinton, IfA Chief Executive, presents a comparative discussion of the concordance between NHPP and the IfA's own strategic plan 2010–2020.

### IfA strategic plan

IfA's strategic plan ([www.archaeologists.net/sites/default/files/node-files/Stratplansummary.pdf](http://www.archaeologists.net/sites/default/files/node-files/Stratplansummary.pdf)) sets out the purpose and priorities of IfA 2010-2020. It has six objectives

- O1 increase understanding of the role of archaeologists in society and improve our status
- O2 inspire excellence in professional practice
- O3 strengthen the relationships between archaeologists across the historic environment and other sectors
- O4 make IfA membership and registration essential demonstrations of fitness to practise
- O5 develop a stronger influence over policy affecting the Historic Environment
- O6 give archaeologists a credible, effective and efficient professional institute

The plan sets out the strategies for achieving its objectives, either by itself or in partnership with others.

IfA's strategic plan explains that Archaeologists study – and care for – the past through its physical remains. These remains whether built, buried, on land or underwater, extraordinary or everyday, magnificent or mundane all contribute to

our historic environment. The resources of the historic environment, like those of the natural environment, are for the benefit of everyone in society, today and in the future, and need to be treated with care and expertise. Archaeologists have a unique set of skills to tap into these resources – to find them, to explore them, to manage them and to realise their full potential for education and research, the improvement of our environment and the enrichment of people's lives. We have a duty to society to fulfil this role.

Archaeologists are therefore key to heritage protection, and play a major role in the NHPP. IfA does not directly contribute to heritage protection, but its members do. IfA's stated purpose is: We promote high professional standards and strong ethics in archaeological practice, to maximise the benefits that archaeologists bring to society, and to bring recognition and respect to our profession.

This statement sets out IfA's critical role in capacity building, standard setting and advocacy, all of which are required to support implementation of the National Heritage Protection Plan, and to realise IfA's vision for 2020:

In 2020 all professional archaeologists will have the skills, integrity and versatility to ensure that the study and care of the historic environment brings real benefits to people's daily lives.

Castlerigg stone circle, Cumbria, where the setting of this impressive monument provides more than just a backdrop to an archaeological site. In NPPF, the historic and natural environments are treated with pretty much complete parity. © Amanda Forster

### National Heritage Protection Plan

The (English) National Heritage Protection Plan (NHPP; [www.english-heritage.org.uk/content/imported-docs/k-o/nhpp-plan.pdf](http://www.english-heritage.org.uk/content/imported-docs/k-o/nhpp-plan.pdf)) was originally conceived as a means of ensuring and demonstrating targeted use of English Heritage's diminishing resources. It is now evolving into a collaborative framework for prioritising heritage protection resources from across the sector and where possible beyond. The plan states that it will be the national framework for bringing together work by English Heritage and other partners within the sector to protect the historic environment. It will allow us to re-align and apply the full range of our expertise and resources towards protection activities carried out directly by EH or towards supporting others in their protection of what is valued and significant.

The plan has been described in *The Archaeologist* 81, 16.

### Two plans; one historic environment

It is unsurprising that the IfA strategic plan has much in common with the NHPP. The NHPP is about protecting heritage: IfA's Code of conduct places conservation of the historic environment above all else. The NHPP is founded on the belief that 'the overwhelming majority of people in England value and appreciate the historic environment': IfA's strategies are focused on ensuring that archaeologists bring real benefits to the public and clients they serve. In the context of the planning-led investigation of the historic environment, these IfA priorities have been developed through the Southport Group's report.

While some of the strategies and actions of the IfA plan are inward focussing, many contribute to the Measures, Themes and Actions identified in the NHPP. Just how much synergy there is can be seen from the correlations between the two plans (see figure in double page spread). As they progress, more concordances will be found. At this stage in the game of battleships we can already see a well-populated strategic ocean. This is, of course, not a battle but a joint exercise. IfA has many vessels in the 'Foresight' area, and has deployed a large fleet to tackle 'Professional Infrastructure Threats', especially in local authorities. As befits an organisation with the strapline *Setting standards for the study and care of the historic environment*, further craft are engaged in 'Standards and Guidance Development'; and with professionalism founded on skills and knowledge others are deployed on 'Training and Skills Development' and 'Knowledge Transfer', our strategies of advocacy of research ethos, training and professional development ranging pretty much across

the entire width of Actions. Recognising that it is our members who are actively engaged in heritage protection, IfA's plan concentrates on setting standards, measuring compliance with them, and promoting through training, CPD and advocacy. Our role is to ensure a competent professional infrastructure to deliver the NHPP, and thus most of our fighting resource is deployed alongside the submarine class of NHPP 'Supporting Actions' that escort the convoy but do not form part of the NHPP proper.

### IfA business plan

IfA works to an annual business plan which aims to bite off at least a tenth of the ten-year strategic plan. The plan is already ambitious, and cannot be achieved without external funding – which as every IfA member knows has become harder to come by. IfA has benefited enormously in the past from English Heritage support for projects, but with the long-running reorganisation at EH decisions on several of our project grant applications are likely to be deferred for many more months yet.

With that caveat, the following activities are proposed for 2012-13 that would contribute directly to the NHPP

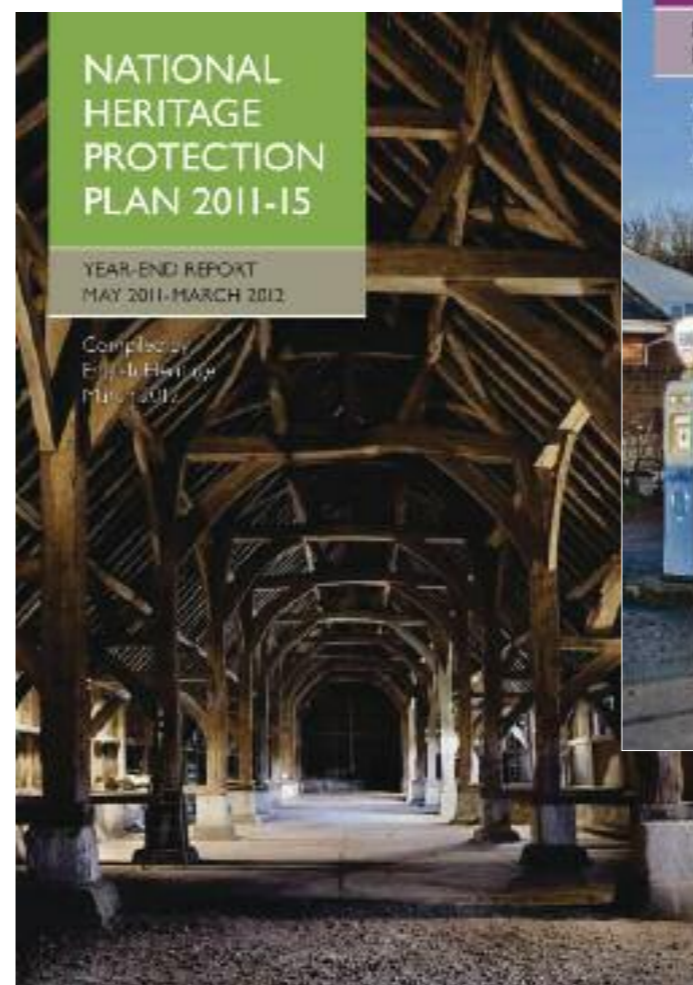
- a revised draft Standard and guidance for archaeological advice by historic environment services, a first draft Standard and guidance for archaeological consultancy and revisions to fieldwork Standards, including provisions for public participation, research focus and expertise, archives, dissemination, collaborative working, better written schemes, importance of quality to clients, quality management via the planning process (Southport Recommendations 2, 12, 14, 17, 19, 20, 23, 24, 25, 26; NHPP actions 4A-H, 5A4, 5B2, 6A-B, 8A1, 8A3, 8A5, 9B4, 9B6, 9D1, 9D2). The archaeological advice project is being conducted with ALGAO UK and has received generous support from English Heritage, Historic Scotland and Cadw.
- publicity and training on the Standard and guidance for archaeological advice if adopted (NHPP 4A-H, 5A4, 5B2, 6A-B, 8A1, 8A3, 8A5, 9B4, 9B6, 9D1, 9D2)
- a review of the Stewardship Standard and guidance (Southport Recommendation 19; NHPP 5A4, 5B1, 5B2, 6A-B, 8A2)
- pending a decision by English Heritage, a Standard and guidance for metric survey (NHPP 8A5, 9B3, 9B5)
- subject to decisions by the Heritage Lottery Fund and English Heritage, securing a successor workplace learning bursary programme (Southport Rec 21) building on the best of the HLF and EPPIC

projects and our proposal for building local authority capacity through placements (NHPP 2E2, 5B2, 6A-B, 8A2, 8A5, 9B1)

- a review of environmental protection policy and obligations of members (NHPP 2A2, 9B3)
- promote in *The Archaeologist* best practice in adding value to development (Southport Rec 22; NHPP 1B1, 8A1, 9D3)
- reviewing, with a view to endorsing as professional best practice, a new concordat between the British Property Federation and FAME (Southport Recommendation 22; NHPP1B1, 6A-B)
- development with sector partners of practice guidance to support new planning policy (Southport Rec 25, 26; NHPP 4A-H, 5A4, 5B2, 6A-B, 8A1, 8A3, 8A5, 9B3, 9B4, 9B6, 9D1, 9D2)
- subject to funding, training on implementation of recent planning policy, guidance and relevant IfA Standards in Scotland and England (Southport recommendation 29; NHPP 2E2, 5B2, 6A-B, 8A1, 8A2, 9B1)
- promoting the British Archaeological Awards (Southport recommendation 31; NHPP 9D3)
- holding an annual conference, training and CPD event (NHPP 9B1, 9B6 and many more).

### Success or failure?

How far the NHPP genuinely becomes a sector-wide plan depends on people and systems. How much can EH staff let go? Will the Plan be used as a means to set priorities, or will it merely be a framework that almost anything can be fitted in to? Can the process of reporting to the Plan – and applying for grants – be made accessible to organisations and groups with limited resources and time? How fast can decisions be made? And how ready are various parts of the sector to forego the limelight and act collaboratively? Some answers from the last question may be deduced from the next edition of the *The Archaeologist*, which looks at this year's conference on Working in Partnership. For the others, we may have to wait a little longer yet, but IfA is committed to play its part in supporting this essential initiative through careful prioritisation of the many elements of its strategic plan.



*'IfA's strategies are focused on ensuring that archaeologists bring real benefits to the public and clients they serve.'*

IFA STRATEGIC PLAN AND NATIONAL HERITAGE PROTECTION PLAN CORRELATED

IFA objectives and strategic aims 2010-2020

IFA objectives and strategic aims 2010-2020		NHPP topic and activity	
01 give archaeologists a credible, efficient and efficient professional trade	01.1 clarify our image and purpose 01.2 develop and implement a communications strategy 01.3 improve our organisational structure enhance our administrative systems develop our staff generate and manage our resources	241 Long term trends and issues analysis 242 Identify systems and opportunities for HE 243 data gathering and assessment of priorities for understanding and protecting HE 244 Review of progress and impact	241 Development pressure 242 Evolving impact of carbon challenge 243 Impact 244 Heritage crime 245 Recreational activities 246 Major environmental threats 247 Rural environment threats 248 Agriculture and forestry impacts 249 Marine exploitation impacts 250 Energy generation impacts 251 Role of education impacts 252 Materials supply loss 253 Heritage mg conservation and craft skills shortages 254 Capacity loss in local authorities
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IfA strategic plan and NHPP battleships, a game for two or more players...

IFA objectives and strategic aims 2010-2020		NHPP topic and activity	
01 give archaeologists a credible, efficient and efficient professional trade	01.1 clarify our image and purpose 01.2 develop and implement a communications strategy 01.3 improve our organisational structure enhance our administrative systems develop our staff generate and manage our resources	341 Long term trends and issues analysis 342 Identify systems and opportunities for HE 343 data gathering and assessment of priorities for understanding and protecting HE 344 Review of progress and impact	341 Development pressure 342 Evolving impact of carbon challenge 343 Impact 344 Heritage crime 345 Recreational activities 346 Major environmental threats 347 Rural environment threats 348 Agriculture and forestry impacts 349 Marine exploitation impacts 350 Energy generation impacts 351 Role of education impacts 352 Materials supply loss 353 Heritage mg conservation and craft skills shortages 354 Capacity loss in local authorities
02 give archaeologists a credible, efficient and efficient professional trade	02.1 clarify our image and purpose 02.2 develop and implement a communications strategy 02.3 improve our organisational structure enhance our administrative systems develop our staff generate and manage our resources	351 Long term trends and issues analysis 352 Identify systems and opportunities for HE 353 data gathering and assessment of priorities for understanding and protecting HE 354 Review of progress and impact	351 Development pressure 352 Evolving impact of carbon challenge 353 Impact 354 Heritage crime 355 Recreational activities 356 Major environmental threats 357 Rural environment threats 358 Agriculture and forestry impacts 359 Marine exploitation impacts 360 Energy generation impacts 361 Role of education impacts 362 Materials supply loss 363 Heritage mg conservation and craft skills shortages 364 Capacity loss in local authorities
03 give archaeologists a credible, efficient and efficient professional trade	03.1 clarify our image and purpose 03.2 develop and implement a communications strategy 03.3 improve our organisational structure enhance our administrative systems develop our staff generate and manage our resources	361 Long term trends and issues analysis 362 Identify systems and opportunities for HE 363 data gathering and assessment of priorities for understanding and protecting HE 364 Review of progress and impact	361 Development pressure 362 Evolving impact of carbon challenge 363 Impact 364 Heritage crime 365 Recreational activities 366 Major environmental threats 367 Rural environment threats 368 Agriculture and forestry impacts 369 Marine exploitation impacts 370 Energy generation impacts 371 Role of education impacts 372 Materials supply loss 373 Heritage mg conservation and craft skills shortages 374 Capacity loss in local authorities
04 give archaeologists a credible, efficient and efficient professional trade	04.1 clarify our image and purpose 04.2 develop and implement a communications strategy 04.3 improve our organisational structure enhance our administrative systems develop our staff generate and manage our resources	371 Long term trends and issues analysis 372 Identify systems and opportunities for HE 373 data gathering and assessment of priorities for understanding and protecting HE 374 Review of progress and impact	371 Development pressure 372 Evolving impact of carbon challenge 373 Impact 374 Heritage crime 375 Recreational activities 376 Major environmental threats 377 Rural environment threats 378 Agriculture and forestry impacts 379 Marine exploitation impacts 380 Energy generation impacts 381 Role of education impacts 382 Materials supply loss 383 Heritage mg conservation and craft skills shortages 384 Capacity loss in local authorities
05 give archaeologists a credible, efficient and efficient professional trade	05.1 clarify our image and purpose 05.2 develop and implement a communications strategy 05.3 improve our organisational structure enhance our administrative systems develop our staff generate and manage our resources	381 Long term trends and issues analysis 382 Identify systems and opportunities for HE 383 data gathering and assessment of priorities for understanding and protecting HE 384 Review of progress and impact	381 Development pressure 382 Evolving impact of carbon challenge 383 Impact 384 Heritage crime 385 Recreational activities 386 Major environmental threats 387 Rural environment threats 388 Agriculture and forestry impacts 389 Marine exploitation impacts 390 Energy generation impacts 391 Role of education impacts 392 Materials supply loss 393 Heritage mg conservation and craft skills shortages 394 Capacity loss in local authorities

METAMORPHOSIS

## The changing landscape of skills and training

Kate Geary

As reported in previous editions of TA, a considerable amount of IfA's effort is directed towards ensuring that archaeologists have the skills and access to training they need in order to maintain high professional standards. Since 1999, we have promoted a six stage vision for training which involves

- identifying the roles archaeologists undertake, and
- the skills they need to undertake those roles
- developing the training they need to gain the skills, and

- the vocational qualifications to accredit that training
- linking professional membership to vocational qualifications
- achieving pay which recognises the value of that professionalism

Through the HLF funded Workplace Learning Bursaries scheme and the English Heritage funded EPPIC programme, we have been able to develop a methodology for structured workplace learning, based on National Occupational Standards, and the infrastructure to deliver NVQs in Archaeological Practice. Our focus now is on promoting that methodology and on finding a sustainable way to



Different ways of learning: Johanna Roethe on work placement with English Heritage as part of the EPPIC scheme © Derek Kendall

support employers and learners in the future. As always, we aren't working in a vacuum. The broader UK skills agenda is changing with less emphasis on learning through higher education and more focus on vocational skills and the accreditation of learning in the workplace. The Government expects employers to engage more with the skills agenda and to inform the development of the training and qualifications they need. It also expects organisations, particularly Sector Skills Councils, involved in the development of training and qualifications to listen to employers and to design and deliver qualifications which meet the requirements of industry.

Whilst the value of academic qualifications in archaeology is likely to remain high, there are advantages to a more flexible approach to career entry and progression, both for employers and those seeking to work in archaeology. Rising university tuition fees and questions of affordability versus return on investment will inevitably start to impact on numbers studying archaeology and it is possible that in the future new recruits will come into archaeology through a vocational route, engaging in academic study later in their careers or on a part time basis. Greater flexibility also has the potential to lead to greater diversity as alternative pathways allow those who can't, or don't wish to, go to university to consider a career in archaeology.

Employers (and graduates) have for some time been calling for a better balance between academic understanding and vocational skills at career entry stage. There is a persuasive argument, however, that vocational skills are best acquired in the workplace although this demands a more formal, consistent and structured approach to 'on the job' learning than is commonplace at present. A potential solution may lie in the development of Advanced and Higher Level Apprenticeships in archaeology, based around a formal programme of learning in the workplace and accredited through an NVQ. IfA is exploring the potential of Apprenticeships with Creative and Cultural Skills at present but, as always, will need to show engagement with, and demand from, employers in order to take things forward.

Funding for the development and support of vocational training is available through the Growth and Innovation Fund ([skillsfundingagency.bis.gov.uk/employers/growth-innovation-fund/](http://skillsfundingagency.bis.gov.uk/employers/growth-innovation-fund/)) and the Employer Ownership of Skills Pilot Fund ([www.ukces.org.uk/employeroownership](http://www.ukces.org.uk/employeroownership)). Bids to both funds must be employer led and IfA is keen to work in partnership with Registered Organisations and FAME to develop vocational training programmes in the future. We are



Different ways of learning: English Heritage; Formal training for working in confined spaces © Birmingham Archaeology



Different ways of learning: Students learning alongside professionals © Amanda Forster.

also keen to work with academic partners to explore whether the methodology for workplace learning we have developed can contribute to the development of vocational skills training and assessment in a higher education context.

As in so many other walks of life, the landscape of skills and vocational training is constantly evolving as organisational priorities and Government agendas come and go. Keeping up with the latest trends and opportunities is challenging but essential if we are to meet the future skills and training needs of our profession and continue to deliver the high professional standards clients and the public expect.



## Building an archaeologist

Andrea Bradley

Profound changes happening unexpectedly can be uncomfortable - even shocking. IfA expects that profound change in the way we approach training in the sector, and expects IfA members and member organisations, professional friends, colleagues and clients to play their part in the transformation.

Get involved and help deliver the vision. Lead the change, don't be surprised by it.

The vision for 2020 is one of a changed profession, in the way we become archaeologists and by association in the quality and meaning of what we do. In 2020 our sector will be better prepared and more appropriately skilled to meet the needs of the future than it is today.

In 2020

- structured on the job training will be an expectation of early career archaeologists
- training will focus on four areas of competency — research, understanding of legal and policy obligations, professional ethics and specialist knowledge
- employers will build structured training into all career-entry roles and ideally into all roles in their organisation
- training will be carried out by skilled trainers
- there will be a training structure that is universally understood and accepted as the means of achieving and driving a career in archaeology

Several ideas were suggested by delegates at an IfA day conference on training in February 2012, as depicted on the wall. Add your own and let's make a start.



The writing on the wall; ideas for building blocks to help meet our strategic training visions for 2020 © IfA

## Higher Education in transformation

Anthony Sinclair

From September this year the relationship between students, universities and the state will fundamentally change. In England and Northern Ireland, students will take on a loan for tuition fees to be repaid once they are earning more than £21,000 in gross salary. Welsh and Scottish students will still get free higher education at home, but will incur major tuition fees elsewhere. Significant debts will also be accrued for living costs whilst a student. Tuition fees will replace the teaching grant once supplied by government for almost all subjects. These changes have been introduced to reflect the fact that higher education is optional for the individual and, usually, leads to a career with above average lifetime earnings, sometimes considerably. Higher education will be essentially a private good except when in a few select subjects – Science, Technology, Engineering, Maths and Languages – considered essential for the national economy, and still publicly financed in part.

Alongside certain opportunities, university managers foresee considerable risks in this new world: can their institution secure enough income to match its expenditure? University costs, driven largely by full-time staffing and complex facilities, are very difficult to scale back at short notice, whilst capacity cannot be easily regained once lost. To maximise potential income, universities are striving to increase revenues from research, contract work, fees from foreign students, and from intellectual property or 'knowledge transfer', in addition to home student tuition fees. A global reputation and recognisable brand is vital so that students and their parents will judge an education from The University of X worth having. This reputation is largely created by publicly available evaluations of research performance, student experience, and measures of student grades and student employability. Vice-chancellors view their position in university league tables, both national and international, as a form of real-time proxy measure of reputation.

Reputation might also be enhanced by successful relationships built up with graduate employers. Archaeological employers have repeatedly argued that the current curriculum in archaeology does not properly prepare students for entry into the profession. Students are described as lacking experience in excavation, in specific forms of professional work (desk-based assessments, etc.) and in a general understanding of the nature and purpose of professional archaeology. There are a small number of departments and degree programmes where training for the profession is central to the



Image ©iStockphoto.com/hakusan

curriculum, but many departments know that the majority of their graduates follow a generic arts or humanities career path into management, finance, media, sales, hospitality and others, whilst many progress to postgraduate study in archaeology. Their undergraduate curricula and forms of teaching practice have evolved with this in mind. The QAA's subject benchmark for archaeology acknowledges this. It emphasises a broad range of archaeological and transferable skills and knowledge, without any prescriptive requirement for professional archaeological work, unlike some other vocational humanities degrees, such as law, social work, or town and country planning. Will an emphasis upon graduate employability and the 'enhanced voice' of employers in the Department for Business, Innovation and Skills change this?

In this brave new world without government subsidy, a degree course in archaeology will become a form of private education. It will be a deal between the student as consumer (though we might prefer to call them 'clients') and the university as supplier. It will certainly be a significant personal investment: most universities have already set their tuition fees for archaeology courses at the maximum of £9000 per year. Even so this will not generate much, if any, profit. According to the most recent data published in 2012, the average student of archaeology costs £8567 to teach each year; other students in the humanities and arts cost £6,404. Fieldwork and laboratory costs are significant, as has been the expansion in staff numbers against a largely static student population over the last ten years. Right now,

student numbers in many departments of archaeology suggest that expenditure will exceed income. Managers are already attempting to solve this problem. Staff posts are being left vacant upon retirement or transfer, research performance is even more closely managed, and the development of other sources of income to enhance the 'business mix' is being stressed. In the medium term, the introduction of broad liberal arts type degrees along with the distinction between 'major' and 'minor' subjects in which archaeology might be a common part but less often the whole, will help spread costs over a

broader base. Practical teaching off campus will almost certainly be reduced.

The most powerful driver of archaeological curricula in the future, however, will be the tread of students' feet. Will a specific degree from a particular university bring about a certain quality of life? If extensive professional archaeological skills can be shown to offer real opportunities for long-term employment and student satisfaction, students and their parents will value such an education, and universities will provide it. But not as many as now.

## Changing Prospects

Chris Clarke

To view the evolution of professional archaeology and the heritage sector from a Trade Union's perspective is to truly view the development of an industry from an individual's perspective, one that always looks from the ground up. The function of a Trade Union to represent the employment rights of individuals in the workplace, means you truly get to understand how an industry functions at its most critical point, at the coalface where the service is provided; where business models and management objectives meet reality; and where business decisions impact upon the majority of employees. Prospect, the Trade Union which represents archaeologists and heritage professionals in the private sector, has undertaken this role (in various guises) for in excess of twenty years, fighting to get the best deal for site staff, office staff, specialists, and consultants.

By taking this view of the industry from the individual's perspective, you can immediately see the obvious positive changes which have influenced us all such as the growth of professionalism, introduction of new technologies, and increased planning guidance. Despite such positive changes the role of Prospect has altered very little in the last twenty years. Prospect is still having to work hard to fight for members rights on basic issues such as wages and working conditions. As much as wages have risen over the past decades, they have never risen proportionally to represent a true living wage for most staff members. Wage levels have at best only kept up with inflation, and have never reflected the pay levels of other equalled qualified and experienced workers employed in other construction related industries we work alongside (Price and Geary 2008 *Benchmarking Archaeological Salaries*).

As an example of how slow progress can be within the industry on the subject of pay and conditions, it was only in the last five years that Prospect has been successful in making sure all members have received something as basic as a contract of employment, and so making sure members secure even the most basic of employment rights. As we were back in the 1990s, we are still committed to working with both individual employers and national bodies such as the IfA and FAME to negotiate for higher wages and improved working conditions such as increased pension contributions, sick leave entitlement and paid overtime. It is hoped that with our growing membership base that over the next few years that we can secure even greater improvements to the working lives of our members, and for heritage professionals in general.

The uncertain times in which we currently lie means that the role of the Union is more meaningful than ever. With the impact of NPPF in England still to be measured and the economy not growing as expected,

nobody can accurately predict how the industry will develop over the next couple of years, let only five years down the road. Such a situation does not bode well for issues such as job development and security. It is now more than ever that individual employees need extra support, someone to fight their corner. Not only someone to negotiate higher wages levels, and better conditions of employment, but if the worst happens to minimise the impact of redundancies.

Prospect has a responsibility to be proactive as well as reactive, by looking for new approaches to the standard problems and to stimulate new thinking, not only from ourselves as a Union, but from other parties within the heritage industry as well. If we try and fight the same problems using the same approaches then improvements within the industry will remain tediously slow. Approaching the problem from a new angle is what the industry needs to give a push in the right direction. Whether those varying parties within the industry can identify and implement such new approach by themselves is hard to say, but where a joint approach has been taken in the past, success is a much more achievable target.

So, before we can congratulate ourselves on how far

the industry has come over the past decades, we must first recognise as an industry as a whole where our failings still lie, and what issues are still holding us back from advancing at the pace we would like. In doing so the role of the individual must be kept at the forefront. For what is an industry without employees? What is archaeology without archaeologists?

For more details on the work Prospect does please go to [http://www.prospect.org.uk/members\\_areas/branch/181/](http://www.prospect.org.uk/members_areas/branch/181/)

### Editorial note:

In May, Peter Hinton and I travelled to Belfast to meet up with students and staff at Queens University, to discuss the IfA's Registered Organisation scheme with Director of the Centre for Archaeological Fieldwork, Colm Donnelly, and to attend the Northern Ireland Archaeological Forum (NIAF), in which IfA plays an active role. Pre-empting this visit, Peter had put together a summary of how the current planning policy in Northern Ireland (PPS6) could be updated and adapted to provide the kind of document which Northern Ireland really needs to effectively manage the historic environment. This summary was first published in the NIAF newsletter, *In-Site*.

## PPS6: promoting change and adaptation in Northern Ireland

Peter Hinton

### Overview

Planning Policy Statement 6: Planning, Archaeology and the Built Environment (PPS6) is the document that underpins developer-funded archaeology in Northern Ireland. It guides on the use of powers under planning legislation that enable the state to impose restrictions on private individuals' rights to develop their land and property, where such development would affect public enjoyment of our shared heritage. It provides guidance to planning applicants and the relevant authority on how planning decisions should be made about designated assets (scheduled monuments, listed buildings, registered parks, gardens and demesnes) and non-designated assets, whether within or outside conservation areas. It also contains detailed guidance on the conservation of buildings, treatment of the public realm, and on some key aspects of heritage legislation.

PPS6 was published in 1999. It no longer reflects political and administrative structures and will come further adrift with the Reform of Public

Administration (a programme to reorganise local authorities and give them more powers, including for planning – a function presently conducted by the Northern Ireland Department of the Environment). Approaches to conservation and archaeological practice have also evolved, and in some aspects terminology and content it no longer reflects good practice. It has had, anyway deficiencies in the policies and their wording from the outset. The net effect is that it has failed to secure public benefit consistently where developers have been required to commission archaeological investigation of our heritage in advance of its destruction.

With these concerns in mind, the Northern Ireland Archaeology Forum has called on the Northern Ireland Assembly to review and reform planning policy on the historic environment.

### The scope of reform

Environment Minister Alex Attwood has told NIAF representatives that he currently is not minded to reform PPS6 in advance of the transfer of planning powers to local authorities. If that remains policy, NIAF intends to persuade the Executive that while wholesale reform may not be necessary, some technical amendments would reap dividends.



We will argue that while an advance in its day, PPS6 now has a confused approach to ‘archaeological remains’ and buildings, proposing subtly or less subtly different approaches to above- and below-ground elements of the historic environment – especially so for the non-designated – which could be highly misleading for developers. As with its contemporaries elsewhere in the UK, its advice on archaeology fails to make clear

- the public interest in such work
- the scope of the historic environment affected by the advice (archaeology is as applicable to standing buildings as buried sites)
- the planning applicant’s responsibility to make provision not only for recording but also analysis and dissemination of the results through publications, archives and other means of public engagement
- the need for practitioners and their work to meet professional standards in order to achieve that public benefit
- that the object of archaeological work should not be to mitigate the loss of the fabric of a heritage asset by creating a record of the fabric, but to offset that loss by creating understanding of its history and meaning.

Correction of these deficiencies, as has happened in England and Scotland, would provide a sound, justified, proportionate and reasonable basis both for protecting and for increasing public enjoyment of the historic environment.

**Proposed changes**

So here is a draft wishlist.

Inclusion in paragraph 1 of a statement on the public benefits of increased understanding and appreciation of the historic environment, including to identity, community and a sense of shared histories. This would complement the statements on the regenerative potential of heritage.

A clear statement in paragraph 2 that all elements of the historic environment, upstanding, buried or submerged – and explicitly including palaeoenvironmental deposits and artefact scatters not associated with structures, should be considered for protection of for investigation through archaeological techniques.

Replacement of the reference in paragraph 3.4 to ‘intrinsic importance’ (a slippery concept) to an explanation of the potential of all elements of the historic environment to yield understanding of Northern Ireland’s past to archaeological investigation.

Policy BH3 (archaeological assessment and evaluation) to include a statement that work should comply with professional standards (eg those published by the Institute for Archaeologists or the Institute of Archaeologists or Ireland) and be conducted by professionals with accredited competence (eg by IfA or IAIA).

Policy BH4 (archaeological mitigation) to be expanded to explain that

- it applies to all elements of the historic environment
- the applicant is responsible for producing a publication and a deposited archive
- it may reasonably include provision for public participation, with guidance on the many forms that may take
- work should be licensed and comply with professional standards (eg those published by the Institute for Archaeologists or the Institute of Archaeologists or Ireland) and be conducted by professionals with accredited competence (eg by IfA or IAIA)

Deletion of the sentence in 3.21 on insuring against unexpected discoveries, as the insurance industry is unable to provide such cover, the need for which can be substantially reduced by taking professional advice on a staged approach to risk management.

Policy BH6 to be brought into line with Policy BH4.

Policy BH10 to be brought into line with Policy BH4.

Policy BH10 to make clear that recording, analysis and publication may be required for unlisted buildings.

**Southport in Northern Ireland?**

The contention is that revisions to PPS6 could materially improve the practice of developer-funded archaeology in Northern Ireland, with increased public benefit through publication of discoveries and engagement of the public – on site on occasion, or through mentored work on publicly accessible archives. This is in keeping with the report by the Southport Group, Realising the benefits of planning-led investigation in the historic environment: a framework for delivery ([www.archaeologists.net/southport](http://www.archaeologists.net/southport)).

This may not be the only approach. Another mechanism, unique to Northern Ireland in the UK, is the issuing of licences to excavate for archaeological purposes. Robust conditions applied to ensure the publication of discoveries, and the transfer of title of

excavated objects from the landowner to a museum, would in theory result some public access to the results of fieldwork. Making licence eligibility dependent on IfA Registration (or even Chartered Archaeologist status) would provide greater assurance: the authorities would know that licence-holders were bound by a *Code of conduct* that required publication, and had demonstrated their ability to comply with Standards and guidance for fieldwork and other projects. In the event of poor

practice, they would be subject to a complaints procedure that could strip them of Registration and hence eligibility for the essential licence to practice. By linking the licensing powers of the national authority (the Northern Ireland Environment Agency) and the self-regulatory framework of the professional institute, a light-touch but effective means could be evolved for improving the benefits to public and developer from planning-led archaeology in Northern Ireland.

**Industrial heritage at risk? Often iconic, extremely tangible and much loved...**

*Shane Kelleher*

English Heritage’s *Industrial Heritage at Risk* research project has shown that there is a serious disconnect between the public’s very positive attitude towards industrial heritage, and the proportionately low level of funding and high level of risk associated with it. The initiatives put in place by English Heritage in response to this research should represent a sea-change in the way that England’s industrial heritage is understood, preserved, managed, and cared for in the future. These should also provide a template for a sustainable way forward in integrating the involvement of communities, developers, owners, volunteers and public and private bodies in future ‘At Risk’ campaigns and in the protection, management and understanding of heritage in general. Britain’s rich, diverse and highly significant tangible and intangible industrial heritage, comprising buildings, structures, landscapes, archives, artefacts

and memories, are potent reminders of the key role that the country played as the cradle of the Industrial Revolution. The international reverence and recognition afforded to the innovation and ingenuity of Britain’s pioneering industrialists such as Abraham Darby, Thomas Newcomen, Josiah Wedgwood, Thomas Telford and Richard Arkwright, is a clear indicator of its role in the transformation of the western world from being a predominantly rural and agrarian society/economy to being urban-centric and industrialised. This process continues today with the industrialisation of the world’s new superpowers India, China and Brazil. The 18th and 19th centuries were a true golden age for Britain when, as an industrial leviathan and ‘thinktank’, it was at the forefront of the development of the modern world, the inheritance of which should be interpreted, protected and cherished. Unfortunately, the realities of the current situation, with regard to industrial heritage, often fail to meet such an aspiration.

A combination of neglect, real and perceived apathy, and misguided priorities/policies have contributed to



Ditherington Flaxmill, Shrewsbury, Shropshire (Copyright IGMT)

a situation where some of England's most iconic and important buildings, such as Battersea Power Station, London and Ditherington Flax Mill, Shropshire, the world's first iron-framed building, are considered to be at risk. This situation is mirrored at other former industrial sites across the length and breadth of the country where the decline of industrial activity, lack of funds, interest, and imagination, particularly with regard to adaptive reuse, have resulted in the loss, deterioration or irreversible/unsympathetic alteration of numerous important industrial landscapes and buildings. To further illustrate this point, English Heritage's Heritage at Risk Register shows that 10.6% of Grade I and II\* listed industrial buildings are at risk, meaning that listed industrial buildings are over three times more likely to be at risk than the national average. This is clearly not an appropriate legacy to the country's unquestionably important industrial past.

This threat to England's industrial heritage is not a new one, in the 1960s events such as the demolition of Philip Hardwick's iconic Euston Arch sparked considerable outrage which served as a catalyst to mobilise the conservation movement and provided great impetus, and importantly, a cause to industrial archaeology as a discipline which was very much in its early stages of development. The founding of the Association for Industrial Archaeology (AIA) in 1973, the prevalence and success of volunteer groups, the integration of post medieval and industrial archaeology into university courses, including the founding of the Institute of Industrial Archaeology at Ironbridge, and the inscription of World Heritage Site status on industrial landscapes such as the Ironbridge Gorge, Shropshire, Titus Salt's Saltaire, Yorkshire, the Derwent Valley Mills, Derbyshire, Cornwall's mining landscapes and the heart of mercantile Liverpool, have served to champion industrial heritage and keep it on the political agenda and national consciousness.

Members of the AIA inspect Ditherington Flaxmill (Copyright IGMT)



However, despite these and other developments, a relatively sizeable proportion of England's industrial heritage remains in peril. The campaigners and activists of the 1960s and 70s aren't getting any younger, groups such as the Association of Industrial Archaeology (AIA) and the countless voluntary groups managing and conserving historic industrial sites would benefit from an injection of youth, energy and new ideas, whilst many universities, lamentably even those in England's industrial heartlands, have shunned industrial heritage/archaeology for more distant, in terms of location and time, courses of study. In addition, the continual demise of British manufacturing puts more and more industrial sites at risk, yet funding for the protection, conservation and regeneration of such sites from bodies such as the Heritage Lottery Fund (HLF) remains proportionally very low.

In a distinctly 21st century nod to the spirit of the 'causes' of the 1960s and 70s, English Heritage has used its Heritage at Risk programme to provide a 'dynamic picture' of the health of England's built industrial heritage, whilst also providing advice on how best to save those at risk from being lost forever. In October 2011, in its follow-up to *Conservation Areas at Risk* (2009) and *Places of Worship at Risk* (2010), English Heritage launched *Industrial Heritage at Risk*, the principal aims of which are to take stock of the risks affecting industrial heritage in England and to assess the effectiveness of possible solutions. The approach adopted by English Heritage is firmly ensconced in the social, political and economic milieu of the day with an emphasis on public opinion, the internet, and glitzy award ceremonies to collect, collate and publish/publicise results and findings, and a focus on partnership, advocacy and volunteering in implementing the strategies and initiatives arising out of the project.

The results of the research project and an independently run public attitude survey were quite interesting and showed in particular the dichotomy between the respect and interest that the general public *i.e.* the taxpayer/lottery ticket buyer has for industrial heritage and the level of threat/risk to and funding apportioned for industrial heritage. The stand-out results of the research project include

- 4% of listed buildings and scheduled monuments are industrial
- 10.6% of grade I and II\* listed industrial buildings are at risk, making them over three times more likely to be at risk than the national average for grade I and II\* buildings
- 3% of conservation areas were designated because of their industrial significance
- industrial conservation areas in the North West and West Midlands are over twice as likely to be



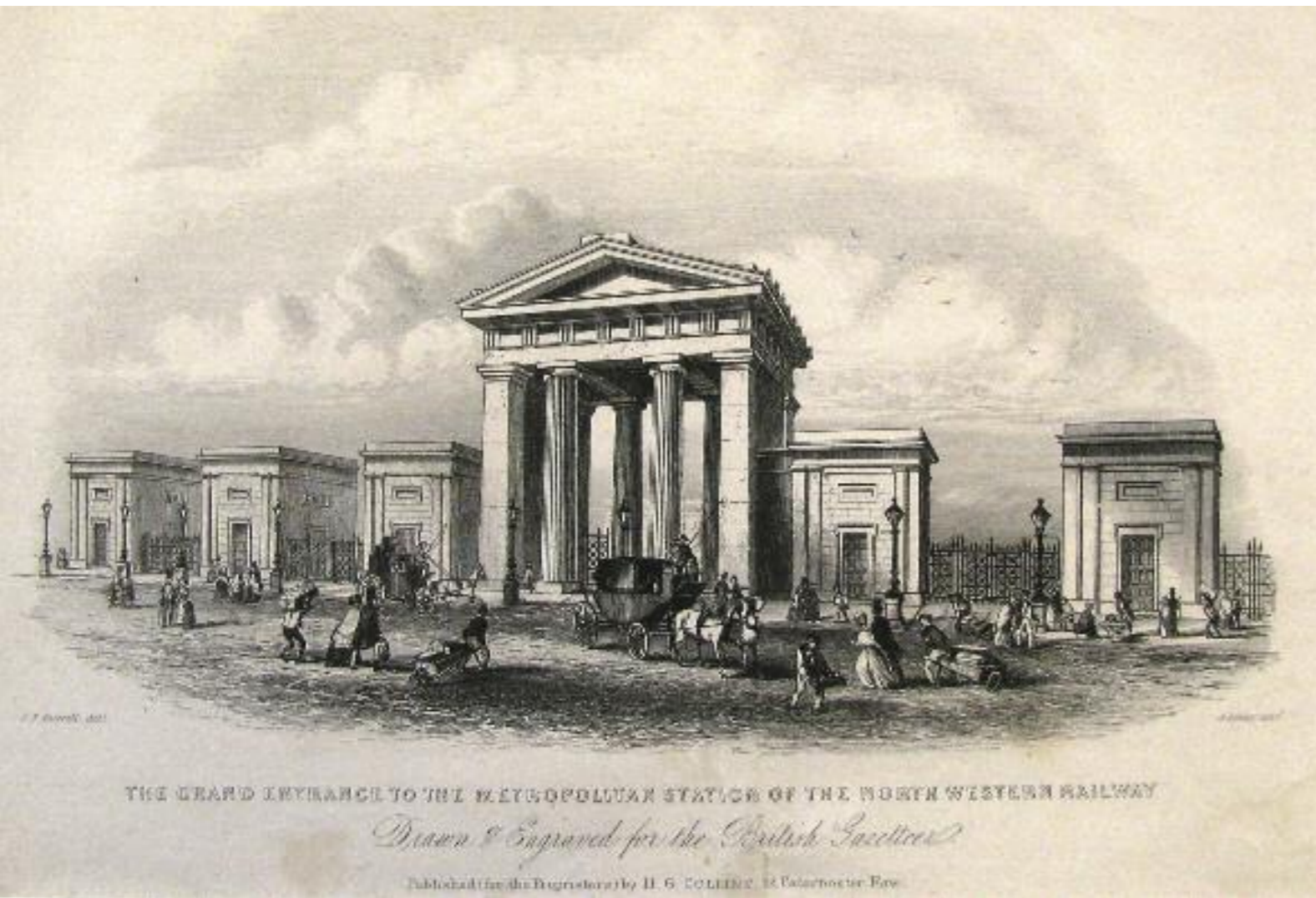
Battersea Power Station, London (Copyright Aurelien Guichard)

- at risk than the national average
- approximately 40% of industrial buildings at risk are capable of beneficial use, while the remaining 60%, often buildings containing historic machinery or engineering structures are of immense cultural value
- in the last ten years, English Heritage has offered grants totalling £25m to industrial sites
- Since 1994 the Heritage Lottery Fund has awarded more than £780 million to over 2,350 projects in the industrial, maritime and transport sector. This constitutes c 16% of the HLF's total awards and represents c 8% of its projects

The key findings of the public attitude survey included

- people really care about our industrial heritage: 85% agree that it is important to identify significant sites from our industrial past so that they can be protected
- people value our industrial heritage because it is a reminder of what made our country great (71%), for its educational value (75%) and because it can provide a direct link to our families' past (33%)
- overwhelmingly the public think that it is as important to preserve our industrial heritage as other types of heritage such as castles and country houses (80%)
- people strongly believe that our industrial heritage should not be demolished or left to decay: 71% agree that industrial heritage sites should be reused for modern day purposes while making sure their character is preserved

- younger people are less interested in industrial heritage than those aged over 55
- It is clear from the above statistics that industrial heritage rates highly in the general public's estimation when compared to castles and country houses, a fact which is tempered by the reality that it is at much greater risk. In response to the above findings English Heritage has developed a number of new initiatives which it is hoped will go some way to redressing the balance and provide a sustainable platform for England's industrial heritage. These initiatives include
- compiling a useful and useable **Industrial Heritage at Risk website** ([www.english-heritage.org.uk/industrial-heritage-at-risk](http://www.english-heritage.org.uk/industrial-heritage-at-risk)) which displays the results of the research project and public attitude survey. In addition this provides links to a developers' portal offering advice on the care and reuse of industrial buildings, excellent case studies, a guide to industrial heritage in English Heritage's archives, a guide to listing and scheduling industrial structures, a new teacher's kit and a list of industrial sites on the At Risk Register
  - providing help to owners on maintaining vacant historic buildings through the publication of **updated guidance: *Vacant Historic Buildings: An Owners Guide to Temporary Uses, Maintenance and Mothballing***
  - publishing an updated ***Stopping the Rot: a guide to enforcement action to save historic buildings***, which should be of benefit to local authorities, owners and developers of historic industrial buildings



Euston Arch, London (Copyright IGMT – the Sir Arthur Elton Collection)

- English Heritage has recently published industrial themed issues of **Conservation Bulletin** and **Research News**
- supporting a new Architectural Heritage Fund Grant scheme which aims to encourage local groups in setting up **Building Preservation Trusts**. This has also seen the appointment of three **Regional Development Officers**, located in the midlands, the north of England and the south west. The remit of who will be to bring together voluntary bodies with industrial sites at risk
- in partnership with the Ironbridge Gorge Museum Trust (IGMT), the Association for Independent Museums (AIM) and the Association for Industrial Archaeology (AIA), English Heritage is part funding an **Industrial Heritage Support Officer**. The post-holder, who will be based at Ironbridge, will develop a national strategy to improve the sustainability and conservation standards of industrial sites preserved with public access and identified as needing support. In addition, they

will also work to improve the capacity amongst owners and managers to secure the long-term future of these sites and to create a network of relevant stakeholders and grant providers that is sustainable beyond the three year life of the post

- further projects arising out of the Industrial Heritage at Risk initiative will be taken forward as part of the **National Heritage Protection Plan 2011-2015 (NHPP)**. Industrial heritage is well represented in the plan with over 35 specific projects grouped into four main activities- Historic Ports, Dockyards and Coastal Resorts; Historic Water Management Assets; Traditional Industry, Modern Industry, Mining and Associated Housing; and Transport and Communications. These projects will include national reviews of twentieth century industry and worker's housing, Lancashire Textile Mills and a study of railway signal boxes.

English Heritage has also recently published a number of industrial heritage-themed books as part of

its **Informed Conservation** series; standout titles include *Ancoats, Cradle of Industrialisation* and *Manningham, Character and Diversity in a Bradford Suburb*. It has also supported the publication of **Industrial Archaeology: A Handbook** by the Council for British Archaeology (CBA). This was produced in partnership with the Association for Industrial Archaeology (AIA) who are also re-launching the AIA Awards which will include an **Archaeological Report Award** which will see two biennial awards of £800 given to the best industrial archaeology report submitted by funded/commercial projects and by voluntary groups. The AIA is also organising a pre-annual conference seminar (10 August 2012, Chelmsford, Essex) on the **Archaeology of 20th-century Industrial Sites**. More details about the AIA awards, the pre-conference seminar, and joining the AIA can be found at [www.industrial-archaeology.org](http://www.industrial-archaeology.org).



Brick and Tile Works at Blists Hill Victorian Town, Shropshire (Copyright IGMT)

Industrial Heritage at Risk marks a new approach in the care, protection and management of England's industrial heritage. It should also provide opportunities, for both commercial and academic archaeologists, to carry out new and innovative research, create detailed records and understanding, and to inform the conservation, management and sustainable future of England's highly significant industrial buildings and landscapes. In addition, the

emphasis on the development of voluntary groups could provide a focus for archaeologists to use and develop existing and new skills in their spare time, and in turn provide an impetus of youth and new ideas into fledgling and long running institutions and groups.

David and Sampson Blowing Engines at Blists Hill Victorian Town, Shropshire (Copyright IGMT)



# METAMORPHOSIS

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Amanda has worked at IfA since November 2012 and is responsible for communications, promotions and recruitment. Previously based at Birmingham Archaeology, University of Birmingham, Amanda has been lucky enough to work in research, teaching and commercial activities throughout her career. She is also a Viking artefact specialist, lover of Cumbrian longhouses and Web Officer for the Society of Medieval Archaeology.



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Andrea Bradley is an independent consultant, specialising in project and business management, training and quality standards, as well as in the management of archaeological issues on major infrastructure schemes. She manages the IfA's Workplace Learning Programme and currently the CBA's Skills for the Future scheme. Andrea has worked in field archaeology and heritage consultancy for 14 years, including nine years as consultant planning archaeologist and business manager at Atkins Consultants Ltd. She is an Assessor for the NVQ in Archaeological Practice.



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Anthony Sinclair is Senior Lecturer in Archaeological Method and Theory at the University of Liverpool where he has taught since 1994. Between 2000 to 2007, Anthony was in charge of organizing student fieldwork training and placements at Liverpool. Anthony was part seconded to the Higher Education Academy in 2005 as their Subject Director for Archaeology within the Subject Centre for History, Classics and Archaeology, supporting the teaching of archaeology within Higher Education in the United Kingdom. From 2008 until 2012 he directed the Subject Centre as a whole. Anthony sits on the IfA's Committee for Professional Development and Practice and since 2011 has been Chair of the Archaeology Training Forum.

Anthony specialises in the archaeology of the Palaeolithic, with particular reference to identification and development of expertise in craft skills. He has been lucky enough to do fieldwork in Mediterranean Europe, southern Africa, and Japan and is currently doing field survey work in Saudi Arabia. There have also been some particularly wet field seasons in the

Inner Hebrides and west Cheshire. Perhaps the most satisfying piece of fieldwork was digging up the perfectly manicured lawn at the front of Kings College Cambridge as part of a field evaluation.



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Chris graduated in 2000 at which point he was taken on as a Digger by AOC Archaeology. 12 years on he is now a Project Supervisor with AOC working on a wide variety of projects. During his career Chris has been involved with the IfA as a council member and former chairman of the Diggers' Forum. Since 2004 he has also been an active member of the Prospect Archaeologist Branch Committee.



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Shane Kelleher is the Archaeology and Monuments Officer at the Ironbridge Gorge Museum Trust (IGMT). He is also the Recording Awards Officer for the Association for Industrial Archaeology (AIA) and an Honorary Research Associate at the Institute for Archaeology and Antiquity (IAA), University of Birmingham.

# Baliscate Chapel

A case study in developing a professionally-led community excavation

Hylde Marsh, Andrew Reid, Olive Brown and Jean Whittaker · Baliscate Project Committee , Mull Museum



The site under excavation during Time Team (Baliscate Project Committee)

Mull Museum was successful in applying for funds to undertake a professionally-led community excavation at the early Christian Chapel of Baliscate on Mull. This short article describes the framework it used to determine and procure the necessary archaeological support. The museum began by commissioning a full Project Design (describing research objectives, methodology, costs etc) and used it to inform (rather than determine) the final tender. The project will be one of Scotland's major research excavations in 2012 and a real feather in the cap for Mull Museum and the community it serves.

The discovery and subsequent Channel 4 Time Team investigation of an early Christian chapel on Mull (broadcast in 2010) provoked considerable interest on the island. Many people asked Mull Museum "what happens next?"

Wessex Archaeology, which carried out the site excavation and reporting on behalf of the Time Team, had produced a detailed technical report. The Museum's first step was to produce an illustrated summary report (written by the Museum Archivist Jean Whittaker) to circulate more widely. The summary report was written not only for the general public, but also to start a process for looking into the

feasibility of further archaeological work at Baliscate. Copies of this report went on to be sold to raise funds for further excavation.

In April 2010, the Museum Committee decided to commit time and resources to examine ways in which further archaeological work could continue from the tantalising point at which Time Team had had to stop. So much had been discovered, including a fragment of an 8th-century carved cross recovered from a leacht during the evaluation and human remains interred under the east wall of the chapel dated to cal AD 610-690. The site was soon scheduled.

Mull Museum was entering new territory. How was such a project to be funded? And who would write the vital new document called a 'Project Design'? In early 2011, the Museum set up a small sub-committee to deal with the needs of the Baliscate Chapel project. The sub-committee comprised Olive Brown (Chairman), Hylde Marsh (Baliscate Project Coordinator), Jean Whittaker (Museum Archivist) and Andrew Reid (Museum Library Assistant).

Olive and Hylde have extensive experience of running their own business; Jean Whittaker has a specialist academic background (mainly late 17th-century botany and history) and Andrew Reid is a retired architect familiar with tendering processes. None has an archaeological background, other than local archaeological digging and surveying, under the guidance of the RCAHMS Scotland's Rural Past project and the Archaeology Scotland Adopt-a-Monument initiative. However, as the site is located on the national forest estate and managed by Forestry Commission Scotland, the group was able to take advice from Matt Ritchie (FCS Archaeologist). Valued discussions also took place with Gavin MacGregor, GUARD, Rosemary Cramp, Phil Richardson from Archaeology Scotland, Ian Hill, Helena Grey, Historic Scotland and RCAHMS. These discussions enabled the sub-committee to understand the background of the archaeological work. The steps that followed were possibly longer than a more experienced committee would have followed but were necessary for a lay committee reporting back to the Museum Committee.

From these discussions, it became clear that a project design would have to be prepared in order to facilitate tenderers for the archaeological contract. The sub-committee originally worked on the basis that the tenders would have to be obtained first, so that the applications to funders would contain real costs. Approaches were made to Historic Lottery Fund and LEADER in the summer of 2011. HLF indicated that they could only fund up to a maximum of £50,000. LEADER confirmed a similar limit on grant assistance and pointed out that they would require an input of 5% of the costs from the Museum. Both had deadlines for submission of formal applications for grant, and LEADER could not fund the preparation of a Project Design. The sub-committee had to hastily re-arrange the sequence of the critical tasks and pursue funding and preparation of the project design at the same time. Through many meetings in the autumn of 2011, the sub-committee

prepared 'guidance notes' stating the Museum's objectives and priorities for the project.

The final guidance notes were sent to Matt Ritchie who approved the final project design and offered advice on the procurement process. The document was issued as an *Invitation of Expressions of Interest* in the preparation of a project design (rather than a simple specification for tender). The budget for the preparation of the project design was £1500. Of the three submissions the Museum had only slight knowledge of two in their professional capacity. The submission produced by Firat Archaeological Services was considered to be clear and comprehensive, standing out from the other submissions.

In the meantime, letters of 'provisional permission' for the project were sought from FCS and Historic Scotland to support the information required by the potential funders. In mid December 2011, the Museum learned that both LEADER and HLF would give maximum grants, which (with the Museum's input) gave a working budget for the project of c £80,000. The sub-committee then used the chosen project design to invite tenders for the archaeological contract from four companies experienced in community archaeology.

Hylde and Bev with the Time Team presenters, Phil Harding, Mick Aston and Tony Robinson (Baliscate Project Committee)



When the tenders were returned, each member of the sub-committee read and reviewed them independently, before coming together to consider them using the following criteria:

- faithfulness to the initial project design (timetable and resources),
- evidence of organisational ability of lead archaeologist,
- lead archaeologist as someone with whom the sub-committee could work,
- experience and qualifications of the archaeological team on site,
- proposed community involvement and use of the available volunteers,
- proposed educational provision and involvement of local schools,
- value for money.



Baliscate Chapel was recognised and recorded during survey work undertaken as part of the RCAHMS 'Scotland's Rural Past' project. The team from left to right included: Hylde Marsh, Baliscate Co-ordinator; Olive Brown, Mull Museum; Bev Langhorn; John Borland, RCAHMS; Alan Leith, RCAHMS; Bill Clegg, Mull Museum Curator © Baliscate Project



The Baliscate project committee; from left and right Andrew Reid, Hylde Marsh, Jean Whittaker and Olive Brown © Baliscate Project Committee

The tenders were assessed and discussed at great length; of the four members of the sub-committee, three had Argyll Archaeology at the top of their list, and the fourth had Argyll Archaeology second with a few small reservations. In order to be absolutely certain, Clare Ellis of Argyll Archaeology was asked if she would meet the sub-committee on site. In an informal and relaxed atmosphere the remaining points and clarifications were cleared up, allowing a unanimous decision to be reached.

All submitted tenders used the full extent of the available funding and built upon the original project design. The final project design was then sent to Matt Ritchie at FCS and received full agreement. The framework used to inform the project selection process has resulted in a very high quality proposal. The importance of the project design cannot be over emphasized - and its role in informing selection (rather than determining selection) enabled the development and identification of significant project elements within a clearly understood (and costed) budget. By obtaining the project design as a separate element within the procurement framework, Mull Museum ensured that their needs and requirements were clearly understood - and that they retained a real input in development.

#### Editorial note

I asked the Baliscate project committee if they had any advice for other groups who might be undertaking a similar project, or setting up an archaeological community project. The response was pretty clear – a good project to start with followed by some great advice from people with relevant experience. Meeting up with Clare Ellis to discuss some questions regarding the tender was important – and her willingness to work with the committee and respond to concerns meant they felt confident that Argyll Archaeology were the right group to work with. The formation of the committee itself is also key – Hylde Marsh said that 'it has been very useful having a committee with different backgrounds and strengths and with some time to spare to commit to the project and also that each member can takeover different parts of the project where necessary'.

# ARCHAEOLOGY EXAMINED AT APPEAL

Sandy Kidd

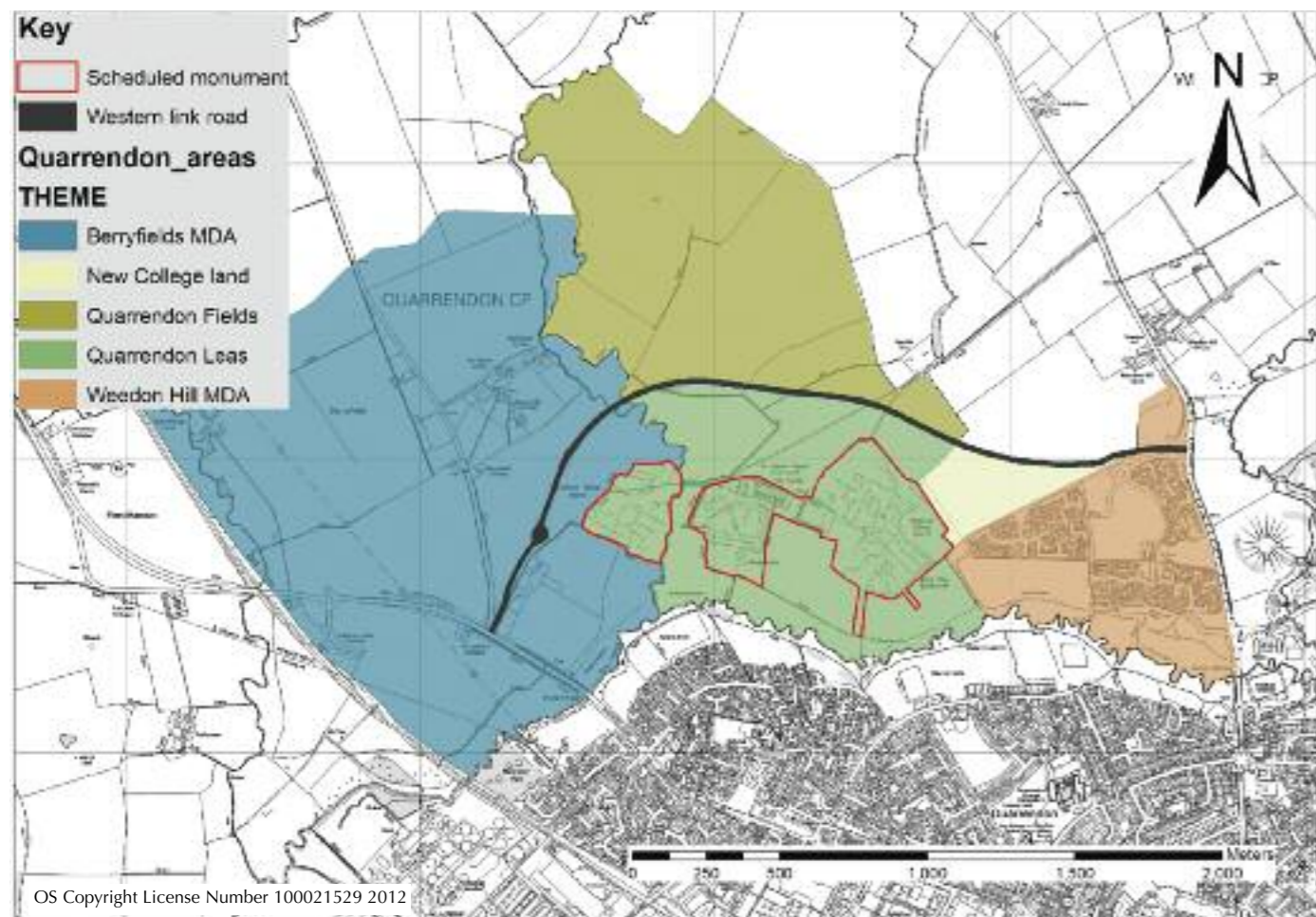
**For twenty years the archaeological profession in England enjoyed the stability conferred by PPG 16. Over the last year that has all changed. Firstly guidance on archaeology has been fully subsumed into the wider historic environment in the aspirational but short-lived PPS5, and then it was more radically cut-down into the new National Planning Policy Framework (NPPF). Does this mean the 'rules of the game' have fundamentally changed? Or has the Government achieved its stated objective of simplification without loss of clarity or protection? This is part of a general concern expressed by the Communities and Local Government Select Committee back in December that lack of clarity in the (then draft) NPPF could lead to 'planning by appeal' as developers and local authorities contest its meaning. One way that we can assess how archaeology is faring is to keep an eye on relevant planning appeal decisions.**

One such decision was made in March 2012 on a proposed 92.3 hectare greenfield development near Aylesbury called Quarrendon Fields. Two planning applications were submitted in January 2010 for respectively a mixed-use development including 1380 dwellings and a 2MW wind turbine. The applicants' appeal against the failure of Aylesbury Vale District Council to determine these applications was heard at a public inquiry in October 2011. The key historic environment issues related to the effects of the mixed-use development on below-ground archaeological remains, and the setting of a nearby scheduled monument. The appeal decisions are of particular interest because they were recovered for determination by the Secretary of State himself and because the Inspector was supported by a specialist Assessor (Mr K D Barton) who heard the heritage evidence. The appeal decision was issued only days before the NPPF was published but the Secretary of State explicitly afforded little weight to the draft NPPF so the relevant policy document was PPS5.

The scheduled monument seen from the southeast. The appeal site is at top centre. © English Heritage







Plan of the appeal site in relation to other permitted developments in the area.  
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### Buried Archaeology

A full assessment and evaluation was submitted as part of the Environmental Impact Assessment. Geophysical survey and trial trenching had established the presence of extensive plough-levelled late Iron Age and early Roman settlement with associated trackways and boundaries. It was agreed that the remains were heritage assets of regional importance but were not of equivalent significance to a scheduled monument. The appellant argued that continued cultivation of these remains 'would almost certainly lead to their eventual loss without record' and that the opportunity to investigate them in advance of development would constitute a significant benefit. For the local authority, I argued that PPS5 clearly stated that a record of the past is not as valuable as retaining the asset and that the ability to record an asset should not be a factor in deciding whether a proposal should be given permission. I further argued that the paucity of pottery (only 40 sherds) found during fieldwalking did not support the appellants' assessment of the degree of risk from plough damage.

The Assessor concluded that the mixed-use development would harm a regionally important asset.

### Setting of the scheduled monument

A key consideration was the nature and significance of the scheduled monument to the south of the appeal site, and the contribution the appeal site made to that significance through forming part of its setting. The extensive earthworks and ruined church at Quarrendon have long been accepted to represent a deserted medieval village. Paul Everson (for English Heritage) had reinterpreted other substantial embankments, formerly considered Civil War fortifications, as remains of a Tudor garden belonging to the mansion of the Elizabethan courtier Sir Henry Lee. The appellant's landscape architect argued that in the absence of contemporary text descriptions or graphic depictions the case for such re-interpretation was conjectural. Due to the history of 'desertions' (of the village and then the Tudor mansion) the principal heritage value was said to be evidential and historical rather than aesthetic. In response, it was contended that the Everson survey was the most up-to-date informed academic interpretation of the nature and significance of the scheduled monument by an acknowledged expert in the field. The reinterpretation was supported by English Heritage and was not contested by any qualified archaeologist. The notion that the significance of a scheduled monument should be reduced because of the absence of

contemporary records was unsupported by policy, and would have perverse consequences if generally adopted.

The appeal site would have been part of the open field system of the medieval village. The extant hedged field pattern had replaced the open fields as an historical consequence of the site's occupation by the Lee family, and their conversion of it to grazing land. It was argued that the appreciation of the monument was aided by its juxtaposition with the appeal site - the high point of the monument is one of the best vantage points from which to see the monument in its context and the appeal site is a clear and substantial part of that view from which the significance of its two principal phases can be appreciated. The consultant for a third party objector (Dr Miele) eloquently summed up the monument's significance as 'a microcosm of English rural landscape history'.

The Assessor concluded that the garden interpretation is the most likely interpretation in the light of present understanding and that the scheduled monument is an exceptional archaeological complex of national importance. The topography provides an important view towards the appeal site that is aesthetically important and allows an appreciation of the evolution of the site and the form of the pre-parliamentary enclosures. The site also has communal value with some 500 people attending an open day. Planting on the southern side of the site would, to some extent, screen views of the site from the monument and the appreciation of the historic fields delineated by the hedgerows would be obscured by the development between them. The proposal would obliterate the principal remaining visual link with the historic rural agricultural setting.

### Conclusions

The Assessor concluded that the mixed use development would cause significant harm to both the setting of the scheduled monument and to below ground archaeological remains which should be weighed against the wider benefits of the proposal and that convincing justification would be needed for any harm. The Secretary of State accepted the Assessor's recommendation and dismissed the appeal citing both harm to buried remains and the setting of the scheduled monument.

### Editorial Note

Tim Howard, IfA's Policy Advisor, comments "So far so good! Following the publication of NPPF, this decision provides early evidence that the 'simplification' of policy to which Sandy referred has not in practice led to reduced levels of protection. Moreover, the consideration of regionally important buried remains repays a careful read. However, the jury is still out ..."



The decision is valuable in re-affirming the principle of preservation in-situ for important archaeological remains, whether or not they are of schedulable quality. It illustrates that risks of plough damage should be objectively assessed; and that the destruction of valuable sites should not be portrayed as beneficial because they provide an opportunity for archaeological investigation. The setting issue showed the inestimable value of an authoritative interpretative survey for establishing significance; and the difficulty of challenging such an interpretation without equivalent expertise. The new English Heritage setting guidance proved valuable in focusing consideration on specific points, and avoiding long philosophical debate on the meaning of the term. More broadly, the case reminds us that Environmental Statements should contain objective assessments of significant environmental effects; with conclusions that engage with policy and are justifiable from the evidence. Such assessments can then be weighed by the decision-maker alongside social and economic imperatives.

View northwest from the high ground at the eastern end of the monument. The appeal site is the ploughed field in the centre-middle distance.  
© Buckinghamshire County Council

Appeal references: APP/J0405/A/11/2155042 & APP/J0405/A/11/2155043

### Sandy Kidd MA MIFA MRTPI

Sandy Kidd has been County Archaeologist at Buckinghamshire County Council since 1999 and now manages the council's integrated environmental advice and information team.



# BUILDING RECORDING: what's the point?

Michael Heaton

# OPINION

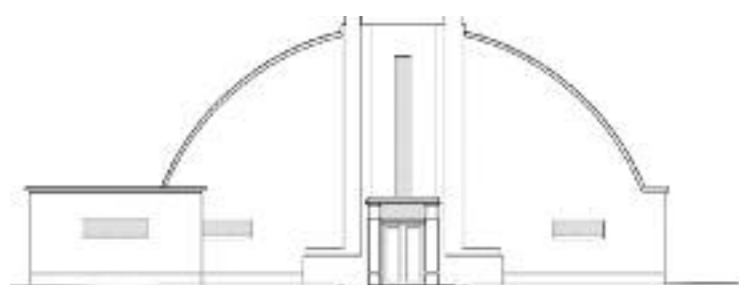
One of the most important partnerships in the Historic Environment ought to be that between local authority archaeological officers and Conservation Officers, particularly with regard to the analysis and recording of historic buildings: English Heritage's National Heritage Protection Plan (NHPP) depends on it. However, with the exception of several 'beacon' authorities, this appears not to be the case. For, whilst confidence in the application of recording conditions etc in England under PPG15 *et seq* has grown since Gould's analysis (2004), this author's experience suggests that many Conservation Officers – as the class of officer most likely to request 'building recording' – are reluctant to engage with the wider academic objectives of 'building recording' and the mechanisms developed by archaeologists to pursue them. This short article attempts to summarise what the author perceives to be a problem, and suggests some simple remedies.

## THE ISSUE

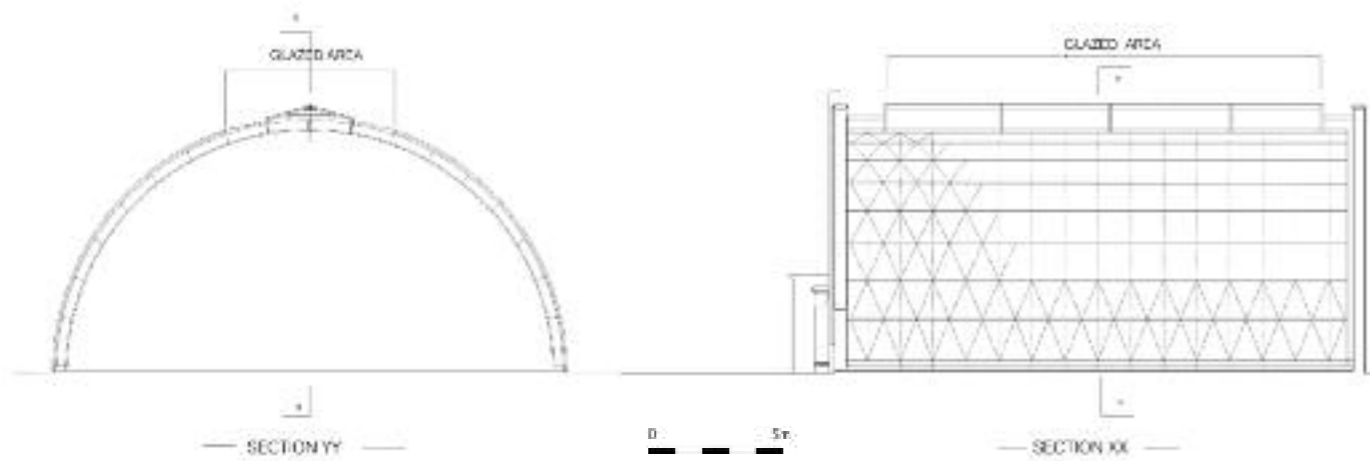
Building 'recording' – as it is sometimes known – is not the purpose of PPG15, PPS5 or the NPPF, but it is one of the tools available to curators for the 'conservation and control of works to historic buildings' as the ALGAO's excellent 'Green Guide' to PPG15 put it in 1997 (ALGAO). The IfA published its

Standard and guidance in 1996 and methodological analyses have been published by the Buildings Special Interest Group of the IfA (Wood 1994), English Heritage (Clark 2001), the Vernacular Buildings Group (*Vernacular Architecture* frequently includes a methodological analysis, the most recent being Duncan James' essay on the need for – and purpose of – detailed recording in VA Vol 42 pp1-13), the Council for British Archaeology (Pearson and Meeson 2001) and the author (Heaton 2009). There have also been several fascinating case studies – mainly from Europe – published by the Construction History Society and its European sister organisations in the proceedings of its three international congresses. The Institute for Historic Building

A Junker's 'Lamella' hangar erected in Devon just before the outbreak of WWII. A very important building warranting the detailed recording it received (Mike Heaton)



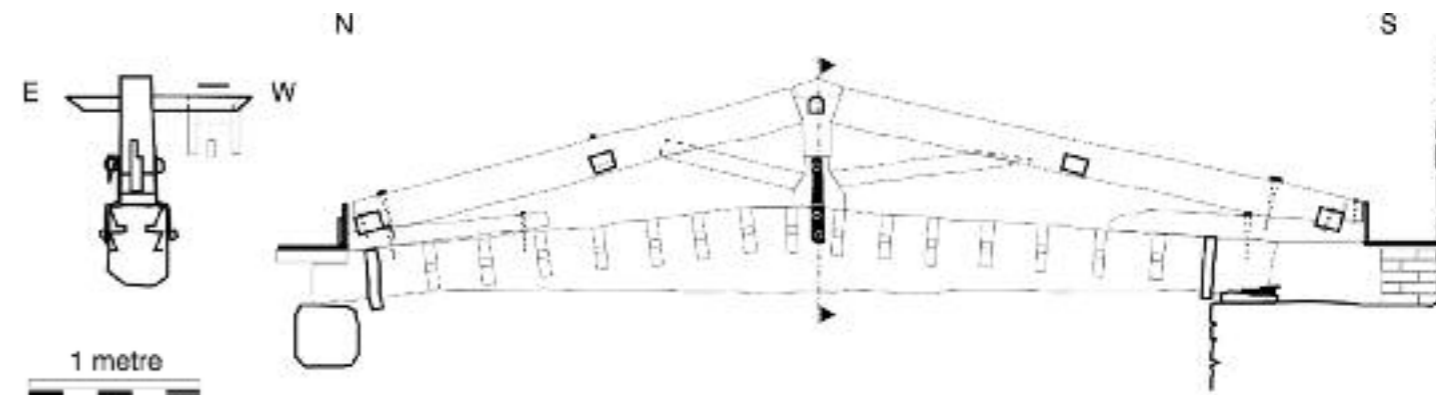
SOUTH GABLE



SECTION YY

0 5m

SECTION XX



Dunster Castle roof. A very important structure warranting the detailed recording it received and, eventually, dendrochronology (Mike Heaton)

Conservation – the professional institution representing most Conservation Officers, however, has been silent on the issue.

Conservation officers frequently and increasingly ask for it in the early stages of a project, sometimes as a condition of consent, but it is chiefly 'buildings archaeologists' that do it, in the belief that they are assisting decision-making and contributing to the common pool of knowledge about historic structures. Unfortunately, in the author's experience and that of many other 'buildings archaeologists', the reports we produce are ignored and then disposed of. Does that matter? Inasmuch as a lot of building 'recording' is being done, apparently satisfactorily, no. Our professional lives would undoubtedly be a lot less stressful if Conservation Officers and buildings archaeologists could use the same terminology and some form of common specification, but stress seems to be inherent to the planning system, so why change it now?

But at another level it does matter. Conservation officers and other non-archaeologists tend to view 'building recording' in a procedural manner: it is a box to be ticked, but it has little or no influence on the outcome of the planning application or the management of the resulting project and it is not viewed as an intellectual pursuit in its own right. Conservation officers also appear to have a different understanding of its application and potential, to that of archaeologists: it provides either a 'yes' or a 'no' answer, usually at the start of a project, rarely as a recurrent intellectual enquiry during the life of a project, despite the most important details of an historic building usually being exposed during refurbishment or demolition works (Meeson 2001). This difference in perception leads, in the author's opinion, to two frequently occurring outcomes: the pointless recording of unimportant structures and the demolition, unrecorded, of important structures.

Archaeologists – and there are some officers who perform both roles, very well – view it slightly differently. Buildings are complex archaeological entities as well as aesthetic ones. Preserving the appearance or character of the building is only half their job: the hidden elements of the structure and the interpretation of them have a wider intellectual potential, one that can be fulfilled only if archaeological strategies are applied. That potential is both practical and academic. Practically, it drives the virtuous cycle of 'What, Why, How' that informs our developing conservation philosophy and knowledge base; academically, it is the subject of wide-ranging study into the technological, societal, economic and historical aspects of buildings that is a virtuous end in itself. Admittedly, much of that study is conducted abroad: European application of 'buildings archaeology' to the practical and philosophical challenges facing building conservation is generations ahead of Britain's, with outstandingly interesting work coming out of the universities and architectural practices of Mediterranean countries particularly. Much of it has been published in the proceedings of the three international congresses on 'construction history' (a term Europeans use as a portmanteau for architectural history, buildings archaeology, engineering history and building conservation), most of which will soon be available on-line. (The 2009 proceedings are available at [www.ch2009.de](http://www.ch2009.de), and the 2006 proceedings will soon be available at [www.constructionhistory.co.uk](http://www.constructionhistory.co.uk); and all three can be purchased in hard format via the Construction History Society).

We are also indoctrinated with the creed of dissemination and have developed strategies for getting our work into the public domain, even if it does take c 25 years for primary data to arrive, digested, on our coffee tables. Admittedly, Buildings Archaeology has yet to find a bespoke publication or conference niche, with papers having to fit

*'One of the most important partnerships in the Historic Environment ought to be that between local authority archaeological officers and Conservation Officers...'*

OPINION



Is this really the "good 17th C stair" the List description would have us believe? (Mike Heaton)

uncomfortably in whichever 'period' or county journal fits best, if they are not about industrial, ecclesiastical or military structures. This is a particular problem for smaller 'bulletin' reports about specific construction details that don't warrant a whole Architectural History article, for instance. The journal and magazine of the Construction History Society are, perhaps, the obvious outlet. Conservation officers and other non-archaeologists do publish their projects, but usually from the procedural case study perspective. This is essential for the development of their professions, and something we need to emulate, but it doesn't help with the dissemination of archaeological knowledge about historic buildings. The most basic method of dissemination ought to be the Historic Environment Record or OASIS, but

anecdotal evidence suggests that reports submitted to LPA Conservation Officers are not finding their way into many HERs.

The most significant difference between archaeologists and Conservation Officers is that of strategy. We try to adopt the 'Assessment – Evaluation – Mitigation' approach when dealing with historic buildings and are rarely seduced by external appearances. Sometimes the first two stages are amalgamated, or the last stage won't be necessary, but the principle is well-established: recording the superficial fabric of an historic building is usually intellectually meaningless. That doesn't mean that an entire building has to be examined and recorded ad infinitum when only one room or element is affected, but it does mean that investigations should be predicated on a clearly defined practical or academic objective, usually established through 'assessment' or 'evaluation'. In practice there are two forms of 'building recording': one ('assessment/evaluation') provides information to assist officers and or designers arrive at decisions and will rarely be sufficient to discharge a condition alone; and the other ('mitigation') is commissioned as a result of those decisions. They both employ the same techniques, but to different degrees and for quite different purposes and on larger projects both will be required, with some degree of overlap and duplication. Both involve 'building recording' but only one – the 'mitigation' survey – purports to be a record per se. Those two types of survey should not be confused with the former RCHME Level 1–4 Specifications (1995), resurrected in English Heritage's Understanding Historic Buildings, which reflected, primarily, the perceived importance of the

building, not the questions asked of it. The RCHME/EH Specification remains a useful common reference, especially for 'mitigation' surveys ('preservation by record' as it was sometimes known), but the types and degrees of recording employed in assessment or evaluation surveys should be a matter for the professional judgement of the surveyor and curator. One of the most productive strategies applied to the 'mitigatory' stage of building investigations is the building recording 'watching brief': intermittent attendance and recording during building works, sometimes over periods of years.

### THE SOLUTION

So what should we do?

First, there should be a standing joint committee of the IHBC and IfA, possibly with representatives of the RICS and the RIBA and learned societies such as the SAHGB and the Construction History Society, charged with coordinating practice and the terminology used to commission it.

Second, ALGAO's 1997 'Green Guide' needs revising in the light of fifteen years experience and legislative changes. It should then be issued to all Conservation Officers. It explains how 'Building Recording' can be used to help decision-making in building conservation projects, in a way that Understanding



A blank length of drystone wall and the subject of a detailed recording condition. Meanwhile, in the background..... (Mike Heaton)

Buildings doesn't. The principal authors are still practising and publishing.

Thirdly, all LPAs should establish robust protocols for the transfer of 'grey literature' reports from Conservation Officers to archaeological officers and their HERs.

None of the above will add to the workload of Conservation Officers; it will simply make it more intellectually rewarding.

## OPINION



East

North

Were House, Warminster

0 1 5m

An unprepossessing, but very important building, demolished without detailed record with the LPA's knowing consent (Mike Heaton)

## RESPONSES

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### *Building Recording: why the sector doesn't get it*

There are some profound differences between the mindset and outlook of archaeologists and the majority of Conservation Officers! The former HAVE to write up their work and record through the written record, whereas Conservation Officers very rarely do. Archaeologists look at a building systematically and produce a historical and physical analysis whilst Conservation Officers are more comfortable with picking out significant elements and producing a gazetteer. It is partly due to the nature of their work and partly in their background training.

Over the last twelve years there has been an evolution in the meaning of designation and protection stemming from the seminal document

*Power of Place* (2000) which moved thinking beyond a bare list description of an 'asset' to a holistic appraisal of curtilage, environment, place and value. Kate Clarke's work on *Informed Conservation* (2001; 1999) led the agenda and *Conservation Principles* (Drury and McPherson 2008) recognised heritage values as well as concentrating on understanding. The subsequent proliferation of English Heritage guidance on value and character has led to a veritable industry in the production of Conservation Management Plans. So you would have thought with all of this guidance (including Shane Gould's work on *Understanding Historic Buildings* 2006 and 2008, written specifically for Local Planning Authorities) there would be a thorough grounding for the sector on how to understand, record and value buildings. But this is not the case. 'Place' is very different – Conservation Officers understand 'place' by default as they have to manage Conservation Areas and the recent suite of *Understanding Place* guidance

## RESPONSE

concentrating on characterisation and Historic Area Assessment has been a valuable tool (EH 2010).

So why isn't Building Recording commissioned more often? As the developer pays – finance is not really the issue – though in the current recession little development is happening. It really comes down to a lack of understanding of what Building Recording IS and how recording and the visual analysis of a building will lead to greater knowledge of the evolution of the structure and should therefore guide any future interventions. The fault partly lies in the nature of work of the Conservation Officer /Planner and partly in their background training. The majority are not aware what the different levels of recording

will produce, or when conditions should be imposed, because they do not fully appreciate its' value. They are uncertain how to design a brief or the process of procurement, because they are not trained to do so.

At the Ironbridge Institute, Building Recording is an integral and highly valued element of the post graduate Historic Environment Conservation course. Through hands-on skills training students are taught how to design briefs and what the process involves. When they are back in the sector, they may not have the equipment or time to undertake building recording themselves, but they will know what to ask for from someone who does!



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**SHANE GOULD** MifA (1275)  
English Heritage

*The Analysis and Recording of Historic Buildings – revisited*

In 2004 the results of my post-graduate dissertation on the application of historic building investigation and recording within the English planning framework was published in *Context*. Michael Heaton refers to this research in his article, but what has happened since and to what extent does it address his concerns?

The major change is the publication of *Planning Policy Statement 5* which has recently been superseded by the *National Planning Policy Framework* (NPPF) although most of the key principles have been retained. The traditional separation between archaeology and historic buildings has been replaced by an integrated approach to the conservation of the historic environment.

Key principles include the need to base the decision-making process on an understanding of the significance of a heritage asset and the impact of any proposed scheme, the recording of evidence that might be lost and to make this (and any archive

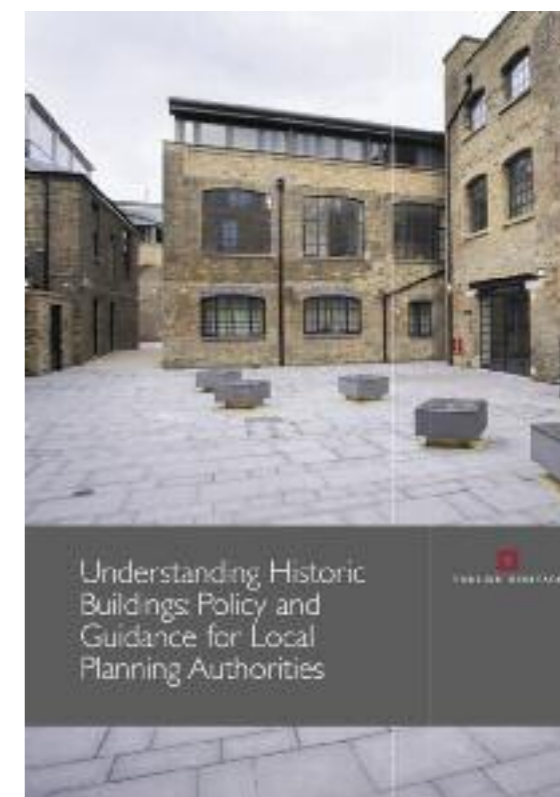
generated) publicly available. The importance of Historic Environment Records is also recognised as a dynamic information service for all aspects of the historic environment within a defined area.

In 2008 English Heritage published *Understanding historic buildings: policy and guidance for local planning authorities*. This follows the policy principles set out above with sections on conservation planning, impact assessment and the use of recording conditions. It also explains how to undertake the work by describing the use of briefs, written schemes of investigation and appropriate forms of dissemination. Drawing on existing good practice 18 case studies consider a range of different scenarios including non-designated heritage assets and the importance of monitoring during the course of works.

A companion document, *Understanding historic buildings: a guide to good recording practice* (2006), gives detailed practical advice on the approaches and techniques for the recording, analysis and interpretation of historic buildings across a range of circumstances including those arising from the planning process. Both publications were produced in partnership, endorsed by key bodies including the



*Understanding Historic Buildings: A Guide to Good Recording Practice* (available from <http://www.english-heritage.org.uk/publications/understanding-historic-buildings/>)



*Understanding Historic Buildings: Policy and Guidance for Local Planning Authorities* (available from <http://www.english-heritage.org.uk/publications/understanding-historic-buildings-policy-and-guidance/>)

Local Government Association, Planning Officers Society, IHBC, ALGAO and IfA, and circulated to all local authorities.

In order to embed good practice English Heritage continues to support the popular training programmes run by the University of Oxford which include 'An Introduction to Architecture for Archaeologists' and 'Building Survey Week: Analysing and Recording Historic Buildings'. It has also helped to establish a Master of Studies in Building History with the University of Cambridge the purpose of which is to prepare students from a wide variety of backgrounds for professional practice in heritage management, conservation, research and recording ([www.ice.cam.ac.uk/mst-buildinghistory](http://www.ice.cam.ac.uk/mst-buildinghistory)). However, as Michael Heaton points out more remains to be done if the exemplary work undertaken by the 'beacon local authorities' is to become widespread. Three areas are suggested

1 additional training is needed perhaps linked to the promotion of the *National Planning Policy Framework* or CPD to ensure those responsible for the conservation of the historic built environment are conversant with the assessment and recording

of historic buildings and areas, and the importance of record systems

2 current deficiencies in the evidence base of some Historic Environment Records must be addressed and inadequate coverage of information on the built environment is often an area of weakness. This matter is being taken forward as part of the National Heritage Protection Plan co-ordinated by English Heritage

3 a research culture should be promoted so that all work undertaken on historic buildings enhances their current level of understanding thereby informing conservation outcomes and the overall knowledge base. National, regional and thematic research frameworks have a key role to play, but the content of information on the historic built environment remains variable.

Perhaps the greatest need is the continued integration in the working relationships between local authority historic buildings conservation and archaeological officers if the seamless approach put forward in the *National Planning Policy Framework* is to be fully realised.

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Having spent a number of years working for local authorities Shane Gould is currently employed in the English Heritage Government Advice Team as a Local Government and National Infrastructure Adviser. He has published widely on building investigation and recording, and has a special interest in industrial archaeology. Shane was the author of the English Heritage publication *Understanding Historic Buildings: Policy and Guidance for Local Planning Authorities*.



**RIC TYLER** AlfA  
Freelance Buildings Archaeologist and Illustrator

Michael Heaton's article addresses a series of interesting and pertinent points, a number of which accord with personal experience. First is the perceived divergence in the purpose and application of building recording in the planning system as commissioned by Conservation Officers as opposed to archaeologists. This is, to an extent, reflected in the standard and content of briefs issued for recording work and I would concur that the quality of such briefs does tend to vary significantly both from authority to authority and between briefs issued by LPA archaeological and Conservation Officers. Indeed, projects are on occasion undertaken in the absence of an official brief *per se*, with recording parameters, scope and methodology being arrived at through a straightforward process of discussion with the relevant commissioning conservation/archaeological officer. While experience shows that such an informal process can function perfectly satisfactorily, a move towards a more unified approach and standardised terminology, as proposed by Michael in his concluding remarks, would be welcome if for no other reason than to create a 'level playing field' during the tendering process. English Heritage's (former RCHME) survey levels 1-4 continue to represent a good working basis for defining the extent of building recording programmes, though the definitions contained therein are frequently used very loosely and could in many cases be more explicitly applied, tailored towards the specifics of an individual project.

The majority of works commissioned tends to be of pre-application 'assessment/evaluation' nature and, sadly, it is seldom that a requirement for a supplementary, post-determination 'watching brief' element is attached. This is disappointing as, as

Michael points out, it is often during this phase of work that important details of a building's former arrangements and chronology can be exposed, though it is perhaps not entirely surprising within a planning framework where the obligation upon developers is for a level of detail '*no more than is sufficient to understand the potential impact of a proposal*' on a heritage asset (DCLG 2012, 30; para. 128). The feeling that HBR projects form part of a 'box-ticking' exercise within the planning process is worryingly familiar. However, though detailed feedback is not often forthcoming, the view that reports are 'ignored and then disposed of' and that the process of building recording has 'little or no influence' on planning applications is perhaps a little overly bleak. Personal experience suggests that appropriate reporting can be perceived to be of real and tangible use in informing discussions with developers and in guiding a project through the detailed design process.

A further point of note is that of dissemination. The identification of a 'bespoke' publication is always going to be problematic as, while in no way seeking to undervalue the quality of recording and research generated by the planning process, the status and 'depth' of project reports generated via this channel, in particular those of EH Level 2 or Level 3, often precludes their inclusion in the established period and subject journals. By contrast, the transfer of project results to the public domain in the form of 'grey-literature' is more straightforward and the opportunities afforded by the internet are manifold. The ADS's OASIS resource represents the most obvious vehicle (in England and Scotland) for such dissemination, though use of this facility appears to be somewhat patchy and should be more widely encouraged, perhaps via stricter obligations attached to building recording briefs. The NMRW's 'Coflein' on-line resource in Wales tends to carry PDF copies of reports generated by partnership projects; though

planning driven records are not included as a matter of course, a source trace to deposited hard copies is included (R Suggett, RCAHMW pers. comm.). Worcestershire County Council's on-line archaeological library provides a further good

example of the value of the internet in the distribution of data at a county level. Dissemination of reports to local HERs should be a matter of course and is explicitly required as part of the new NPPF (DCLG 2012, 32; para. 141, fn.30).



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Ric Tyler is a freelance buildings archaeologist and illustrator based in Shropshire, working predominantly in the midland counties and West Midlands conurbation. Having studied architecture at Oxford Polytechnic in the mid-1980s, Ric started out in archaeology under the auspices of the Manpower Services Commission (MSC) in the days predating the introduction of PPG15/16. Over the intervening 22 years, Ric has worked both for commercial units (Oxford Archaeology and Birmingham University) and on a freelance basis, with periods living and working abroad in France and Germany. Ric regularly teaches on the Ironbridge Institute Historic Building Recording practical weekend, part of the PG Historic Environment Conservation course.

**MICHAEL NEVELL** MIfA FSA  
Chair IfA Buildings Archaeology Group  
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Archaeological and conservation responses to historic buildings come from two allied but distinct traditions. This fact was noted in *Buildings archaeology; applications in practice* edited by Jason Wood (based upon a conference organised by BAG) as long ago as 1994, and Michael Heaton's comments echo this divide. Since its foundation in 1990 the Buildings Archaeology Group has acted as a forum for both professional buildings archaeologists and conservation specialists, and historically the membership of the group has been drawn from both traditions. Its main aims were compiled with these differing approaches in mind: to foster the study of buildings archaeology; to promote the best recording standards; to encourage the dissemination of information and new methodologies; and to promote the archaeological understanding of historic buildings.

Michael identifies three issues in the relationship between Conservation Officers and (primarily) Planning Archaeologists that might be a cause for concern. These can be summarised as; a lack of common practice; the need to update the role of building recording in the planning process; and the dissemination of information between Conservation Officers and planning archaeologists.

I suspect that Michael's comments reflect both the impact of the current financial climate within local government and a tendency in local authorities (and other large institutions) to adopt a 'silo' management approach, where cross-disciplinary conversations become very difficult to start or to maintain. The latter is a persistent management culture problem which BAG has done its best over the last 22 years to overcome. The former reflects the economic recession of the last four years. The IHBC and IfA have both recorded a sharp decline in the number of Conservation Officer posts and planning archaeology posts since 2008. I would suggest that Michael's comments need to be seen in the context of these severe local government cut backs.

Whilst I disagree with Michael over the issue of a lack of common practice (which is not my experience), his other two points need serious consideration. The publication of PPS5 in 2010 and the NPPF in 2012 have both led to the development of new methodologies in building recording that have become more closely tailored to the needs of the planning process. The drive to assess and understand significance has become far more important, and 'building assessment' and 'building evaluation' documents have been developed that mirror the approaches to below-ground archaeology in the planning process. These new forms of working have yet to be integrated into the wider discipline of professional archaeology and conservation, and Michael is right to highlight this issue. There is an

opportunity here for BAG to revisit its pioneering role of the early 1990s in debating and promoting these new methodologies, and to assist in the update of the current professional guidance (which some of its members helped to write).

Michael also draws attention to a perceived problem in the dissemination of historic building recording reports between planning archaeologists and Conservation Officers. I would suggest that at the moment where this occurs this might be due to the financial cuts already mentioned. However, it is a potentially growing problem as

more local authorities consider out-sourcing archaeological planning and conservation advice. Michael is right to call for protocols to be put in place to ensure that this knowledge base is accessible, and the Buildings Archaeology Group are in a position to help promote that dissemination.

Reviewing Michael's suggested action points I would add that it's time to revisit *Buildings Archaeology; applications in practice* and update it for the early 21st century for both the archaeological and conservation professions.

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Dr Michael Nevell has been Chair of the Buildings Archaeology Group since 2011, and a committee member since 2003. He is Head of Archaeology at the Centre for Applied Archaeology, University of Salford, and before that was the Director of the University of Manchester Archaeological Unit. Michael is also co-editor of international journal *Industrial Archaeology Review*. He has more than 20 years experience in buildings archaeology, and has published many articles and books at a regional and a national level on historic buildings, from timber-framed churches and cruck buildings to textile mills and hat factories.



**RESPONSE BY MIKE HEATON** IHBC, MifA

This is an amended version of an article published in IHBC's *Context* last year (Heaton 2011) – the first drafts of which were deemed too critical of Conservation Officers – that was intended to elicit howls of indignation. It failed. Ironically, it seems to have failed again, because my correspondents appear to agree with me, perhaps because they are all archaeologists. Nonetheless, they all raise important points I wasn't able – or neglected to – address. I agree with Harriet that neither finance or economics are relevant here (contra Mike Nevell) and her observation that Shane's *Understanding Historic Buildings* (both parts) was written specifically for government officers. This, to me, is the crux of the issue: such a document will always reflect the government officers' perspective (and why not?), but the overly dominant role of English Heritage in our 'sector' means it is the only perspective. In the property development and construction 'sectors', professional and technical guidance is written by the professional institutions and trade organisations, not government agencies. The IfA's Standards and Guidance are not in the same league and need comprehensive revision. Ric's experience of having to negotiate the 'brief' with the Conservation Officer is not necessarily a bad one as far as I'm concerned, at least he deals with COs prepared to discuss the subject; and his suggestion that HERs carry on-line PDFs of reports is also, surely, right; but I have to put my hand up with regards filing with OASIS: I can't be bothered, it's too time-consuming and complicated for a luddite like me. Has anyone ever tried searching it? I also agree with Shane that more professional training of Conservation Officers is needed (I've paid for all of mine myself), but it has been a recurrent complaint for decades, and that a research culture needs to be promoted; whilst Mike's suggestion that the 1994 conference and proceedings needs revisiting is timely – but don't ask me to organise it: I'm useless at such things. All my correspondents allude to the 'silo thinking', which is exactly what the article was trying to address: it is a shame we couldn't get an officer of the IHBC or representatives of the conservation arms of the RICS and RIBA to respond.

**Michael Heaton** IHBC, MifA (528)

Mike Heaton is a self-employed archaeologist specialising in the analysis of historic buildings. He is a member of IfA (and the BAG) and the IHBC, has academic qualifications in Building Conservation and Building Surveying, is an occasional visiting lecturer at the Faculty of the Built Environment of UWE Bristol where he achieved a Distinction and the RICS Prize in Building Surveying, and is currently studying for an MPhil in Architectural History at Bath University. His 2009 article 'Building Palaeopathology: Practical Applications of Archaeological Building Analysis' earned the 2010 'Outstanding Paper Award' from its non-archaeological publishers Emerald. He is a member of the Historic Churches Commission for the Catholic diocese of southern England and a Trustee of the Construction History Society, a role he shares with architects, surveyors and engineers interested in old buildings.



**Editorial note**

We would relay like to hear from anyone working as a Conservation Officer in response to Mike's article, and I would be happy to publish a formal response from any of the organisations mentioned (IHBC, RIBA, RICS). Although we did try and get a broad range of responses, it is clear that those working more on the archaeological side are singing from a similar hymn sheet. If you are keen to respond, please email me at amanda.forster@archaeologists.net.



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# JOBS IN BRITISH ARCHAEOLOGY 2011–12

Doug Rocks-Macqueen, University of Edinburgh and Landward Research

With the end of the fiscal year in April it is time again to look at the jobs market in British Archaeology. As with the previous articles, the data is compiled by looking at current pay conditions for archaeologists by examining job postings. The information was gathered from both the IfA Jobs Information Service and BAJR job postings covering the dates from 1 April 2011 to 31 March 2012.

Each job has been treated as a single data point with the advertised pay rate counted. Those without pay rates have not been included. Where job listings did not specify the number of posts being advertised, they have been counted as a single job. Salary ranges are often given in adverts and in these cases the middle point was used for analysis (in keeping with past articles). Hourly, daily or weekly wages were converted into annual salary equivalents. Because the midpoint is used as the reference for pay it is important to remember that the numbers given below are averages of averages. To understand how each position is defined please see previous articles (eg James Drummond Murray, *TA* 68,5). Jobs were categorised based on the description of the job given. In some cases descriptions were not given or were vague, and the original job posting on the employers' website was consulted if it could be located. For the most part this was sufficient enough to determine how a job should be characterised; in a small number of cases this was based on job title alone.

Looking at the overall trends in pay, we can see that most positions have not seen significant increases over the year (Table 1), the one exception being Senior CRM/SMR positions. Specialists also increased but this category represents the widest range of positions (from osteoarchaeologists to radiocarbon technicians), making it impossible to tell if all specialist jobs are seeing pay increase or if the increase is a result of the particular group of specialist jobs this year. The very large

jump in the average pay for Senior CRM/SMR does not appear to be a general trend but the result of several very high paying positions opening up at English Heritage and the National Trust this year, some as high as £85,000. These positions drove up the average salary, and it is important to note that some senior positions pay as little as £21,000.

To give a more rounded view of pay in archaeology a distribution table (Table 2) of starting/non-negotiable pay has also been compiled. For example, job offers between £15,000–17,000, will be included as £15,000, reflecting both starting salaries and also where job salaries are non-negotiable. This provides a rough breakdown of the lowest pay offered for each position. An additional table listing the absolute highest and lowest pays observed in the data for each position is included (Table 3). This is to give an idea of the possible range in pay which might be expected within a particular position in archaeology or related disciplines.

Overall, 2011–12 appears to have been a disappointing year for majority of archaeologists in regards to pay. On a brighter note, the number of

positions advertised has jumped greatly this year in comparison to the previous few, suggesting a positive increase in jobs available in some areas.

Finally, people often ask how accurate the data are of the real job market, as data are gathered from advertised posts alone. This question will be addressed in full detail in the forthcoming *Profiling the Profession* project and preliminary results seem to indicate that job posting data lines up well (and within a few percentage points) of salary data gathered through survey.

Table 1 Average pay for archaeologists for selected and last four years

Position	1994	1996	1998	2000	2002	2004	2006	2008	2009	2010	2011
Excavator	£ 8,741	£ 10,024	£ 10,214	£ 12,024	£ 13,232	£ 13,710	£ 14,294	£ 15,266	£ 16,002	£ 16,744	£ 18,012
# posts	21	100	51	165	19	26	35	60	51	40	
Supervisor	£ 10,766	£ 11,845	£ 12,732	£ 12,856	£ 14,000		£ 15,579	£ 16,715	£ 16,926	£ 19,016	£ 19,517
# posts	22	10	10	10	12	3	17	27	20	21	16
Field Officer	£ 13,827	£ 12,813	£ 14,274	£ 15,516	£ 16,489	£ 16,563	£ 18,583	£ 21,200	£ 22,548	£ 22,189	£ 21,792
# posts	21	12	40	17	5	23	31	33	15	20	30
Project Manager	£ 16,450	£ 16,750	£ 18,265	£ 19,447	£ 21,535	£ 20,907	£ 23,350	£ 26,332	£ 30,505	£ 30,262	£ 31,537
# posts	18	9	11	19	9	19	22	26	17	12	14
Junior CRM/SMR	£ 11,285	£ 11,744	£ 12,629	£ 15,856	£ 15,563	£ 16,941	£ 18,380	£ 20,354	£ 21,370	£ 23,597	£ 21,129
# posts	24	24	40	74	14	19	29	130	125	25	228
Senior CRM/SMR	£ 12,641	£ 16,028	£ 17,680	£ 23,456	£ 20,600	£ 21,397	£ 30,104	£ 32,475	£ 35,735	£ 32,200	£ 40,873
# posts	9	24	19	29	2	9	12	30	33	37	69
Specialist	£ 11,605	£ 13,329	£ 13,442	£ 14,632	£ 14,892	£ 15,254	£ 19,250	£ 19,591	£ 21,695	£ 22,459	£ 25,174
# posts	15	18	45	43	14	15	12	38	30	29	18
Conservator								£ 22,297	£ 22,799	£ 23,461	£ 25,016
# posts								30	22	25	40
Illustrator / Graphics officer	£ 12,021	£ 12,412	£ 13,229	£ 15,497	£ 14,085	£ 15,592	£ 17,734	£ 18,344	£ 21,859	£ 19,738	£ 20,283
# posts	10	13	21	23	8	12	28	10	8	5	5
Consultants							£ 19,421	£ 25,035	£ 21,387	£ 23,295	£ 25,583
# posts							7	17	6	9	15
<b>Total Posts</b>	<b>186</b>	<b>282</b>	<b>309</b>	<b>648</b>	<b>79</b>	<b>127</b>	<b>199</b>	<b>579</b>	<b>472</b>	<b>361</b>	<b>512</b>

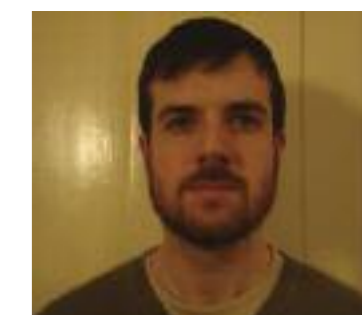
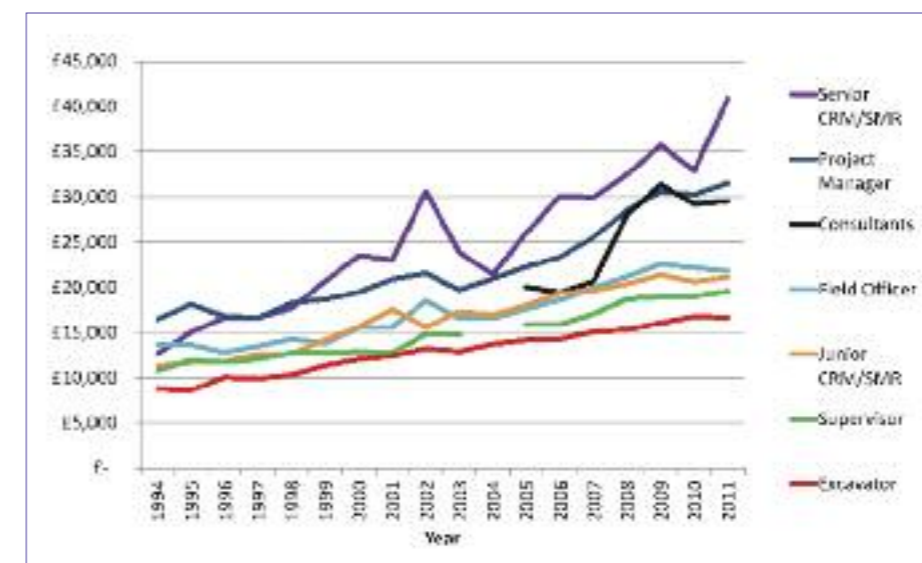
Table 2 Distribution of lowest possible pay, or in some cases only pay if rate is not negotiable, for archaeologists

Starting Pay	Excavator	Supervisor	Field Officer	Project Manager	Junior CRM/SMR	Senior CRM/SMR	Specialist	Conservator	Consultants
£75,000						2%			
£66,700						6%			
£66,000						2%			
£46,500						8%			7%
£45,000						8%			
£44,000									
£43,000						1%			
£42,000									
£41,000									
£40,000				7%		9%			7%
£39,000						3%			
£38,000						1%		3%	
£37,000				7%			6%	3%	7%
£36,000						2%			
£35,000						2%			
£34,000					0.4%	10%	2%		
£33,000						6%	2%	3%	
£32,000				7%	0.9%	2%	4%		
£31,000					0.2%	2%	2%		
£30,000				21%	0.8%	8%	6%		7%
£29,000				15%	0.0%	2%	7%	2%	
£28,000				7%	0.9%	4%	2%		
£27,000			3%	7%	5.6%	2%	12%	3%	
£26,000			14%	14%	5.9%	1%	2%	1%	19%
£25,000			3%	14%	1.8%	1%	6%	3%	18%
£24,000			3%		5.8%	1%	6%	3%	
£23,000			10%		4.0%		7%	2%	
£22,000			10%		8.4%		9%		
£21,000					7.0%	1%		3%	7%
£20,000			24%		5.0%		2%		18%
£19,000	2%	21%	14%		11.8%		14%	2%	
£18,000	2%	38%	14%		3.7%				7%
£17,000	8%	43%	10%		4.1%		2%		19%
£16,000	1%		3%		13.2%		4%	3%	
£15,000	51%		3%		10.2%		7%		
£14,000	8%				3.0%		2%	2%	
£13,000					3.8%			49%	
£12,000								2%	

Table 3 Highest and lowest pay for 2011–12 fiscal year

	Excavator	Supervisor	Field Officer	Project Manager	Junior CRM/SMR	Senior CRM/SMR	Specialist	Conservator	Consultants
Highest Pay Used	£16,960.00	£17,179.00	£15,708.00	£25,000.00	£34,000.00	£33,000.00	£34,000.00	£32,500.00	£32,524.00
Lowest Pay Used	£21,524.00	£25,891.00	£27,310.00	£40,000.00	£39,549.00	£39,000.00	£38,594.00	£38,123.00	£51,000.00

Increase in pay rates for archaeologists from 1994 till 2011 (fiscal year)



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# THE INTERVIEW DigVentures:

Venturing into the unknown with Brendon Wilkins, Lisa Westcott Wilkins and Raksha Dave



Digventurers: Lisa, Brendon and Raksha © IfA

*'Do you love archaeology? Do you watch Time Team and think: I want to do that? Have you always wanted to try a bit of digging, but found it too difficult to figure out how to make it happen? Does the thought of a whole week of excavation feel like too much – or too little? Then DigVentures is for you!'*

The opening lines of DigVentures' 'About Us' pages sum up this ambitious and innovative project. Various received within professional and academic sectors, this venture provides one answer to a very common problem – how can we fund archaeological research? In today's challenging and fast changing environment, traditional funding for archaeological research is – be it for developer-, community-, or research-led projects – drying up. Getting large and worthwhile projects off the ground is problematic, and in order to do them properly (by which I mean to professional standards), it takes more than a few pounds and some willing volunteers. *DigVentures* has searched for an answer and come up with something very new – crowdfunding and crowdsourcing. This approach aims to generate seed funding for archaeological projects and, at the same time, engage the public for the life of the project by giving them various options for supporting projects (from Seed Venturer to Ace Venturer). So has it worked? I met up with co-founders Lisa Westcott Wilkins, Brendon Wilkins and Raksha Dave to find out.

Not just new to archaeology, **crowdfunding** and **crowdsourcing** are approaches which are pretty new to the UK as a whole. Crowdfunded initiatives are more common in the US (go and have a look at Kickstarter.com), and have been used to great effect – especially in the arts sector. Getting the public to contribute to funding an art exhibition, festival or film seems logical – individuals can identify with projects they are passionate about and provide cash to get them off the ground. Ireland based [www.fundit.ie](http://www.fundit.ie) offer an array of projects which you can support and which covers art and photography, fashion and music, and also extending to science and technology. Projects are often small (from around £1000 through to £2000) but there are definitely some which require bigger sums and pretty serious subjects. The *Solar Water Disinfection* project achieved €24,375 (£19,659) for the Department of Civil, Structural and Environmental Engineering at Trinity College Dublin, in order to research an innovative water disinfection system ([www.fundit.ie/project/activity/solar-water-disinfection](http://www.fundit.ie/project/activity/solar-water-disinfection)). This provides a good example of serious University-based research, getting support from a non-research based funding source.

What is the difference between this and charity giving? The ethos behind crowdfunding means you will often see something in return for your hard-earned cash – and is therefore classed as a transaction (eg the project isn't a charity; the organisation is a profit-making one). Crowdsourcing is similarly aimed at the public but implies more of an exchange between the crowd and the project. The term was coined in 2006 by Jeff Howe in *Wired* magazine to explain a new online method of outsourcing – using the latent and talented crowd to help solve scientific problems, to populate stock photo websites, or crunch data. What makes any crowd initiative so easily definable is use of the internet – crowdsourced projects result from an open call via the internet, and they provide funding and support to specific projects.

*DigVentures* is the first crowdsourced and crowdfunded archaeological project in Europe, and their first project is ready for lift off...

## What's the background to *DigVentures*?

**BW** We have been friends for a long time, and often thinking up ideas for how we could work together and combine experiences. We all have an awareness of social media, and were keen to develop a project for now – the digital generation.

**RD** The three of us have very different experiences within archaeology covering both commercial and public aspects of the sector, and including media, communications and research.

**LWW** We are all entrepreneurial people and have different talents – mostly we wanted to work together and do something innovative and exciting.

## Crowdfunding and crowdsourcing – is this new, or just new to archaeology?

**BW** Crowdsourcing and crowdfunding are slightly different but both are pretty new concepts for the UK as a whole.

**LWW** Crowdfunding has really taken on in the US and it's getting increasingly normal to see certain projects funded in this manner. Kickstarter (one of the main crowd funding

facilitators) is in line to challenge NEA (the National Endowment for the Arts) as main funder for arts in the US.

**RD** We saw it as a way of getting projects off the ground and building sustainability into outreach and research projects from the outset. The crowd fund the project, get involved with the project, and care about its outcome.

## What does it actually entail?

**BW** Crowdfunding is just what is says on the tin, and the key is the internet. You put out an open call to the public (the crowd) online to fund a particular project. Crowdsourcing offers something a bit more interactive; people provide funding in return for a benefit. *DigVentures* offers a range of benefits linked to certain amounts of funding, providing various methods of engagement and opportunities for people to really get involved.

## What does it mean for archaeology?

**BW** *DigVentures* has essentially used the traditional fieldschool model and reinvented it for the digital generation. Our venturers can opt in for

The preserved  
causeway  
© Vivacity,  
Peterborough





The atmosphere at Flag Fen is captured perfectly in this image of the trackway posts emerging from the mere lake © Vivacity, Peterborough



anything from £10 to £2000 with benefits ranging from access to our 'Site Hut' (the online blog) and a pdf of the final report (£10), to joining the team on-site from one day through to the full three weeks (£125 - £1300). We also offer an Ace Venturer option for £2000 where people can get in touch and discuss tailored benefit packages with us.

**RD** We want to build a community which supports and has a long-term interest in the site. This community is online and global, and we think our crowd will prove to be just as important as our local community will. Crowdfunding doesn't exclude one or the other – we have been constantly aware of both our Venturers and our on the ground visitors and local community.

**You have secured one of England's most prestigious sites as your launchpad – Flag Fen. How did this come about?**

**BW** We are only interested in sites which are really at threat, and which hold the answers to key archaeological questions. Flag Fen is perfect in this respect – it is well known for its amazing

archaeology and iconic in this respect, but what is perhaps less well known is that the site is drying up and that archaeological data are massively at risk.

**LWW** Serendipity had a lot to do with it as well. Identifying Flag Fen as our first project was the result of a chance conversation. We had got to the point with DigVentures that we were ready to identify our first site, and then I got a phonecall which resulted in us approaching Francis Pryor and the team at Flag Fen, and Vivacity, the not-for-profit organisation who run Peterborough's culture and leisure facilities. Both jumped at the chance and we are where we are now as a result.

**RD** As soon as Flag Fen gave us the thumbs up, everything else started to fall into place and things moved and grew very quickly.

**Was there ever a point when you got cold-feet?**

**LWW** Not at all! There's a quote from Henry Ford which sums things up for me at the moment, 'the harder you work, the luckier you get'. Throughout setting up DigVentures this couldn't have been truer.

**BW** To be honest, there was no time to wonder about if it would work or not. We had the idea before Christmas and had to get things up and running quickly – and we all have full time jobs so it has been a full on few months. In that timeframe and with a site like Flag Fen, going wrong was not an option.

**RD** Even when we had some criticisms directed at us, we just became more determined and have never doubted the project, or concept.

**What kind of criticism did you get? Did you expect it?**

**BW** Mainly from the archaeological community – and no we didn't, or at least I didn't. The biggest criticism was that we were creating a pay-wall around archaeology and the past. I think this came from a basic misunderstanding of what we planned to do.

**LWW** There was an advance wave of criticism, and to some extent that has to be expected with something new. It is the exposure that was new to myself and Brendon – Raksha already knew all about that from her work with Time Team.

**RD** Overall there wasn't too much negativity, just a few loud voices. We addressed much of that directly by explaining in more detail what we were doing. I think we just needed to clarify some things and make sure people knew we were taking it very seriously.

**BW** The important thing is the amount of support we have had – that is the indication to us that



we are heading down the right path. We are also really keen to promote and maintain a good professional ethic throughout: we are using the right professionals, we are involving all the right bodies and we are qualified to be doing what we are doing. We're looking into achieving IfA Registered Organisation status for DigVentures, and exploring ways of incorporating training recognition and opportunities into the fieldschools we run. As Raksha says, we are taking this all very seriously.

**So, how did you put a figure on Flag Fen? In archaeological project terms, £25k doesn't sound like a lot...**

**BW** £25k is enough funding to cover a three week field school and a full assessment of the findings. In a few years' time the important archaeological information which is preserved in the waterlogged conditions will no longer be accessible; this season will identify the extent of the threat and the implications of losing those data. We also have in kind support from other archaeological specialists who will help us achieve this first stage. The idea is that this phase of the project will provide enough data to move into a next round of funding, and secure research funding to support a full investigation.

**RD** And from this phase we take with us 250 stakeholders, who are passionate about the site, and who can help us create a sustainable and meaningful project.

**BW** We are using the English Heritage MoRPHE model for the project – this is an evaluation and assessment of the site, following which we will produce an Updated Project Design which can be used to stimulate further funding.

**LWW** We are also following it up with an academic paper at this year's European Association of Archaeologists conference in Helsinki, so we will be discussing our interim research results within a couple of months of finishing the excavation.

**What kind of audience do you think you are hitting? Who are the Venturers?**

**LWW** The point of crowdfunding is to go for as wide a reach as possible, and we are reaching new audiences. People have archaeology on their bucket list, they are buying a day digging for a birthday presents, or using it as a shared experience.

**RD** We have been asking for feedback on why people are signing up – the personal stories have been really great.

**BW** Some people just want to live vicariously and be involved with something they might not be able to do on a day to day basis.



The site at Flag Fen is often used for education and events, such as this battle between the Romans the Celts... © Vivacity, Peterborough



The museum at Flag Fen by the mere lake © Vivacity, Peterborough

There are loads of people who have always wanted to be an archaeologist. The fieldschool itself includes a range of professionals from different sectors and feels very different to traditional field schools.

**LWW** It is amazing how many well-known celebrities are interested in archaeology – Mike Tyson, Daniel Radcliffe, Scarlet Johansson, Megan Fox, Kristin Stuart, Martin Sheen. Archaeology should try and use these people to promote to wider audiences. We have managed to get a lot of support via an open call on the internet – imagine what we could achieve if we have some celebrity endorsement!

**Do you think that tapping directly into the crowd is a new and lasting thing for archaeology? Do you think you could have an impact on the discipline more widely?**

**RD** Archaeology is on a knife-edge across all sectors at the moment, and some things are going to have to change. Many professionals are products of the PPG16 generation, and it will take time and a fundamental shift in how we do things to change. As a small group, we have seen an opportunity and we are taking it – though we are yet to find out if it will work and if it is wholly sustainable.

**LWW** Our aim has been to find a new way to engage people and turn people on. Ultimately we want our projects to create jobs, create learning opportunities and to build

sustainability around important archaeological research. How the sector responds is a bit of an unknown.

**BW** As a discipline, archaeology and archaeologists can be very inward looking and innovation can be viewed a threat. That is certainly what we have found.

**LWW** One thing we hope we might impact on is how archaeologists can engage with social media to reach people. If this project can help show other archaeologists how to reach an audience, that would be great. However, what the discipline needs is far more fundamental – and something that bodies like IfA and CBA should be working on together. We have so many voices in archaeology that we have an identity crisis. We really need to be joined up with the rest of the world, and to reach a new settlement with the public that archaeology is worth doing and to do so we need them to consume it.

**This is a dream project for you all. What would you say you have learnt from doing it, and what would you say to others who have a dream project of their own?**

**BW** Setting up something yourself makes you more resilient and determined. I have organised and managed much bigger projects than this in the commercial sector, but you do have a safety net when working for a bigger organisation.

**RD** A lot of what we have learnt has been

from each other and about each other. We have all grown out of the whole process of setting something up and getting it off the ground.  
**LWW** For anyone with a dream project, I would say

build your dream team out of like-minded people who complement your own skills – our collective experience has been the backbone to the project and made it work.

**Lisa Westcott Wilkins** MA FRSA, Managing Director, DigVentures

Since leaving UCL, Lisa has applied her professional background to archaeological endeavours, including from 2003–2005 as Director of Museum Operations for the launch of the Museum of the Earth, and from 2007–2011 as Editor of Current Archaeology during the transition of the magazine to a monthly publication and the inception of the annual Current Archaeology conferences. In 2011, Lisa was appointed the first-ever Clore Leadership Fellow in Heritage and Conservation, which has brought an entirely new cultural perspective to her work.

In addition to DigVentures, Lisa is currently working on several consulting projects, including as the Cultural Olympiad Legacy Project Manager for the London Organising Committee of the Olympic and Paralympic Games.

**Brendon Wilkins** MA MIfA (4494) MIAI, Project Director, DigVentures

Brendon Wilkins is Operations Director for Rubicon Heritage (see page 55), whom he joined earlier this year. He has over ten years' experience directing, and managing large, complex sites in the UK and Ireland – usually in advance of major construction projects, such as motorways, pipelines, and railways. With a consistent research and publication record, he has lectured internationally on wetland archaeology, Irish archaeology, and new advances in excavation methodology.

**Raksha Dave** Project Manager, DigVentures

In 1999, Raksha graduated from the UCL Institute of Archaeology, having already excavated on research projects in Puerto Rico and Texas. In 2000, she secured her first position as a commercial field archaeologist, working for the Museum of London Archaeology Service (now MoLA). After finely tuning her craft in 2003 Raksha was recruited by Channel Four's popular archaeology programme Time Team – and she's been a regular face on the show ever since.

Raksha's career has taken her down several interesting paths, including working for local government in Westminster, where she ran a family information and outreach service, and developed her skills in community engagement. Raksha is currently an advocate and a trustee for the CBA (London) and the Young Archaeologists Club.



One of the reconstructed roundhouses © Vivacity, Peterborough

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## Members news

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We are always keen to hear from members who want to update us (and everyone else) on ventures new. This month's round up is especially relevant as one of our own long standing members of staff, Kathryn Whittington, has moved on to a new position with another member institute. Kathryn has worked with IfA since 2006, and has always brought a lot of energy and enthusiasm to her various roles. We would all like to wish her well in her new job – Good Luck Kathryn!



John Hunter

### John Hunter (MIfA 103)

IfA member John Hunter (MIfA 103) retired from the University of Birmingham in 2011 and has taken on the management of MFL Archaeology, a development of MFL Forensics Ltd. MFL Forensics Ltd is a forensic science company based in Oxfordshire, with a long-standing expertise in forensic archaeology and forensic ecology. Staff will include John Hunter (formerly Professor of Ancient History and

Archaeology at the University of Birmingham) and Graham Eyre-Morgan (formerly Archaeologist for Sandwell Borough Council) together with other archaeologists well experienced in civil matters. The activities of the parent forensic company are now extended into desktop, evaluation, watching briefs and small scale excavation work throughout the UK, but notably in the midlands and north of England. It also offers specialist services in heritage conservation, human remains, church archaeology and coastal sites, as well as delivering CPD training programmes and seminars.

John Hunter said that the new organisation was a natural development of the parent company's portfolio of activities; it was also one which required the same stringent levels of efficiency and quality control demanded in forensic science. The organisation hopes to achieve Registered Organisation status in 2012.

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### Oliver Jessop BA (Hons) MA MIfA (2284)

Oliver Jessop has recently established himself as an independent heritage consultant, specialising in standing buildings and historic parks and gardens. He is continuing in his role as Archaeological Consultant for the Chatsworth Masterplan, which began in 2008. This is a significant project that is transforming the visitor experience of the Grade I Listed House. He is using his 19 years of experience to begin the challenge of revisiting the history of the house, which starts with a new understanding of the Elizabethan structure.

Oliver has been active in the IfA since 2005, contributing to resurrection of the Buildings



Oliver Jessop

Archaeology group and has served for over six years on the Membership Validation Committee.

His career all stems from when a school friend persuaded him to go along to a YAC meeting in Oxford back in 1983. The friend never went again, but he was hooked and will always be grateful for this early introduction to the subject. Prior to private practice, Oliver worked as a Project Officer for the

National Trust at Stowe gardens and as Project Manager at ARCUS for seven years developing an expertise in industrial buildings. Following its closure in 2009, he was employed as a Senior Project Manager for Wessex Archaeology to help establish a new regional office in Sheffield.

He can be contacted at [oliver@thejessopconsultancy.co.uk](mailto:oliver@thejessopconsultancy.co.uk).

### Kathryn Whittington BA MA AlfA 5021

Having worked for IfA for six and a half years, Kathryn moved on to pastures new in June. She was recruited as the Administrative Assistant in 2005, and has since worked as Publicity Administrator, Public Relations Coordinator and finally Membership Services Coordinator. She has worked with the Validation committee, Editorial Board, and more recently the Membership Services and Promotion committee as well as all of the Institute's Special Interest Groups, though probably most members will know her as the person who sends out JIS every week.

She has taken up the post of Marketing and Meetings Manager at another membership body called Sight Care, but will be keeping up her IfA membership (and CPD!).



Kathryn Whittington

### You and your CPD

All members should be aware that as part of your membership you are now required to keep up your CPD log up to date and ensure that you are continually maintaining and recording any training you undertake. To help you do this, we will be updating and reorganising our CPD webpages, showcasing up and coming training events and making it easier to record and keep track of the training you do. As IfA members ourselves, we know all too well how difficult it can be recording every move you make and making sure the CPD log is an accurate reflection of the training and development we all undertake. We also know that in economic times such as these, opportunities for training and development are difficult to take up. Private companies may not have the resources to support staff in attending formal training, and individuals do not have the funds to pay for it. In a new regular CPD feature in *The Archaeologist*, we will be discussing how we maintain our CPD logs, why it is important to do so – even when training is at a minimum, and what there is on offer to help you learn and develop which doesn't break the bank.

## New members

### Member (MifA)

Robert Atkins  
Jemma Bezant  
Richenda Goffin  
David Harrison  
Richard Henry  
Mark Holmes  
Matt Mossop  
Chris Scott

### Associate (AifA)

Matthew Adams  
Jeremy Bond  
Simon Cleggett  
Heather Kwiatkowski  
Iain Leslie  
Jonathan Moller  
Kathleen Pilkinton  
Neil Redfern  
Wiebke Starke  
Carina Summerfield-Hill  
Ian Turner  
Sarah Ward

### Practitioner (PifA)

Andrew Cochrane  
Russell Ince  
Katie Marsden  
Rachael Monk  
Brian Phelan  
Julianne Thomson

### Affiliate

Martyn Allen  
Lee Baker  
Laura Binns  
Callum Dougan  
Ceri Gage  
Richard Grove  
Janelle Harrison  
Amy Henley  
Stephen Honey  
Sian Killick  
Ruth Nugent  
Felix Reeves Whymark  
Anne Sassin  
Craig Stewart  
John Winfer  
Anthony Wright

### Student

Amanda Allen  
David Astbury  
Alison Atkin  
Alex Bellisario  
Anna Bloxam  
Christine Bunting  
Josephine Cleveland  
Leah Damman  
Clara Dickinson  
Oliver Dindol  
Joanna Donald  
Ian Hardwick  
Maxwell Higgins  
Emanuele Intagliata  
Jana Irving  
Wendy Lamb  
Katherine Lamb  
Laetitia Laquay  
Andrew Lawler  
Amina Muscalu-Cretescu  
Tim Orford  
Ryan Smith  
Yuriko Sugaya  
Denise Wilding  
Natasha Wilson

## Upgraded members

### Member (MifA)

Katharine Barber  
Rachel Clarke  
Andrew Hood  
John McCarthy  
Alice Thorne  
Donald Walker

### Associate (AifA)

Matthew Adams  
Stephen Brunning  
Tara Fidler  
Scott Harrison  
Sally Lewis  
James McNicoll-Norbury  
Daniel Watkeys

### Practitioner (PifA)

Benjamin Carroll  
Charlie Enright  
Stuart Ladd  
Charlie Middleton

## REGISTERED ORGANISATIONS

Our Registered Organisations are involved in a huge variety and diversity of projects across the UK and Ireland, and we are keen to highlight some of the great work being done in *The Archaeologist*. RCAHMS (registered since 2007) is also flying the flag for partnership working – the theme of this year's annual conference held at Oxford Town Hall in April – reporting on results of work they have been undertaking with the National Trust for Scotland to bring the important research of both organisations to the digital world. We also hear from Rubicon Heritage – our most recent Registered Organisation – and wish them every success in their new venture.



### A SURE Thing? Participative knowledge creation in Scotland's National Record

Susan Hamilton MA GDip FSA Scot AifA (6070)  
Rebecca Jones BA PhD FSA Scot FSA MifA (1122)  
Daniel Rhodes BA MSc PhD AifA (5924)

One of the objectives of the Southport Report is to find ways to promote participative knowledge creation. Whilst Noel Fojut (Historic Scotland) recognised that Scotland is unlikely to 'adopt' Southport in any recognisable way (TA 83, Spring 2012), many of the principles are nevertheless strong north of the border, particularly those regarding fostering more collaborative approaches and promoting participative knowledge creation.

In late 2010, the Royal Commission on the Ancient and Historical Monuments of Scotland (RCAHMS) and the National Trust for Scotland (NTS) set up the Specialist User Recording Environment (SURE) – a ground-breaking partnership to open the National Record for Scotland (Canmore, held by RCAHMS), to the archaeologists at the NTS. Providing direct electronic access to the database enables them to more efficiently curate the archaeological data generated through their research and management. By sharing records, the burden of archaeological recording – inputting excavation reports, survey data, new publications and related research and observations – can be shared and information

exchanged instantly. Data are only entered once and can be used many times by multiple users, meeting a key Scottish Government requirement for spatial data. On the technical side, the NTS archaeologists no longer have to deal with the 'nuts and bolts' of maintaining a complex database; the responsibility for upgrades, maintenance, resolving technical issues and meeting national and international data standards lies with RCAHMS.

SURE uses one database (visible online through Canmore <http://canmore.rcahms.gov.uk>) to input and share information on the historic environment, eliminating duplication of effort. Using Canmore, an already well-known and internationally admired resource, public and professionals can find information in one place; future enhancements such as making more spatial data available via the Canmore website and as web services, will further expand the range of information available to the user. The creation of this innovative digital environment has proved a watershed in the management of heritage records in Scotland, and has rapidly expanded to include new partners. The Orkney



Photo of Balmerino Abbey – the Canmore record has received recent updates from both RCAHMS thanks to a special survey project and the National Trust, who recorded a watching brief as a result of the replacement of an interpretation panel. <http://canmore.rcahms.gov.uk/en/site/31746>. Copyright: National Trust for Scotland

A screen grab of the online Canmore database, showing the record for Mae Howe in Orkney. The database includes all the relevant information for every site recorded – from photographic records and details of investigation, through to bibliographic information.



Islands Council Archaeologist, Julie Gibson (AlfA 1375) has now joined SURE and the Orkney Sites and Monuments Record have been incorporated into the system. SURE is now an essential tool in the conservation of three of Scotland's UNESCO World Heritage Sites – St Kilda (NTS) and the Heart of Neolithic Orkney (Orkney Islands Council), as well as parts of Edinburgh's Old and New Towns.

Recent partners, like the Garden History Society in Scotland, show the inclusive possibilities of SURE. The Society is a third sector organisation, with a dedicated team of volunteers producing high-quality reports on gardens and designed landscapes. The work of this group is reported, with validation by the Society, through Canmore, adding to the national record while providing this community of interest with national exposure and recognition of the importance of their work. The most recent partner to join SURE is the Treasure Trove Unit at the National Museums Scotland, who will add detail to the existing picture by recording findspots directly into Canmore – instantly being able to view distributions or patterns of recovery and reporting through the use of Canmore mapping, while reinstating the link between object and place.

The benefits of such a participative approach to knowledge creation are obvious: double-handling of records and duplication of effort is eliminated; records are shared by the partners and disseminated to the public; recording mechanisms are simplified and the financial burden of maintaining separate databases and IT infrastructure is reduced. This last point is of critical concern in the current economic climate, where organisations from across the sector are finding it increasingly hard to find resources to sustain their invaluable work. By working together, SURE ensures a permanent home and ongoing legacy for the work of all partners while reducing costs and improving the user experience. Perhaps the greatest beneficiaries of SURE are public and professional users of the data, who can now view - in real time - the results of collaborative working online.

*Susan Hamilton, Data Upgrade and Liaison Officer, Royal Commission for the Ancient and Historic Monuments of Scotland*  
*Rebecca Jones, Survey & Recording Operational Manager, Royal Commission for the Ancient and Historic Monuments of Scotland*  
*Daniel Rhodes, Group Archaeologist (South), National Trust for Scotland*

RCAHMS staff Georgina Brown and John Sherriff on fieldwork with Derek Alexander, NTS Head of Archaeological Services. Crown Copyright: RCAHMS

## NEW REGISTERED ORGANISATIONS

This month we are pleased to welcome Highland Archaeology Services ([www.hi-arch.co.uk/](http://www.hi-arch.co.uk/)) and Rubicon Heritage ([www.rubiconheritage.com/](http://www.rubiconheritage.com/)) to the RO scheme.

### Rubicon Heritage Services

Rubicon Heritage Services Ltd has announced its latest expansion into the UK, with the opening of offices in London and Edinburgh to deliver the full range of fieldwork and specialist services. This is a timely development, as Rubicon has just been added to the growing list of Registered Organisations. The company was founded in 2000, originally under the name of Headland Archaeology (Ireland) Ltd, and rebranded as Rubicon in 2011. The move is a natural progression for Rubicon, building on its existing reputation for expertise in heritage and archaeology, and solid track record as principle archaeological contractor for some of the largest development-led archaeological projects in Europe.

Notable project credits include major infrastructure like the N9-N10 Kilcullen to Carlow road scheme (employing over 450 archaeologists during the excavation phase); complex EIS consultancy projects such as the LUAS BXD urban railway extension through the historic core of Dublin; and substantial post-excavation projects, including Ardreich cemetery analysis of the medieval assemblage of 1600 skeletons. Rubicon is also committed to outreach and publication, with their latest road scheme monograph *Cois tSuire – nine thousand years of human activity in the Lower Suir Valley* launched in February.

Returning to the company where he started his career, Brendon Wilkins, Operations Director (UK South), will be heading up the London office. Brendon will spearhead Rubicon's growth in the South of England, bringing a wealth of experience in UK commercial archaeology managing large-scale projects for the public and private sectors.

Commenting on the expansion, Brendon said: 'this is a fantastic opportunity to extend our specialist expertise throughout the UK. We have a strong

Iron Age enclosure excavated by Rubicon on N9-N10 Kilcullen to Carlow Road Scheme (404-238 cal BC) (Rubicon Heritage Services Ltd)





Specialist analysis of the Ardreich medieval cemetery assemblage at Rubicon's designated post-excavation labs (Rubicon Heritage Services Ltd)

company vision, and the new offices are an expression of confidence in our innovative, award winning service, and the future of the commercial archaeological industry in the UK as a whole.'

Managing Director Colm Moloney said: 'These are exciting times for Rubicon! Having taken control of our own destiny in 2011 through a management buyout there is a real feeling of optimism and positivity in the business. Gaining our independence has allowed us to increase efficiency, professionalism and innovation. This latest move is the logical next step for us.'

Initial enquiries relating to the UK services should be directed to Brendon Wilkins on 0203 519 2519 or [brendon.wilkins@rubiconheritage.com](mailto:brendon.wilkins@rubiconheritage.com).



Urban excavation and survey of Waterford City Walls (Rubicon Heritage Services Ltd)

## Archaeology Training Forum Award 2012

The ATF Training Award recognises excellence in training, learning and professional development. It is open to organisations and individuals in both the paid and voluntary sectors and aims to promote the value of training to the discipline as a whole. This year, two awards were presented as the judges were unable to choose between two excellent but very different nominations.

The winners, both IfA Registered Organisations, were the Royal Commission on the Ancient and Historical Monuments of Scotland for their Scotland's Rural Past project which provided training for community groups to survey monuments and create records within their own local areas (see TA 74) and Cotswold Archaeology for their Supervisor Designate Programme (see below).



The Rubicon Heritage Directors (From L-R): Colm Moloney, Louise Baker, Ross MacLeod, and Damian Shiels (Rubicon Heritage Services Ltd)

## Cotswold Archaeology Supervisor Training Programme

Simon Cox, Head of Fieldwork at CA explained: 'the training programme was developed by CA to assist the progression of talented archaeologists into supervisory roles in a supported and structured environment. On joining the programme delegates receive a detailed training log, and a combination of work-based learning opportunities, formal training and in-house mentoring, which assists in developing the necessary archaeological, post-excavation, reporting, leadership, and health and safety skills. As well as internal archaeological training seminars, and a package of recognised external health and safety training courses, delegates receive the Institute of Leadership Management's Supervisor Development course, which results in 3 nationally recognised awards; ILM Level 3 Certificate in First Line Management, Level 3 NVQ in Management, and Level 2 Key/Functional Skills. This involves a further 13 days of classroom training, supported by work-based assignments and self-study'.

The ATF judges were very impressed with the training programme, particularly as it was developed independently of any external funding, and felt that it provided a model that could be easily replicable within a commercial environment.



The Royal Commission's Scotland's Rural Past project team with their ATF Training Award (Copyright: RCHAHMS)

## Recognising commitment to learning and training: could it be your organisation? ATF Awards 2013

The call for nominations for the 2013 Award will be issued later in the year. Entries should demonstrate an overall commitment to learning or training, and an innovative approach to best practice. In particular the judges look for entries which

- Reference appropriate skills needs data for the sector (paid or voluntary)
- Demonstrate clear benefits that go beyond the organisation itself, either to the sector, community or to individual employees or volunteers
- Make reference to National Occupational Standards
- Show commitment to Continued Professional Development
- Demonstrate an innovative approach or involve the development of best practice
- Show commitment to recognised professional standards and ethics

Entries might include

- Development and successful implementation of innovative training plans
- Innovative ways of maximising limited resources
- Innovative ways of supporting professional development
- New ways of recognising and rewarding on the job learning
- Investing in staff or volunteers/skills generally
- Investing in the sector (paid or voluntary)
- Investing in/developing specialist skills
- Transfer of skills/succession planning
- Partnerships between employers and educators
- Partnerships between professional and amateur groups

# HLF WORKPLACE LEARNING BURSARY SCHEME



Ben Jervis, on placement with Southampton City Council

## Bursary Scheme set to continue to 2014!

We are excited to report that at the end of May the HLF informed us of their agreement to continue funding the workplace learning bursaries. This means that we will be able to offer two further rounds of placements starting later in 2012 and finishing in March 2014. The package of funding also includes partnership funding from English Heritage.

The workplace learning bursaries project started in 2006 and has delivered 58 training placements to date. An evaluation report prepared in March 2012 gives further details of the scheme and its achievements, and is available on the project webpages: [www.archaeologists.net/learning/hlfbursaries](http://www.archaeologists.net/learning/hlfbursaries).

A Training Toolkit aimed at employers seeking to set up their own structured training produced as part of the project can also be downloaded from the IfA website at [www.archaeologists.net/h2b](http://www.archaeologists.net/h2b).

The extension scheme aims to offer two further rounds of placements lasting between 3 and 12 months, starting in September/October 2012 and January 2013. Placements will be targeted at identified skills gaps.

Our skills priorities for the next two years are

- 1 specialist skills focussed on analysis and recording of historic buildings, artefact and ecofact research and analysis and palaeoenvironmental processing/analysis
- 2 generalist skills in the management of the historic environment, in particular the skills needed to provide integrated advice to local planning authorities
- 3 skills needed to meet the recommendations of the Southport report, focussing on ensuring maximum public benefit from developer funded historic environment work, creating, promoting and using accessible archives, ensuring maximum research input into and benefit from developer funded work and ensuring that archaeologists have the skills necessary to work effectively in integrated, multi-disciplinary teams.
- 4 career-entry fieldwork skills

We are currently seeking hosts who are committed to delivering high quality training in these priority areas. IfA will work closely with successful hosts to develop detailed training plans linked to National Occupational Standards and will provide support and training for the key support roles involved in the



Emma Jane O'Riordan, on placement with Archaeology Data Service



Foxy Demeanour, on placement with English Heritage

placement. IfA will fund between 50% and 75% of salary costs for placements in the majority of cases; in exceptional cases we may be able to meet 100% of salary costs but prospective hosts will need to make a strong case demonstrating need. We would particularly encourage prospective hosts who are sole traders offering specialists skills training to contact us to explore funding mechanisms. We are also looking for placement hosts who can fund 100% of salary costs but who need support with the development of training plans, with the recruitment process and with monitoring and accreditation through the NVQ.

For more information about the HLF Skills for the future projects, you can find more details on the website: [www.hlf.org.uk/HowToApply/programmes/Pages/Skillsforthefuture.aspx](http://www.hlf.org.uk/HowToApply/programmes/Pages/Skillsforthefuture.aspx)

Further information for hosts and application forms will be available on the IfA website at [www.archaeologists.net/learning/hlfbursaries](http://www.archaeologists.net/learning/hlfbursaries). If you have any questions, or would like to discuss ideas for placements, please contact Kate Geary at [kate.geary@archaeologists.net](mailto:kate.geary@archaeologists.net).



Lindsey Buster, on placement with ARCUS

## Editorial note

In 2011, Oliver Davis won a year's bursary supported by the Heritage Lottery Fund and IfA Workplace Bursary Scheme to train in aerial archaeology with the Royal Commission on the Ancient and Historic Monuments of Wales. The piece below provides a summary of Oliver's year with the Royal Commission, and illustrates why the bursaries have been so successful.



Looking from above can give an entirely different perspective of the archaeology of Wales. Here, on Harding's Down, Gower, three Iron Age hillforts are sited within a stone's throw from each other – a view that is difficult to appreciate from the ground.

## AEROPLANES, LASERS AND PUFFINS; MY YEAR AT THE ROYAL COMMISSION

**Oliver Davis**

Having finished my PhD in 2010 I was eager to develop my career in archaeology, but had hit the job market at the worst time possible. I had been interested in aerial photography for many years – in fact, mapping prehistoric archaeology from aerial photos had formed a big part of my thesis – so when the opportunity to train in aerial archaeology with the

The office of an aerial archaeologist – the front seat of a Cessna 172



Wrapped up in coats and hats to keep warm, the experienced pilot (right) is always on hand to give advice and guidance about how to get that perfect shot, and provides a crucial second pair of eyes in the sky



Royal Commission came up, I applied right away, but knew I would be only one of many capable graduates going for the post. Fortunately, I was lucky enough to be offered the role, and even though it meant up-heaving my settled life from Cardiff to Aberystwyth, the opportunity was just too good to turn down.

The year has been exciting, but intensive. Training has been provided in everything needed to undertake the aerial survey of archaeological sites, from flight-planning and map-reading to interpreting and cataloguing the captured images. I have even learnt how to use cutting-edge survey technology such as LiDAR, which uses lasers to produce highly detailed terrain models of the earth's surface that show the lumps and bumps of surviving archaeology. It could perhaps have been easy to have felt overwhelmed when faced with learning all these new techniques and processes, but from the start, I had the expert guidance of Toby Driver, the Royal Commission's Aerial Investigator, who, throughout the year provided me with his invaluable support and encouragement.

Without doubt, the flight training has been the most exhilarating and rewarding part of the role. I had been up in a light aircraft once before, but when you do it as a day job it's an entirely different experience. We take to the skies in a four-seater Cessna 172, expertly flown by a professional pilot. The aerial archaeologist sits on the left-hand side of the aircraft and takes photos through the open window. There is little spare room – just enough space in the back for a trainee aerial archaeologist and a spare camera! Strapped in and wearing coats to keep warm and headphones to communicate, we fly at around 1,000 ft, navigating between known archaeological sites and always searching for new discoveries.

The view from above is often astonishing and can give an understanding and appreciation of the archaeology of Wales that is often not possible from the ground. I found it difficult at first to orientate myself and get used to the different scales of places and buildings when seen from the air. Even familiar landscapes that I have lived in for years and visited regularly on the ground appeared so different from the aerial perspective. But it wasn't until my first front seat flight that I realised just how tricky it was to look for archaeological sites whilst also navigating and taking photographs! It is a juggling act that takes experience and a cool head, but I was always helped along the way by the expert flying of the pilots such as Bob and Gwyndaf at Welshpool and Haverfordwest Airports.

We fly throughout the year. The low light of winter and spring is ideal for picking out the earthworks of ancient forts and fields, but it was the cropmark months of the summer that I found the most thrilling when we could discover tens of new sites in a single flight. Cropmarks form in ripening wheat and barley when buried archaeological features, such as walls or ditches, stunt or promote the growth of the plants during hot, dry weather. These can leave fantastic shapes on the ground that show the outlines of long-lost forts and buildings. I still remember the exhilaration the first time I saw one and realised that I had discovered new evidence of the ancient occupation of Wales.

What has been great about my time at the Royal Commission is that I've been given the opportunity to gain experience of so many different areas of work. One of the highlights has been undertaking fieldwork on Skomer Island, Pembrokeshire. Famed for its puffins and other seabirds, the island is also home to one of the best preserved prehistoric farming landscapes anywhere in the British Isles. I feel really privileged to have been part of a team undertaking a new ground survey of the surviving remains, working in one of the most beautiful landscapes of Wales, with some of the most dedicated and enthusiastic archaeologists the country has to offer.

And that is what sums up my year at the Royal Commission: when your office is the front seat of an aeroplane or amongst the puffins on a remote island you know you're in a good spot!

A sumptuous new Royal Commission book by Toby Driver and Oliver Davis *"Historic Wales from the Air – Images from the National Monuments Record of Wales"* celebrating aerial photography in Wales is due in April 2012.

**Oliver Davis PhD AIFA (7013)**

Oliver won a year's bursary supported by the Heritage Lottery Fund and the Institute for Archaeologists to train in aerial archaeology with the Royal Commission on the Ancient and Historical Monuments of Wales. He undertook his doctoral research focusing on Iron Age settlement and Society in southern Britain, using aerial photographs to map settlements and other activity areas. He is now taking a lead role in the development of LiDAR as an archaeological prospection tool in Wales and he is currently involved with the Skomer Island Mapping Project which is investigating a remarkably well preserved later prehistoric landscape through remote sensing.



My first cropmark – a new discovery of a small Iron Age defended enclosure in Ceredigion



The puffins of Skomer Island, perhaps curious about our new survey of the archaeological remains

Since 2011 he has been co-director of the CAER Heritage Project, which a community led project to investigate, discover and celebrate the story of Cardiff and the surrounding area from the Bronze Age to Medieval period.



# ADVOCACY

## TO BELFAST, AND BEYOND...

It has been a busy Spring for IfA's Tim Howard (Policy Advisor) and Peter Hinton (Chief Executive), who have been pursuing some big issues throughout the United Kingdom. Tim delivered a presentation at the Natur Conference in Aberystwyth, seeking to ensure that the historic environment is fully integrated into the Welsh Government's forthcoming Environment Bill. May saw both Peter, Tim and Amanda heading over to Belfast, for various reasons; Tim to give evidence on the Northern Ireland Marine Bill to the Environment Committee at Stormont, and Pete, with Amanda, visited Queens University to speak about the IfA and the Southport vision, and to attend the Northern Ireland Archaeology Forum.

Tim was keen to outline to Stormont the need for the new Northern Ireland Marine Bill to include historic marine protected areas allowing the designation of marine conservation zones on historic or archaeological grounds. Pete and Tim also met with English Heritage to pursue issues relating to the operation of the National Planning Policy Framework (NPPF), and attended meetings with The Archaeology Forum (in Cardiff) and Heritage Alliance's Spatial Planning Advocacy Group (in London).

## CONSULTATIONS

In addition, Tim has formally responded to the following consultations on behalf of IfA;

- Scottish Government Consultation on proposals to reform CAP
- EH Improvement Plan for (Planning) Services 2012–2013
- DCLG Consultation on changes to the Building Regulations
- HMRC Consultation on VAT: Addressing borderline anomalies
- Welsh Government's Consultation on Natural Resources Wales: Proposed Arrangements for Establishing and Directing a New Body for the Management of Wales' Natural Resources.

The Institute's full responses (unless submitted confidentially) can be found on the IfA website at <http://www.archaeologists.net/advocacy/consultations/2012> along with suggestions on what you can do to help protect to protect archaeological services (<http://www.archaeologists.net/advocacy/protectingservices>). The protection of archaeological services (and



particularly those provided by local authorities) continues to be a major issue and one that we are working hard to address.

Consultations which Tim is currently working on, and which IfA will be responding include;

- Sustaining a Living Wales: Green Paper on new approach to natural resource management
- Defra: Marine Strategy Framework Directive – UK initial assessment and proposals for Good Environmental Status
- Marine Scotland's Consultation on registerable Marine Activities and on Marine Licence Applications Requiring Pre-application Consultation
- DCLG's Major Infrastructure Planning – Light Touch Review
- Scottish Government's Consultation on General Permitted Development Amendment Order 2012.

## VAT AND LISTED BUILDINGS

IfA, along with many others in the heritage sector, has lobbied hard in recent weeks to reverse Government's stated intention to levy VAT on alterations to listed buildings (which are currently zero rated). As a member of the Heritage Alliance we have long sought the removal of VAT on repairs to listed buildings arguing that it was anomalous to give a tax incentive to alter a listed building rather than repair it – an argument which Government has stubbornly resisted, preferring now to remove the anomaly by taxing both with potentially highly damaging effects on the historic environment. The powers that be have rethought their tax proposals for pasties but seem to have little appetite for our heritage.

If you have views or comments about any of these ongoing consultations (or any other consultations) please send them to IfA's Policy Advisor, Tim Howard ([tim.howard@archaeologists.net](mailto:tim.howard@archaeologists.net)).

# PROGRESS WITH CHARTER

Tim Howard

Since the AGM in October last year, when members authorised Council to submit an informal application to the Privy Council to Charter the Institute, that application has been submitted (early in 2012) and IfA's Solicitors are preparing a draft Petition and Charter which would need formally to be submitted in the event of a positive indication from the Privy Council Office. The draft Charter is being prepared on the basis of the reformed governance provisions discussed at the AGM.

So, is that it? Champagne on ice, feet up and looking forward to a better future? Sadly, 'no', for there is still much to be done. In the first place, we still await an invitation from the Privy Council Office formally to submit an application; secondly, you, as members, have to be consulted and approve in General Meeting the terms of any formal application (including any new governance framework) and, only then would a formal petition be lodged, advertised and, subject to any objections raised, adjudicated upon by the Privy Council. At this stage our feet remain firmly on the ground.

Nonetheless, there are grounds for optimism. We have set out to the Privy Council a cogent case for Charter and one that has received the support of the Department for Culture Media and Sport and English Heritage. Our efforts in this regard have been generally well received by members and others in the sector and, thus far, the legitimate concerns of those who oppose the move to Charter (as well as many of those who support it) have not derailed the application process. That is not to say that issues (such as the cost of the process, the potential for third party objections and the risk of rejection) are not ones that we should be fully aware of and continue to address.

The fact is, nonetheless, that the benefits of Charter (in particular, in terms of the prestige and credibility of the Institute and of the archaeological sector) are substantial, the risks are manageable and the budgeted costs to date are affordable. An application for Charter has been part of IfA's Business Plan since 2000 and the time has come to 'put up or shut up'.

Chartering the Institute is a necessary first step to obtain the right to confer Chartered status (as Chartered Archaeologists) on members who can demonstrate pre-eminence in their field. However, the two are not synonymous and, if IfA obtains Charter as an Institute, it would then have to apply to amend the Charter so as to grant the power to confer Chartered status on individuals. This, we hope to do, but the terms of any such further application would require detailed consideration. We have been advised that we should concentrate in the first instance on our efforts to Charter the Institute.

A number of the above issues have been considered more fully in *Chartered status for IfA: more questions and answers* which appeared in TA82 ([www.archaeologists.net/sites/default/files/node-files/ta82.pdf](http://www.archaeologists.net/sites/default/files/node-files/ta82.pdf)). If there are any issues that you wish to discuss or matters that require further clarification please do contact me at [tim.howard@archaeologists.net](mailto:tim.howard@archaeologists.net).



Tim Howard, IfA's Policy Advisor



# NOTICEBOARD



## AGM 2012

This years' AGM will be held on the 8 October 2012, at the Society of Antiquaries, London. Prior to the AGM we will be holding an afternoon dedicated to Charter – what it means for the Institute, and what the implications are for members and Registered Organisations. As Tim Howard has outlined in this issue, IfA is getting closer to the point when we can put in a formal application for Charter – the aim of the session at AGM is to ensure you are fully equipped to know what it is we are really talking about, and what the timetable is for progression.

You will see in the papers included in this mailing that nominations for new members to Council are now being sought. In addition, there will be several points which will require your vote at Octobers AGM – so look out for updates and details on forthcoming eBulletins and with the next issue of *The Archaeologist*.

Our next AGM will be held on the 8 October 2012 at the Society of Antiquaries, Burlington House, London  
© Society of the Antiquaries of London

## Conference 2013

The location for next year's conference will be in the midlands – if you know of any good venues or a keen to suggest a particular town or city, please let us know. Look out for the Call for Papers and Sessions circulation as well, it's time to get your conference thinking caps on! Feedback from Oxford this year has been extremely positive, and we intend to make Conference 2013 just as good – if not better. Our next TA will give a summary of the discussions and outcomes of the Oxford conference – a taste of which you can see in the image of the opening address opposite.



Peter Hinton opens the Oxford 2012 conference to a packed auditorium © IfA



Helen Parslow and Duncan Brown chair discussions at the first archives workshop, held in May 2012 © IfA

## Archives workshops

In May 2012 the IfA Archives Special Interest Group held its first archives workshop. The group is keen to run a series of regional workshops, to help highlight issues associated with those working with archaeological archives and also to cut across the different sectors we find ourselves working in. The regional workshop will invite those working in and around specific areas in archaeological field units (including project managers, finds specialists and archivists), museums, planning offices, Universities and consultancies to roll their sleeves up and delve into an archaeological archive. The sessions provide a fantastic opportunity to meet the people you probably only usually speak to down the phone, and highlight the problems which everyone faces at different steps along the way. The aims of the sessions are to signpost some simple ways that we can help each other and

smooth the process out, as well as discussing those more complex issues that need more creative solutions. If you are interested in attending such a workshop, or could provide a venue, please get in touch via the group email address, [groups@archaeologists.net](mailto:groups@archaeologists.net).

