



Summer 2010
Number 76

The ARCHAEOLOGIST



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The Structures of British Archaeology today

When this issue of *The Archaeologist* was planned it was not hard to predict that its time of preparation would coincide with great political change, that some drastic economies would be proposed in public heritage services, and there would be downward pressures on development-led archaeology. Against this gloom, we were expecting a new Policy Statement (PPS 5) for England, together with English Heritage's Practice Guidance, and with these documents we expected that policies affecting the archaeology profession would start to catch up with ways we usually work today. So far there have been few surprises in these predictions. We have generally welcomed the policies and kind words on the value of the historic environment that we have heard from all across the UK during the General Election (eg see Peter Hinton, p5, for England) whilst being deeply worried on behalf of many members on what the future holds.

However, we are confident that archaeologists will make the most of interesting possibilities opened up by PPS 5 to expand in new directions, whilst supporting each other as we struggle to maintain high standards with odds stacked increasingly against us. Even so, there will, for a while, be losses. IfA will continue to monitor the situation and to fight on your behalf. Colleagues in local government will be under great strain (see p34 for ALGAO's views), yearning to make the most of opportunities opened by PPS 5 in England and statements of good intent in other nations whilst fighting for the existence of their tiny services. National organisations too must juggle expanding responsibilities with shrinking budgets,

and are actively seeking ways to prioritise projects in a publicly accountable way, p12. We hope that IfA members in particular will find time to respond to consultations that will have an impact on public archaeology.

Meanwhile, IfA itself is under the same financial restraints as the rest of the profession and is similarly looking for ways to increase impact and save money at the same time. The Business Plan fleshes out some aspirations, and a letter about this will be sent to all IfA members. Such stresses did not stop us having an annual Conference that everyone seemed to enjoy, reports from which will fill the next issue of *TA* (to be edited by kathryn.whittington@archaeologists.net), nor from moving forward on other projects that you will also find mentioned in the following pages. I will be back in the autumn to prepare an issue on the management of rural, including coastal, sites, so will be grateful for stories, whether inspiring or frightening, on this important topic.



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Notes to contributors

Themes and deadlines

Autumn: IfA Conference 2010
deadline: 15 June 2010
Winter: Management of rural sites
deadline: 1 October 2010
Spring: Archaeology on the islands
deadline: 1 January 2011

Contributions and letter/emails are always welcome. *TA* is made digitally available through our website and if this raises copyright issues with any authors, artists or photographers, please notify the editor. Accessed digitally, web links are especially useful in articles, so do include these where relevant. Short articles (max. 1000 words) are preferred. They should be sent as an email attachment, which must include captions and credits for illustrations. The editor will edit and shorten if necessary. Illustrations are very important. These can be supplied as originals, on CD or as email attachments, at a minimum resolution of 500 kb. More detailed *Notes for contributors* for each issue are available from the editor. Opinions expressed in *The Archaeologist* are those of the authors, and are not necessarily those of IfA.

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DESIGNED and TYPESET
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PRINTED by Duffield
Printers Ltd (Leeds)

FROM THE FINDS TRAY

Job losses – update

Following job-market stabilisation in the second and third quarters of 2009, the number of archaeologists in work in the final quarter of 2009 fell back to about the level of April 2009. There were approximately 6200 archaeologists in employment on 1 January 2010, down from nearly 6900 at the peak of the building boom in August 2007.

Some firms have been busier than in early 2009, but most organisations have remained much the same size, with more organisations becoming smaller over this quarter than growing. Two of the three largest contractors have expanded (as in the quarter to 1 October), and a small number of business failures without any significant new entrants means that the market is less crowded than it was one year ago. Confidence in the sector is at present improving. Most businesses expect to maintain current staffing levels over the next three months, and a significant majority do not expect market conditions to deteriorate further over the next year. The full report can be downloaded at <http://www.archaeologists.net/modules/icontent/inPages/docs/JobLossesJanuary2010.pdf>

Kenneth Aitchison

IfA Code of conduct

This has been amended following the EGM in Southport on 14 April. An updated version is available on the IfA website. Copies will be sent to all members in due course.

Alex Llewellyn

Journal of Cultural Heritage Management and Sustainable Development

This new journal, to be launched in 2011, is now looking for short contributions (2000 to 6000 words). Submissions should be sent to the Editors, Ana Pereira Roders a.r.pereira-roders@bwk.tue.nl or Ron van Oers R.Vanoers@unesco.org. More information can be found at: <http://www.emeraldinsight.com/jchmsd.htm>.

Reburial of Avebury bones rejected

In 2006 a Druid group asked English Heritage and the National Trust to rebury prehistoric human remains from the Avebury area which are held in the Alexander Keiller Museum at Avebury. This led to public consultation on a draft report on the issues raised. Following this consultation it was decided that the reburial request should be refused. The main reasons for this decision are

- the benefit to future understanding from not reburying the remains far outweighs any harm of retention
- the request does not meet criteria of DCMS for considering such requests
- not reburying is the more reversible option
- the public generally support retention of prehistoric human remains in museums, and their inclusion in museum displays to increase understanding.

The summary and longer reports on the results of the consultation and of a public opinion survey are on <http://www.english-heritage.org.uk/server/show/nav.19819>.

Sebastian Payne
Chief Scientist
English Heritage

YAT Fellowship in Historical Archaeology

The University of York and York Archaeological Trust have just established a new Fellowship in Historical Archaeology, with responsibility for research and teaching on material culture and urban landscapes. University staff have already been working with YAT for many years but the new joint post, to which Jim Symonds, formerly Director of ARCUS, has been appointed, will provide more opportunities. It also represents a new vision for the relationship between universities and professional archaeology.

Julian Richards

FROM THE FINDS TRAY

Archaeology in Parliament

The new Coalition Programme for Government was disappointing, for in the twelve policies for Culture, Olympics, Media and Sport there was no mention of the historic environment, the nearest being a promise on continuing free admission to national museums (there were five policies for sport), and the Queen's Speech had nothing on the Heritage Protection Bill. However, Christopher Catling has reported that Ed Vaizey, speaking as the new Culture Minister before he was replaced by John Penrose, said to heritage professionals at the Heritage of London Trust's annual conference on 20 May, that over the eighteen months of the parliamentary session other bills could be introduced, and Heritage Protection might be one of these. He said that civil servants were still keen, and he confirmed that 'we will put as much as possible into practice that doesn't need legislation'. There would be an opportunity to revisit the draft bill before it is introduced to Parliament. Heritage (but not Museums) was then separated from Culture, and put with Tourism under John Penrose, and we wait for signs of the attitude of this new department. Already of course we do have the Government's 'Statement on the historic environment for England' (http://www.culture.gov.uk/reference_library/publications/6763.aspx) and the new *Planning for the historic environment* (PPS 5) (www.communities.gov.uk/publications/planningandbuilding/pps5) (comments on this follow in this *TA*), backed by English Heritage guidance (www.english-heritage.org.uk/pps).

Apologies

An apology is due to John Schofield – in the multi-authored article *Serving a wider society: archaeology and homelessness in Bristol* in *IfA's 2010 Yearbook and Directory* a section written by Smiler which contains a reference to drug-taking was inadvertently attributed to John.

In *TA 75*, p44, the correct copyright statement for the Lidar image of the Teifi estuary should have been Geomatics Group 2007

Registered Organisations and the supply side

A recent commission of fieldwork by Nexus on behalf of a local developer in advance of a large suburban development proposal exemplified how the RO scheme can fundamentally affect the supply side heritage market. The county archaeologist required the usual sequence of investigations based on *IfA Standards* to support an environmental impact assessment and enable informed planning decisions. Nexus explained to the local developer, who was sensitive to managing his risks as much as minimising his initial costs, that the RO kitemark is the hallmark of peer-reviewed professionalism. Nexus therefore sought costs from three *IfA* Registered Organisations. A local archaeology group which was not asked to quote protested, and Nexus has had to explain that, not being an RO, they simply did not meet our or the developer's qualifying criteria for the tender list – one motive for becoming a Registered Organisation.

Gerry Wait

2020 Vision: a new era in British archaeology?

2 July, Merchant Taylors Hall, York

The annual meeting of the Federation of Archaeological Managers and Employers (FAME) will consider the future of British archaeology following PPS 5 and similar planned reforms across the UK. Held in association with ALGAO, it will include views from both organisations, together with those of CBA and *IfA*. Speakers will include Dave Barrett, Stewart Bryant, Mike Heyworth, Peter Hinton, Alan Leslie and Adrian Tindall. Admission is free to FAME and ALGAO members, and £40 to non-members, including lunch, morning coffee and afternoon tea. Advance booking is essential. Contact Hilda Young, 01722 343444, h.young@wessexarch.co.uk.

PPS 5 *Planning for the Historic Environment* – a new era for commercial archaeology?

Peter Hinton

On 16 April at *IfA's* Annual Conference for Archaeologists in Southport, speakers from ALGAO England (Dave Barrett), the Archaeological Archives Forum (Duncan Brown), Birmingham Archaeology (Roger White), CBA (Mike Heyworth), English Heritage (Adrian Olivier), *IfA* (Patrick Clay, Kate Geary and Peter Hinton) and Museum of London Archaeology (Taryn Nixon) had the first opportunity to discuss their reactions to the new Planning Policy Statement for England. All welcomed it and identified opportunities to improve ways commercial archaeology functions and to extract greater public benefit from developer-funded archaeological research. There was overwhelming consensus that the various organisations represented should work together and think creatively and radically about the way we practice our profession. Speakers described how we could create a functioning market, helping to deliver Government's vision for the historic environment by

- reinforcing the value of cultural heritage in sustainable development and as a driver of the economy
- building care of the historic environment into local authority plan-making
- increasing public participation at all stages, from planning to archive deposition, curation and study
- protecting and enhancing Historic Environment Record services, with expert staff
- assessing impacts on the significance of heritage assets, refining and extending products of the commercial archaeology sector to give a better service to planners, developers and public
- identifying criteria for a reasonable, proportionate response to development proposals – investigating

or protecting the historic environment where there are significant values at stake, but promptly clearing the way for development and regeneration where there are not

- building a stronger research ethos into our work
- ensuring work is carried out by accredited practitioners (Registered Organisations or a future cadre of Chartered Archaeologists)
- insisting on compliance with (improved) *IfA* standards
- factoring learning opportunities into all work
- providing archaeological resource centres containing fit-for-purpose archives, with staff and resources to help the public work with them
- developing a programme for even-handed implementation across England

In evangelical mood, speakers and audience agreed that this was the best opportunity to improve practice in England since the publication of PPG16 and *Managing Archaeological Projects 2* in the early 1990s, and such a situation might not recur for another twenty years. All agreed by acclamation that a new commission was required to define and articulate better practice models for archaeology, supplementing or revising the Government's practice guide on the PPS and *IfA's Standards and guidance*. The speakers agreed to get things moving, chaired by Taryn Nixon, and over the coming weeks will seek mandates from ALGAO, the Archives Forum, CBA, English Heritage, FAME and *IfA* to participate in the most significant and far-reaching reform of archaeology for a generation. As the work goes forward input will be required from more organisations, including the property sector which funds much of our work.

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THE ARCHAEOLOGICAL ARCHIVES FORUM: *a response to PPS 5*

Philip Wise

PPS 5

PPS 5 included information on archaeological archives, omission of which had been a serious flaw in PPG16. The accompanying Practice Guide by English Heritage also deals with archaeological archives in some detail.

The Archaeological Archives Forum (AAF) had been disappointed by the limited and unsatisfactory nature of the wording of the section relating to archives in the consultation draft of the PPS. AAF therefore proposed 'Recording and analysis of the historic environment should result in an ordered and accessible archive and provision should be made for the long term preservation of the archive in an appropriate museum or repository'. The PPS in its final form has 'Local planning authorities should require any archive generated to be deposited with a local museum or other archive depository willing to receive it' (HE 12.3). This statement does not indicate how the archive should be prepared for deposition ('ordered and accessible'), and makes no reference to ensuring the future of the archive in the museum or

Orderly storage – not exciting, but essential for future research and display



archive depository. AAF is concerned that there is a lack of archives expertise amongst planning archaeologists and urges that this group becomes fully conversant with IfA's *Standards and guidance for the creation, compilation and deposition of archaeological archives*. Time will tell whether pressure can be brought in those areas of England where there are still intractable issues over archive deposition.

The Practice Guide was also commented on in draft by AAF. This draft text too was brief and incomplete, and so it is encouraging that some AAF revised wording was incorporated: 'Securing the archive of an investigation... will facilitate future research... Compliance with HE12.3 requires the information gathered as a result of recording... be preserved and made publicly accessible. Local planning authorities are advised to ensure that the compilation, deposition and appropriate conservation of the material, digital and documentary archive in a museum or other publically accessible repository, willing and capable of preserving it, forms an integral part of any recording project' (paragraph 137).

Elsewhere the text is less supportive. The Forum's proposed 'It is established good practice that planning authorities satisfy themselves that the developer has made appropriate arrangements for the investigation of the archaeological remains, the analysis and publication of the results and the long term *preservation and curation* of any archive', became 'Where development will lead to loss of a material part of the significance of a heritage asset, policy HE12.3 requires local planning authorities to ensure that developers take advantage of the opportunity to advance our understanding of the past before the asset or the relevant part is irretrievably lost. As this is the only opportunity to do this it is important that... an archive is created, and deposited for future research' (para 130). There is no mention of who is going to pay for this. AAF is committed to seeking solutions, perhaps including regional resource centres.

So how should we view the approach of PPS 5? On the plus side, archives are firmly embedded and given equal footing with publication as a required outcome from any archaeological investigation. The onus on local planning authorities 'to require' developers to deposit archaeological archives is welcomed. On the minus side, there is no mention of how the long-term preservation of archives is to be organised or funded, another great challenge that is facing us.

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The ideal – accessible archives that can be used by all



Farewell to PPG 16

Kenneth Aitchison

The most important archaeological publication that the UK has seen, *Planning Policy Guidance Note 16: Archaeology and Planning* (Department of the Environment, 1990), has now been replaced. With publication of *Planning Policy Statement 5: Planning for the Historic Environment* on 24 March 2010, the official policy on archaeology and the planning process in England has been updated. In valedictory mode, now is a good moment to remember what the old PPG did for archaeologists in England, and its impact on the rest of the UK.

Quietly launched at a meeting of the English Historic Towns Forum on 21 November 1990 PPG16 didn't make news headlines – it was reasonably overshadowed by the announcement next day that Prime Minister Margaret Thatcher would not be contesting final elections to the leadership of the Conservative Party. PPG16 was by no means a nail in her coffin – it was simultaneously both a green and a blue document, pushing forward the agenda for sustainable development whilst effectively transferring financial responsibilities from the state to the private sector.

It meant that developers, where relevant, had to provide archaeological information before their application for planning permission was determined, leading to huge expansion in desk-based assessments and field evaluations and strengthening the case for post-determination conditions – excavation as 'mitigation by record'. A major breakthrough was the assumption that this work was the developers' responsibility, and hence their expense. The concept was not unknown, especially in London, but each

case had had to be hard fought, and the overall effect was limited. 'Curators' now too had responsibility for standards of those who were not their staff. Archaeologists were given no guidance on how it might be used, but lost no time in robustly enforcing conditions and defending their case at inquiries. IfA's *Standards and guidance* played an important part here.

This led to the rapid expansion of private sector archaeology (from 2200 professional archaeologists in 1991 to 6865 in 2007). By 2006, 93% of all archaeological investigations had been instigated through the planning process, and 58% of archaeologists' jobs relied on funding through this process (*Profiling the Profession: Labour Market Intelligence 2007/8*). It did not explicitly create competitive tendering or minimise the involvement of the amateur, but it empowered developers to choose an organisation to undertake archaeological work on their behalf, so it inadvertently had these effects. Archaeologists were, on average, aged 37 in 2007, so a typical archaeologist had not graduated when PPG 16 was published. Most of us have no memory of working in a pre-PPG 16 environment.

Today, development-led archaeology is the mechanism through which British archaeology is undertaken, and it is the humble guidance note PPG 16 that was fundamentally responsible for the shape of British archaeological practice today, and thus for most archaeologists' experiences, employment and the very existence of our pay-packets.

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Kenneth Aitchison was 20 in 1990. He graduated and entered archaeological employment in 1992.

BENCHMARKING ARCHAEOLOGICAL SALARIES – an update for 2010



Kate Geary

Following discussion at IfA Council and elsewhere on the future of IfA minimum salary recommendations, Council tasked a working group from Council, IfA's Working Practices and Registered Organisations Committees, the Diggers Forum and Responsible Post-Holders to develop recommendations for 'reasonable' salary rates for different IfA grades. This is in line with recommendations made by other professional bodies such as the Institute for Conservation (ICON), the Museums Association, the Chartered Institute of Librarians and Information Professionals (CILIP) and the Institute for Historic Buildings Conservation (IHBC). Recommended 'reasonable' salary rates would not replace the current minimum salaries, which Council is still committed to increasing, but would serve as guidance on typical starting ranges for comparable levels of competence/ responsibility.

IfA Grade	IfA minimum salary	Comparator min/max	Percentage difference
PlfA	£15,054	Min. £17,312	15%
		Max. £20,425	36%
AlfA	£17,534	Min. £22,842	30%
		Max. £30,000	71%
MlfA	£22,704	Min. £27,418	21%
		Max. £40,000	76%

To provide a starting point for discussion on 'reasonable' rates, the working party undertook to update the Benchmarking Archaeological Salaries report produced in 2007. Updated salary data for the original comparator bodies and industries was obtained, as far as possible, using the same methodology as the original study. The results were presented at the Extraordinary General Meeting held at the Conference in Southport and showed that the median salaries of the public sector comparator group had increased by 11.5% since 2007, although this was not uniform across all levels of responsibility. IfA minimum salaries have increased by 6% over the same period. Pay ranges for the private sector comparators had not increased over the period, and in some cases had decreased, but the gap between IfA minimum salaries and the lowest equivalent private sector pay ranges was still considerably higher than the public sector gap.

It was agreed that a 'reasonable' range for starting salaries might take a range from the minimum to the maximum comparator salaries and remove the top and bottom 25%. So, for PlfA level responsibilities, the comparator range would be £17,312 to £20,425; with the top and bottom quartiles removed this gives a reasonable starting range of £18,090 to £19,646. For AlfA, the reasonable range would be £24,631 to £28,210 and for MlfA posts, £30,563 to £36,854. It is assumed that such reasonable starting salary ranges form part of a package of expected benefits, yet to be defined but covering pensions, leave, training support etc. These are presented as initial results for further discussion and a consultation paper will be circulated shortly, calling for comments on both the methodology and the results. Updates will be included in future editions of TA.

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Compulsory Continuing Professional Development

Kirsten Collins

At IfA's AGM in October 2009 a resolution was passed to run a one-year pilot scheme to monitor corporate members' compliance with the new requirement to undertake CPD. The CPD request and monitoring process began in January 2010, with requests sent to thirty members from across the corporate grades. To ensure that a representative sample was reviewed this consisted of 20% PlfA, 30% AlfA, 50% MlfA grades, corresponding to the current ratio of IfA corporate members. Further requests were sent to the same number of corporate members at six-week intervals.

The requests asked members to provide their Personal Development Plan (PDP) and Continuing Professional Development (CPD) for assessment within six weeks. The requirement of compulsory CPD is that corporate members have completed 50 hours CPD activity over a two-year period, starting October 2009. As this cannot be measured until October 2011 the assessment measures whether

- corporate members provide their PDP and CPD on request (dated from September 2009, or since becoming a member if after that date)
- CPD tasks tie-in to PDP objectives

The assessment does not review the appropriateness, quality, or otherwise of the CPD and PDP. Corporate members will only be required to provide evidence of CPD every five years, unless they apply for membership upgrade. IfA provides information and support to members on how to set up PDP objectives and the tasks that are linked to them on the CPD log. There is information on the website, including a Guide and examples of PDP and CPD logs.

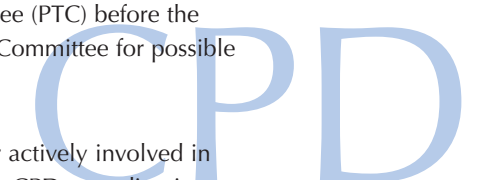
The response from these early requests has been good, with some excellent ideas for PDP objectives and CPD tasks. IfA staff assisted members who telephoned with queries, and most were surprised at how easy it was to produce a PDP and what could qualify as a CPD task. The procedure, under the compulsory CPD scheme, is that failure to produce CPD following two requests (each with six week deadlines) results in a letter from the Chair of the Professional Training Committee (PTC) before the matter is passed to Executive Committee for possible disciplinary action.

Corporate members no longer actively involved in archaeology and who feel that CPD recording is not relevant may wish to consider transferring to Affiliate membership. Affiliates receive the same services as corporate grades but may not vote at General Meetings or use the letters after their name. As the current scheme is a trial period of a year, and it will be reviewed at the 2010 Annual General Meeting, the matter will not go to Executive Committee and corporate members do not have to consider transferring their membership. Corporate members who have been requested to provide CPD will also be provided with a feedback form so we can improve the scheme.

CPD is of benefit to individuals as well as to the profession, its clients and the public. Nearly all Institutes require some evidence of CPD to demonstrate that their membership is competent and aware of developments within their sector. For individuals CPD is a record of their objectives and achievements within their chosen profession and demonstrates their professional development.

It is hoped that in introducing compulsory CPD individuals will become more motivated to increase their skills and employers will be more motivated to help their employees to do this, resulting in a more skilled sector overall.

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CPD and the avocational archaeologist

Viv Hamilton

C **P** **D**

If, like me, you are an avocational (amateur) archaeologist, you might think that CPD only applies to paid archaeologists. However, I hope that my personal experiences will help others to see this is not the case. Learning new skills, having new experiences and getting a sense of achievement are all part of why I got involved in archaeology. Having a learning plan and reviewing my learning are good techniques that improve my learning skills and opportunities. Having a CPD log and portfolio which documents my skills and experience may also help me to be accepted on sites and projects that are new to me.

My archaeological jobs include roles I take as trustee of an archaeological society and in various projects with that society. When I first got seriously involved, my biggest gap was in awareness of archaeology as a subject discipline. Reading archaeological magazines, journals and books, going to conferences and lectures, watching programmes on television all helped me understand the breadth of the subject. Courses and field schools got me started with the basic skills.

As an avocational archaeologist I can choose projects and experiences, and it is useful to have a learning plan and be selective. The wish list is often longer than I can fit in a two-year period, but I am directing myself into activities where I want to develop my experience. Once I get involved in particular projects I find there are areas where I need to find more background. I've also become a regular editor on the Wikipedia projects for archaeology, maritime warfare and ships. You might be surprised by how many avocationalists have ended up becoming the experts in

particular fields. There was a transition point when I progressed from just being signed up to a community archaeology project, to someone who could take responsibility in a particular area. Taking responsibility for the first time is a big learning challenge – talking with a mentor, project supervisor or someone with experience and reading up other case studies have been part of my learning for this.

I also have professional skills from my working life that I have brought to the archaeological world, including those in management, computers, health and safety and training management. An example of this type of professional development became apparent when investigating a landscape submerged beneath a reservoir. A retired civil engineer began researching the history of dam building in the 18th century. The technical and professional knowledge he brought was beyond the rest of the team, but the historical research was a new area in his professional knowledge.

If, like me, you are involved in running an archaeological organisation, there are many 'generic' skills that you might want to improve. Finally I think archaeology is a subject where there will always be something new to learn. I started to be seriously involved in 2003, and even since then areas of the subject have moved on. Computer tools for GIS, photographic processing, 3D simulation etc are all much cheaper and more available. Keeping up to date through conferences and reading will always be part of my learning, from which I will identify areas where I need to update my skills.

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CPD for diggers

George Luke



I have been a field archaeologist for twenty years, the last four self-employed. Being self-employed changes the emphasis of responsibility for developing your knowledge and skill base and presenting yourself as a marketable resource. Self-employment makes you more aware of your expertise, but also of your skill and knowledge gaps.

Up until 1997 I was a typical circuit digger and was not progressing in my career, although I had worked on well over a hundred projects and felt confident in my abilities. I was regularly employed as an area supervisor/project supervisor, but sometimes sporadically. At present I am consistently employed at supervisor/project officer level. So what changed for me? I decided to obtain specialist knowledge, initially in photography, where I took City and Guilds courses and chose modules to cover landscape, buildings, site photography, and macro-photography of finds. This raised my game and made me realise that standards were not all they could be within the profession. I compiled a short field manual *Photographic method for field archaeologists*, and used this as a basis for teaching undergraduates at Liverpool University and a

local college. Through writing this manual, my knowledge has increased in the areas of standing buildings and macro-finds photography.

My second area of development was a consequence of site practice. I had always asked visiting specialists general and specific questions about drift geologies/soils but now I consult the Institute of Geological Sciences gazetteers before I visit a new area to work. I also consult the relevant SMR/HER before I start the new job. To maintain this as a permanent knowledge base, I compile a site diary and update as the project progresses. In 1997 I decided to formalise this learning by taking a Diploma in Landscape Science. My third area of development lies in Roman coin identification and conservation. This is largely self-taught, starting with compiling a field guide to Roman coin identification and metal finds. This is an excellent way to learn. At the current point in my career, skill gaps still exist. I have identified the following three areas for improvement

- surveying: I volunteered to do the surveying on a project in exchange for training in use of a total station
- Desk Based Assessment: my Diploma in Landscape Science taught me how to locate and identify sites from a variety of sources, develop a programme of fieldwalking/earthwork survey, design a trench layout to define the sites limits, and write a project design for an excavation. I asked a former colleague if I could write one for free, on the understanding that he would provide the necessary mentoring
- report writing: I studied various report pro-formas, and began writing, with feedback from independent editors. I taught myself to use a range of documentary sources for pre-site assessment and for interpretation of excavation results. Finally, I wrote reports for the public on standing buildings, and again submitted these for independent editorial review

So don't wait for your employer to provide the training. Create it yourself. Gain practical knowledge in the field, and bolster it with background reading. Talk to specialists. If you can, formalise this knowledge by gaining qualifications. Also be aware of local and regional research agenda. If you don't know how to excavate a pottery kiln, or record a standing timber structure, look at published reports. Never be afraid to ask 'how do I do this?' It is the secret to success.

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C **P** **D**

The National Heritage Protection Plan

Sarah Buckingham and Barney Sloane

The National Heritage Protection Plan (NHPP) will be the national framework for English Heritage's (EH) contribution to protection of the historic environment, whether buildings, landscapes, buried archaeology or maritime heritage. 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, and support others in their protection of what is valued and significant. We believe we have the skills and capacity to make a substantive difference, by using our strengths and resources to complement those of other key bodies, particularly those on the front-line of statutory systems. EH hopes to encourage a new culture of partnership in the historic environment, and the NHPP could be a means to pioneer and roll this out, while maximising protection.

Planning for protection

Building on the principle at the heart of PPS 5, the Plan will focus on understanding and articulating the significance of the historic environment, as the key to its informed and effective protection and management. Direct protection and management includes our role in defining significance for listing, scheduling and other designation regimes, statutory casework, grant aid, and the management and maintenance of properties. Protection work by others, which can similarly be supported, includes strategic and local planning, local designation regimes, heritage and planning casework, management plans and partnerships, and the maintenance and development of Historic Environment Records. In addition we will identify areas where the state of knowledge is insufficient, and of wider trends and themes, enabling risk mapping, technical advice, guidance and advocacy to support protection work.

The Plan will identify an integrated and holistic suite of activities, enabling joined-up and co-ordinated work across the sector in a way not achieved before.

Forestalling threats

We are well aware of the magnitude of what needs to be done to protect a historic environment that is under threat from many directions, including budgetary strains. Whatever we do must be firmly prioritised to ensure that our resources are sharply focused. We will therefore identify the threats, understand how these act on the historic environment, and deal with the most threatened first. The Plan should ensure that assets or their significance are not irretrievably lost, while providing early warning to address or mitigate threats before loss becomes imminent. We will also look for opportunities for positive or pro-active measures that might forestall longer term threats, and for chances to promote enjoyment and appreciation of the historic environment.

Consultation and partnership

This approach requires effective, early consultation and continuing engagement to confirm that the Plan represents the will of the historic environment sector, that our activities incorporate the intelligence of all partners, and that we support wider objectives. We need the right mechanisms and lines of communication to ensure that the priorities of individual partners can be identified and fed into the Plan in a timely and appropriate manner. The Plan will be constantly developing. Priorities not acted upon straight away will not be forgotten. We will monitor progress against resources and capacity, and where these allow and through a consultative review process we will refresh the Plan to take on new challenges and widen the net of protection.

EH has consulted widely already, and this work will continue over the coming months, with a wider and more formalised consultative process. The NHPP must be a partnership, and that partnership must be based on common understanding and agreed priorities for action.

Identifying potential priorities

To help consultees understand our proposal better we have prepared an initial list of issues that we might tackle. This list is not exhaustive, but it represents issues identified by consultation and our own experience and expertise. It is prioritised, drawing on EH expertise in research, strategy, policy, law, heritage protection, and statutory casework. Key questions are

Understanding – where are the gaps in our understanding which may lead to damage or loss of significance due to ignorance, and how can we fill these gaps?

Threat – What are the acknowledged threats which the sector may meaningfully counter or mitigate? Are there opportunities to forestall or negate potential threats, for example by securing informed management of an asset or area?

Protection mechanisms – what are the known and tested mechanisms for protecting the historic environment which would benefit from the input of support under the NHPP?

NHPP in action

We envisage the Action Plan having four principal groupings, all of equal priority and fundamentally interrelated.

1 survey and prospection: identification of previously unknown, significant heritage assets and places where we can move to establish significance

2 assessment of character and significance: ensuring we can ascribe value, significance and importance, to focus protection effort where it is most needed

3 assessment and response to threat: characterising and devising responses to the most significant and immediate threats to value, significance and importance

4 enhancement of protection: developing and delivering real protection of value, significance and importance (through the approaches outlined above)

Under each of these headings we aim to set out **Activities**. These will be a key structural element of the plan, as they will form the priority headlines which enable us to group together linked or similar **projects** or individual **cases** within the Plan, allowing management of the range of actions, and allocation of resources to groups of actions on the basis of the agreed priorities. We envisage that an Activity will be

a relatively high-level statement allowing for flexibility in delivery over the plan period and adaptability in the light of changing circumstances. The NHPP will be a five-year rolling programme, reviewed and updated yearly. This makes it a live document, although the Action Plan will be more subject to revision than the statement of principles and approaches. We will also ensure that at the project or case level there will be capacity to adjust priorities to ensure that sudden or unexpected urgencies can be addressed.

EH resources to fulfil the activities in the Plan will be primarily those it already deploys for research and protection. They will be much more sharply focused and the outcomes of their deployment will be more clearly articulated. Current budgetary considerations will play a major role in determining how many priorities can be carried forward into Activities, and the scale of work that can be done within those which do form the Action Plan. However, we recognise that the greatest potential offered by the Plan for improving protection may derive from the co-ordination of the work and resources of others. We therefore need to have a broad consensus for priorities before any resource decisions are taken.

To this end, we are undertaking a pre-consultation survey right across the sector to get the views of curators, practitioners, academia, voluntary and amenity groups, and the interested public at large. As we write, the direct web-link has not yet been set up, but you will be able to find it for the whole of June 2010 on the English Heritage website (www.english-heritage.org.uk). Your views would be very welcome indeed.

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Archaeology in NORTHERN IRELAND

Brian Williams

Archaeology in Northern Ireland, a responsibility of the Department of Environment, lies within the Northern Ireland Environment Agency in its Built Heritage Directorate. This includes the Historic Monuments Unit, largely regulated by the *Historic Monuments and Archaeological Objects (NI) Order 1995*, and the Historic Buildings Unit, regulated under the *Planning Order (NI) 1991*.



Dundrum Castle, Co Down: one of 190 monuments and groups of monuments in state care or guardianship in Northern Ireland. Crown copyright

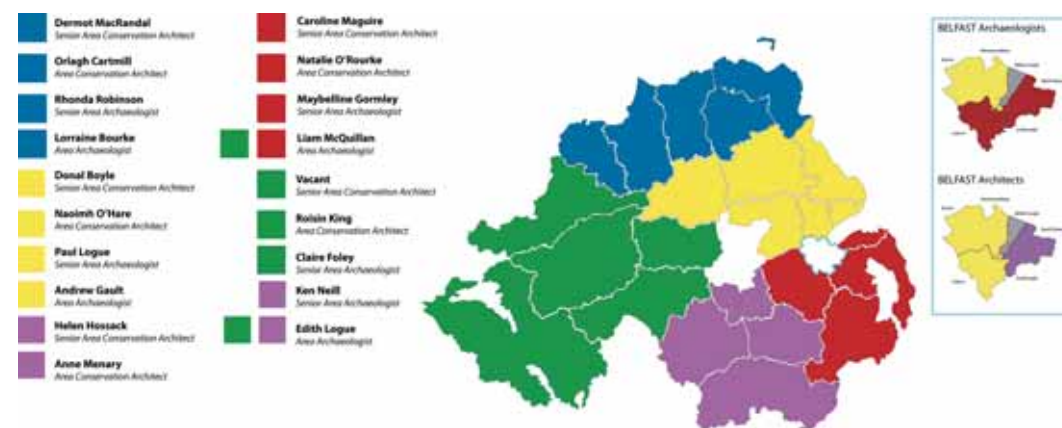
Our responsibilities include

- proactive management of monuments in state care and guardianship
- a scheduling programme, providing statutory protection of historic monuments
- regulating archaeological excavations (licensing) and processing treasure
- recording archaeological sites and monuments
- recording and protecting maritime archaeology sites
- maintaining a Register of Historic Parks, Gardens and Demesnes
- maintaining the Northern Ireland Monuments and Buildings Record (NIMBR)
- advising on the historic environment in strategic environmental assessments, development plans, and development control consultations, responding to consultations from government departments and agencies

There are two units, North and South, subdivided into five regions based on 26 District Councils. Each region has a Senior Inspector, Inspector and a Field Monument Warden and is supported by specialist recording staff, a direct labour organisation for State Care monuments and administrative staff. Contractors are shared for other work. Excavations are undertaken by contracted staff in the Centre for Archaeological Fieldwork, Queen's University Belfast, recording and protection of maritime archaeology by the Centre for Maritime Archaeology, University of Ulster, and in-house contractors provide professional support for scheduling, area plan work, development control, countryside management, IT project facilitation, NIMBR photograph and drawing, archiving and data co-ordination, and archaeological editing.

Each Senior Inspector also leads in specialist subject areas. The Inspector responsible for the North Coast has a thematic lead for maritime archaeology, NIMBR and agri-environment, whilst South Antrim's Inspector leads on archaeological excavation, licensing of excavations, archaeological survey and development control. Budget constraints are now a problem, as planning receipts are reduced and the Planning Service has to be supported by the Department of Environment. The archaeology spending budget has been reduced by 30%, affecting contract teams and grants to bodies such as the National Trust and the Northern Ireland Archaeological Forum.

NIEA: Built Heritage – areas of responsibility. Crown copyright



Excavation of the early 17th-century town associated with Dunluce Castle, Co Antrim. Crown copyright



Recording using a laser scanner. Crown copyright

Private sector

Commercial organisations respond to conditions imposed in the planning process. Some 2000 planning consultations lead to over 200 archaeological excavations annually, licensed and regulated by NIEA: Built Heritage. The system has had its problems but excavation reports are now received on a regular basis, quality assessed and held in the NIMBR.

University sector

The School of Geography, Archaeology and Palaeoecology at Queen's University Belfast combines Archaeology with Palaeoecology, with an emphasis on practical and fieldwork techniques. Much of this happens through the Centre for Archaeological Fieldwork, established 2002, which undertakes excavations for NIEA: Built Heritage and provides experience and employment for students and graduates (www.qub.ac.uk/schools/CentreforArchaeologicalFieldwork/CAF/). In 2003, the unit was awarded £6.2 million for the CHRONO Project (Centre for Chronology, Environment and Climate), funding new research on environmental and climate change and establishing an AMS radiocarbon laboratory.

The Centre for Maritime Archaeology (CMA) was formed in 1999, jointly funded by the University of Ulster and the Department of the Environment for Northern Ireland, (www.science.ulster.ac.uk/cma/). CMA collaborates with other ESRI Research Groups and with archaeology and earth science departments in Ireland, UK, Canada, Africa, Australia and Denmark. It has developed discrete areas of coastal archaeology, historical archaeology and marine geoarchaeology in the UK, Ireland and Africa. NIEA ensures that research on cultural and maritime landscapes reaches a wide audience through publications and other methods.

Museums

There are 41 accredited museums in Northern Ireland (15 run by local authorities, 10 independents, 4

national museums, 7 National Trust properties and 1 university collection). The Northern Ireland Museums Council (www.nimc.co.uk) represents the sector and provides information for its members. The principal archaeological collection is held at the Ulster Museum which has recently re-opened after major renovation. There is a good local collection at the Armagh County Museum.

The National Trust

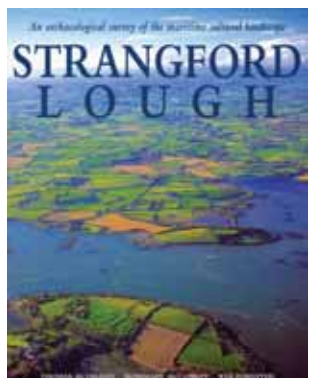
NIEA has been contributing towards an Archaeological Conservation Advisor post within the National Trust (NT), but this funding ended in April and the Trust is seeking funds to allow this useful post to continue. The NT is one of our most important guardians of the built heritage, caring for hundreds of monuments and buildings as well as important landscapes. The Archaeological Conservation Advisor has initiated a work programme within the NT, in consultation with NIEA, tailoring activities to address common themes and needs, helping to enhance built heritage records, protect the vulnerable resource and promote its use and value within the wider community. The Conservation Advisor has also overseen an ongoing detailed archaeological survey of Northern Ireland's NT properties and establishment of a Historic Buildings Survey Group.

NIEA: Built Heritage, the private sector, universities, museums and the National Trust all work together in recording, protecting and conserving the archaeology of Northern Ireland. Whilst ongoing coordination is required to ensure that the diverse sections all work together in a targeted and efficient manner, the basis for a good system to protect our built heritage is in place.

Brian Williams

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Harnessing the Tides: The Early Medieval Tide Mills at Nendrum Monastery, Strangford Lough, an NIEA publication which won the British Archaeological Awards Scholarly Book Award 2008





In the early years of the 20th century a new scientific and systematic approach to the historic environment was desperately needed. Archaeological information on the OS maps was described by OGS Crawford as 'a chaotic mixture of antiquarianism and speculation', while the systematically surveyed and researched evidence required for designation of monuments under the new Ancient Monuments legislation was lacking. How do you decide what to protect if you don't know what exists? The Royal Commissions were set up to provide that expert evidence, and the work continues today.

(above)
The jumbled remains of a succession of prehistoric and medieval communities are sliced through by the solid lines of a row of improved fields at Stanhope in the upper Tweed valley.
© RCAHMS

Evolving landscapes

Changing values mean that monuments that did not exist a hundred years ago now help tell the story of the nation, for example sites from the Second World War, and the scope of what the Royal Commission on the Ancient and Historical Monuments of Scotland (RCAHMS) investigates has widened to include buildings, industrial sites and the maritime environment. Aerial photography demonstrates the changing faces of Scottish landscapes, changing social patterns, the rise and fall of agriculture, industry, coal, steel and shipbuilding, and growth of towns and cities. Information as a fundamental baseline for the historic environment – its study, management and public enjoyment – is being collected from landscapes that are still evolving.

Research environment

To capture this RCAHMS, an IfA Registered Organisation, has an active programme of research,

The Royal Commission on the

Diana Murray

field survey, and archive collection, which has created an unrivalled hub of knowledge and a rich resource. This is dependent on nurturing the expertise of staff and the organisational culture and traditions handed down through the generations, while adapting to new technologies and wider research. It is unsurprising that RCAHMS has a close relationship with university research programmes, welcomes bursary and placement students, and itself is recognised as an Independent Research Organisation by the Arts and Humanities Research Council.

People and places

Our centenary year in 2008 marked a turning point when we consciously set out to involve a wider public in our work. We discovered a burgeoning public interest in knowledge online (RCAHMS websites collectively receive over 1 million hits per day) and a growing genealogical interest in places associated with people (now being developed in a new joint service – ScotlandsPlaces.gov.uk – with the National Archives of Scotland). From this we have developed a forward-looking strategy to modernise our public and professional services. We believe that there should be a more holistic approach to creating and sharing knowledge and understanding, and helping others to understand Scotland's historic landscapes and towns, and with this in mind, our future vision is *Connecting people to places across time*.

Our mission therefore is to help people value and enjoy their surroundings, to provide a world-class record of the historic and built environment for local, national and international audiences, and to advance understanding of the human influence on Scotland's places from earliest times to the present day. To achieve this we have four main priorities for the future.

Celebration, promotion and pride

The first is to inspire learning and intellectual curiosity in our national culture and identity at home and worldwide. We aim to increase the communities and individuals who have the opportunity to understand and value their local environment. *Scotland's Rural Past* (TA 74, p18) is one example of this approach, and it will be mainstreamed throughout our work. We also encourage celebration, promotion and pride in Scotland's national culture through exhibitions and publications, wish to increase access to cultural resources for formal and

Ancient and Historical Monuments of Scotland: a record for the future

informal education, and to act as a primary source for doctoral and post-doctoral research projects.

Dynamic national collection

Our second priority is to update our collections, through field investigation, research and collecting. The work programme for the next five years is designed to ensure we maintain a dynamic national collection for all users, with reliable, well-researched information of a standard high enough to provide essential evidence to underpin conservation and management projects. This requires work in partnership with a wide range of organisations to maximise public benefit.

Digital access

Our third priority is to widen digital access to data, making it more interactive and an integral part of a burgeoning world-wide network for the cultural heritage. This will result in better, user-focused online services that provide joined-up resources for the public and for stakeholders; an increase in the number of digital resources online; and long-term preservation of digital resources.

Our final priority is to achieve all this in a period of financial stringency, when it is essential to demonstrate value for money, and continuous improvements in efficiency, effectiveness and sustainability.

The historic environment has become part of our national psyche, contributing to our understanding of our sense of place and identity. It will continue to come under pressure of change and will continue to develop its character. An efficient, well-researched evidence base is required as much today as ever before.

Diana Murray MifA

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Future RCAHMS: the next five years 2010-2015, 2010
http://www.rcahms.gov.uk/assets/files/press/Future_RCAHMS.pdf



Glasgow, Hutchesontown. The development of high-rise living, with Hutchesontown A and B complete, and Areas C and D under construction.
© RCAHMS



Scotland's Rural Past team and volunteers exploring a remote, abandoned community.
© RCAHMS

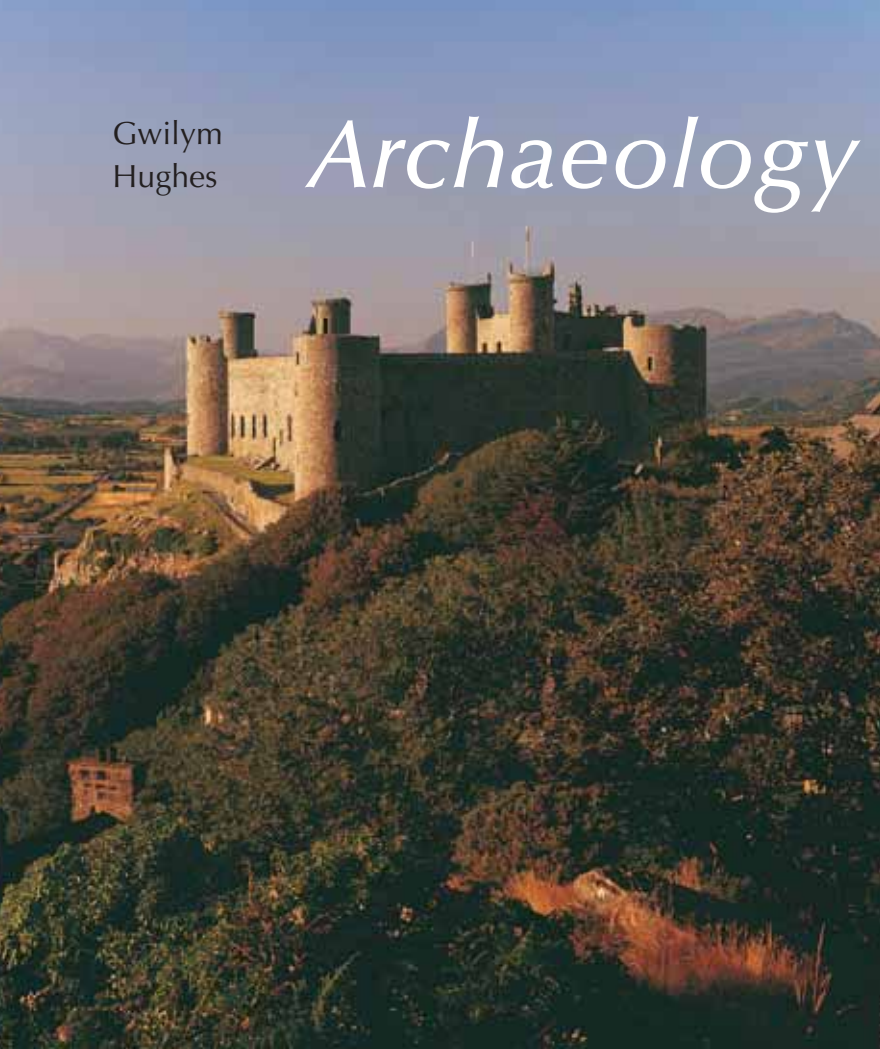


The remains of First and Second World War defences such as the battery control post pictured here still litter the island of Inchkieth in the Firth of Forth. © RCAHMS



Children on one of RCAHMS' Centenary workshops man the defensive pits (*lilia*) at Rough Castle on the Antonine Wall.
© RCAHMS

Archaeology *in Wales*



Harlech Castle
World Heritage
Site, one of 127
monuments in the
care of Cadw.
Photograph: Cadw,
Welsh Assembly
Government
(Crown Copyright)

In IfA's *Yearbook* for 2004 I (as Director of the Dyfed Archaeological Trust), called for a '...coherent, inclusive national strategy for managing the historic environment in its widest sense, so that it can become fully recognised as a force for economic regeneration, as a creator of social cohesion and as a major contributor to the quality of life of the people of Wales'. The launch of the Welsh Historic Environment Strategic Statement by the Assembly Government Minister for Heritage in October 2009 has provided just this focus (www.cadw.org.uk). It details the Minister's ambition for the historic environment and it highlights areas for action to which he is committed during the life of the present Assembly Government. It also highlights areas where he looks for support and input from partners.

Nowhere are these partnerships stronger than in our archaeological structures. Writing in 2000, Geoff Wainwright described archaeology in Wales as '...an orderly and well run place'. I hope he would still

think the same. At the heart of this structure lie Cadw, the Royal Commission on the Ancient and Historical Monuments of Wales (RCAHMW) and the Welsh Archaeological Trusts (p32).

Cadw is part of the Welsh Assembly Government's Heritage Department and is answerable to the Minister for Heritage. Its mission of providing a better protected and accessible historic environment is undertaken through its statutory responsibilities, its grant-aided programmes and through managing 127 monuments on behalf of the Welsh Assembly Government. RCAHMW is responsible for record and survey and maintains the National Monuments Record for Wales (www.coflein.gov.uk). Both Cadw and RCAHMW provide grant-aid to the four Trusts. Other key organisations employing archaeologists include the universities, Amgueddfa Cymru - National Museum of Wales, the private sector and the National Trust. Wales is proud of the close collaboration and partnerships that have developed across these bodies and individuals, typified by a national research framework (www.archaeoleg.org.uk). This Framework is currently under review (a specific action identified in the Strategic Statement and led by the IfA Wales/Cymru regional group) with a conference scheduled in September 2010. Many other initiatives across Wales were highlighted in *TA 75* ('*Archaeology in Wales*').

Partnerships to support the historic environment extend across the heritage sector. In 2004 Welsh Ministers established the Historic Environment Group, a high-level forum to take a strategic overview of issues and opportunities and to promote common approaches. Its current programme includes climate change, interpretation strategies, life-long learning and social and economic impacts – ambitious and challenging agenda. No one should underestimate the financial pressures we face, but a sound organisational structure, close partnerships and clear strategic direction make us well-placed to meet the challenge.

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THE INSTITUTE *for* ARCHAEOLOGISTS: *why it matters*

Peter Hinton

The IfA has been growing in size and influence for nearly 28 years but it has never lost sight of its core purpose. Our strategic plan for the next ten years has been developed with a clear understanding of the nature of professionalism and the role professional institutes have in society.

Professionals are people who agree to be bound by an ethical code, have demonstrated the necessary competence and are subject to the oversight of their peers. The role of professional institutes is to provide that code – our *Code of conduct* and its supporting by-laws and standards – and to promote good practice through education, guidance and a regulatory framework. Regulation is important in archaeology as in other professions: to ensure that those practising have the necessary competence, work to agreed standards, and give good service to their clients, employers and – most important of all – society in general. That regulation can be *ex ante*, for example by assessing the competence of individuals or organisations *before* admitting them into membership or on to the Register, or *ex post*, eg by investigating through our disciplinary procedure potential breaches of the *Code* after an allegation has been made. IfA does not regulate all archaeologists – only its members, those who truly meet the above definition of professional. We depend on self-regulation. The practice of archaeology is not regulated by Government: the onus is on the profession to regulate itself.

The role of the professional institute is unique. No other heritage body – state, private or voluntary – is set up to take on this function. That is why IfA members are so important to the future of historic environment practice. They have joined an organisation that decides democratically how the profession should be regulated, imposing greater demands upon their practice than law and the marketplace alone require because they know that



only in this way can they ensure that all work is consistently done as it should be. Our problem is that not every archaeologist in the UK has made that commitment. Non-members are not, of course, deliberately undermining archaeological work, but that is the effect. Put positively, the more members, we have the higher the proportion of archaeologists committed to professional standards, the stronger our influence and the greater our chances of becoming a chartered profession.

Of course, the Institute is not just about regulations, rulebooks and disciplinary processes. Most of our activity goes into identifying and encouraging good practice rather than demanding it. IfA members over the years have devoted huge amounts of time and effort into helping fellow professionals improve the way we do things: by drafting guidance to underpin our Standards; by drafting Practice papers, by writing articles for this magazine – and now for our new journal, by giving papers at conferences, by running training courses and workshops, by hosting workplace learning interns, or by serving on IfA Council, committees, groups or Registered Organisation inspection panels. Those affectionately termed 'super-members' who help in this way say 'we should be doing even more'; others less active say 'you are not doing enough'.

As we enter a new world (new planning guidance arrived or emerging in different parts of the UK, new political alignments and governments, unprecedented reductions in public spending), the role of the Institute and professionalism will be more important than ever. That is going to require redoubled effort from us all.

Peter Hinton
Chief Executive, IfA

Two founding principles of the Lottery are the need for money to be used for projects that benefit the public in ways that are additional to normal services and which improve the lives of as many people as possible. As a consequence, HLF has developed ways of working that make it responsive to the ticket-buying public – and recognise that one person’s idea of heritage may be quite different from another’s.

Values and opportunities

Applicants must therefore demonstrate what it is they value, and why it should be handed on to successive generations. Learning is a mandatory requirement for all projects, to ensure benefits reach the maximum audience. This of course does not mean traditional classroom teaching, but rather opportunities to take part in, and to learn about, their own and other people’s heritage.

Because we must complement rather than supplant other sources of funding and must ensure benefits are widely shared, we cannot fund activities that are required by Government policy, such as development control posts or developer-led excavation. Nor can we support academic research programmes with limited participants and audience. We know what the pressures are, but funding responsibility rests with the statutory agencies, other public institutions and with the private sector. So how does HLF engage with archaeology?

Whose heritage?

Bob Bewley and Ian Morrison

Transforming archaeology

In fact, it has a critical role. Since 1994 HLF has awarded over £144 million to more than 850 projects that focus on archaeology. Most has gone on communicating the value of archaeology to understanding the past, on conservation of important archaeological sites (such as Offa’s Dyke), improved interpretation and communication (eg at Vindolanda and Roman Maryport), and involving people in survey, excavation and research (for example, at Silchester). This is a crucially important part of what archaeology needs. The archaeological profession has transformed the way it communicates and disseminates its results, discoveries, new theories and interpretation – there are few professionals who still promote the traditional post-excavation monograph as the most effective way of engaging with the public. We have come to terms with the public view of archaeology as a leisure activity. We know the importance of a rigorous archaeological approach, but recognise that people are more interested in being involved in the processes of discovery, investigation and conservation. Fun need not diminish professionalism, nor the contribution to research and understanding, but sometimes it seems that it may.

Support for innovation

Perhaps this is why projects with an archaeological focus account for only 3% of HLF grants over the past

The Heritage Lottery Fund and archaeology

16 years. So, new applications and new applicants are actively encouraged, especially if they are innovative and attract new audiences. The innovation may be a fresh approach or a new technique or training in a skill which will have a lasting impact. Or projects might encourage people who have not previously expressed an interest in archaeology to take part. HLF recently published a leaflet on Community Archaeology (www.hlf.org.uk) covering some of the projects we have funded and the public benefits they provided. We hope these case studies will inspire more people to approach HLF with new ideas. So far, we have awarded around £19 million to 550 community archaeology projects and there is scope for many more.

Threats and the future

Archaeology needs the involvement of the public to safeguard its future. Threats to our fragile resource are well documented: agriculture, coastal erosion, mineral extraction, burrowing animals, changing vegetation, de-watering and other climate change impacts are cumulatively eroding crucial evidence. English Heritage has shown that nearly one in five scheduled monuments are at risk, and Defra’s consultation on coastal change policy (<http://www.defra.gov.uk/corporate/consult/coastal-change/consultation-doc.pdf>) makes it clear that there will not be sufficient public money to record, let alone conserve, features that will be reclaimed by the sea.

With threats like these and pressures on public finances so acute, the only realistic option is to galvanise communities to document their local heritage before it is lost. People do want to be involved – archaeology has an enduring appeal. It offers excellent opportunities for volunteering and for learning new skills, and there are few better ways to actively learn about our heritage. The trick is to knit together the enthusiasm of the public with the technical expertise and standards of the professional, to develop projects that meet the requirements of both.

We recognise there is a capacity issue here. With the pressures on local authority budgets and commercial archaeological organisations alike, seeking grants directly from HLF or helping others with their application may not be a high priority. We need to find a way around this. Archaeology needs the public to sustain it in the long term, and HLF is a source of significant finance to facilitate this. With a continuing focus on communities and local agenda, and in the knowledge that the heritage is all around us, we must find yet more ways to hand archaeology back to the people.

Bob Bewley MIfA and Ian Morrison AIfA
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Exploring a graveyard in Camden as part of an archaeology workshop. Photograph: Camden Archaeological Workshops



A volunteer using an alidade to record historic rural settlements across Scotland. Crown copyright: RCAHMS



Volunteers on an excavation near Wrexham. Photograph: Caer Alyn Archaeological and Heritage Project



A group in Suffolk share opinions on excavated finds. Photograph: Suffolk Garbology Project

The Portable Antiquities Scheme and Treasure Act

Roger Bland

A small part of the Staffordshire hoard.
© Birmingham Museum and Art Gallery



Huge public interest excited by the hoard of over 1600 Anglo-Saxon gold and silver objects found in Staffordshire has put the Portable Antiquities Scheme and Treasure Act centre stage.

Terry Herbert, the metal detector user who made the discovery, reported his find to Duncan Slarke, the local Finds Liaison Officer, and Duncan played a pivotal role in ensuring that the remainder of the find was excavated by Birmingham Archaeology under the direction of archaeologists from Staffordshire County Council with funding from the County Council and English Heritage. Terry's report of his find did not come out of the blue: he had been showing finds to his local FLO for the last five years. Kevin Leahy, PAS National Finds Adviser and an authority on Anglo-Saxon artefacts, dropped everything to study the hoard, while Dan Pett built a website, important in making information about the find public.

QUEUES AND CASH

British Museum staff who administer the Treasure process played a crucial role in facilitating valuation of the hoard by the independent Treasure Valuation Committee, and the Art Fund led a fundraising campaign to ensure that the hoard stayed in the West Midlands. The target was quickly reached, with an unprecedented £900K from individual donations. When selections from the hoard were put on temporary display in Birmingham and Stoke museums people were willing to queue up to three hours to see the finds, and the 50,000 visitors to Stoke donated £152,000. All this was achieved within ten months. The hoard is already changing our perceptions of Anglo-Saxon material culture in Mercia and the project to conserve, research and publish it got underway with a symposium at the British Museum in March.

It is difficult to imagine what would have happened to this find without the Portable Antiquities Scheme. Terry Herbert would certainly have wished to report his find for he is a responsibly-minded individual, but the response mechanism that swung into action so quickly last summer would not have been there.

CUTS, REVIEWS AND BURSARIES

And yet only two years ago, after MLA's budget had been cut by 25% in the Government's last spending review, our future was in doubt. A campaign attracted wide support, including an early day motion by 229 MPs, and a letter signed by seventeen leading professors of archaeology. 2008 was still a difficult year: the budget was frozen and three posts lost. MLA commissioned a review of the Scheme which reaffirmed its importance and led to a restoration of its funding. As a result the team of National Finds Advisers was strengthened and the network of Finds Liaison Officers was reinforced in areas of greatest need – the North East and Berkshire. A grant of £148,000 from the Headley Trust to fund internships has provided welcome help to the FLOs while creating training opportunities for recent graduates, and this has been reinforced by an IfA Workplace Learning Bursary in Sussex.

SUPPORTING RESEARCH

The archaeological significance of the Scheme is now becoming clearer, as research projects exploit the database. At the last count there were six major projects funded by research councils, 26 PhDs and 38 other post-graduate dissertations using PAS data. A particular focus has been AHRC's programme of collaborative PhDs, working on projects devised by PAS in co-operation with university lecturers. In one example, in his study of how PAS data add to our knowledge of the Roman historic environment Tom Brindle has shown that in Worcestershire and Warwickshire finds recorded by PAS have increased known Roman settlements by 30.4%.

The recent release of a more user-friendly online database (www.finds.org.uk) should encourage more researchers to use PAS data, which now incorporate the Celtic Coin Index and Peter Guest's database of over 52,000 Iron Age and Roman coins found in Wales. The new website will allow registered users to record their own finds, expanding the potential of the Scheme. The completion of a data transfer function in the exeGesIS HBSMR programme last year has meant that PAS data is integrated into a growing number of HERs.

Last year the Coroners and Justice Act went through Parliament, providing the first opportunity to amend the Treasure Act since 1996. The All-Party Parliamentary Archaeology Group helped secure important changes, including

- a Coroner for Treasure, to make declaring a find to be Treasure quicker and more efficient
- the Coroner of Treasure may designate FLOs as the

reporting centre for Treasure, normalising current practice

- anyone in possession of Treasure must report it, to ensure antiquities dealers make appropriate due diligence checks. Since 2006 the British Museum has had an agreement with eBay to monitor its site for items of unreported Treasure
- DCMS will review the Act in 2011, an opportunity to examine other improvements such as extending the definition of Treasure to hoards of Roman base-metal objects and, perhaps, single finds of Roman and Anglo-Saxon gold coins.

It is disappointing that the Government has subsequently announced that these changes will not be implemented until April 2012.

Of course not all is perfect: the recent survey of illegal metal detecting, or nighthawking, sponsored by English Heritage showed that this is a significant problem in certain areas, but recent secondment of a serving police officer to advise on these issues is a welcome move and there have been several arrests recently. Another challenge is large metal-detecting rallies where several hundred detector users descend on one site over a weekend: securing an adequate record at such events is a major problem for PAS. So the recent revision of the handbook for entry-level agri-environment schemes, which places controls on detecting rallies, is a welcome step.

At present the budget for PAS (£1.4m pa) is fixed only until April 2011 and we await the outcome of the next spending round. A cut that would be tiny in Government terms could easily undo the progress of the last twelve years.

Roger Bland

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First sightings – the Anglo-Saxons in Staffordshire, as found in the soil



Archaeology for all: *the work of the Council for British Archaeology*

Mike Heyworth

The Council for British Archaeology (CBA) was established in 1944 to promote the urgent requirements of archaeology in the aftermath of the Second World War. An original objective was 'safeguarding of all kinds of archaeological material and the strengthening of existing measures for the care of ancient and historic buildings, monuments and antiquities', and gaining public support for archaeology was key to this. We have since become the first port of call for anyone wishing to engage with archaeology, offering advice and guidance via our web resources, factsheets and Practical Handbooks, and through our trustees, staff, volunteers and a network of national and regional groups. We provide accurate, up-to-date information to enable others to develop their interests and get involved with archaeology.

Over the second half of the 20th century CBA strengthened and diversified its work programme, working in partnership with an increasing range of organisations across the historic environment. It was itself involved in establishing a number of independent bodies to represent specific areas of the archaeological discipline, including IfA.

Public archaeology

CBA is concentrating to an increasing degree on encouraging active public participation ('archaeology for all'). A hallmark of its work over the past 65 years has been an innovative approach to public archaeology – for example, it was the first organisation in the world to establish an industrial archaeology section and, more recently, to involve volunteers in recording 20th-century military remains across the UK. More participation projects are being planned to encourage everyone to engage with physical aspects of the historic environment. Topics that we are tackling include coastal sites, ruined churches and First World War military remains.

Lifelong learning and engagement

In 2009 three major research projects looked at different aspects of public engagement with archaeology (www.britarch.ac.uk/research). The decline in adult continuing education in higher education institutions was documented, whilst the ongoing desire for lifelong learning through archaeology was clearly demonstrated. Some of this interest is being picked up by community archaeology groups which are flourishing across the UK, with support from the Heritage Lottery Fund (p22). CBA research has identified over 2000 voluntary groups engaged with archaeology (p37) and we are seeking ways to expand our support for

this thriving area – such as through our double award-winning online Community Archaeology Forum (www.britarch.ac.uk/caf). Engagement of young people with archaeology has also been a key focus. We provide research data to support Key Stage 3 of the National Curriculum in England, and have plans to develop the Young Archaeologists' Club (for 8-16 year olds) even further.

Wide audiences

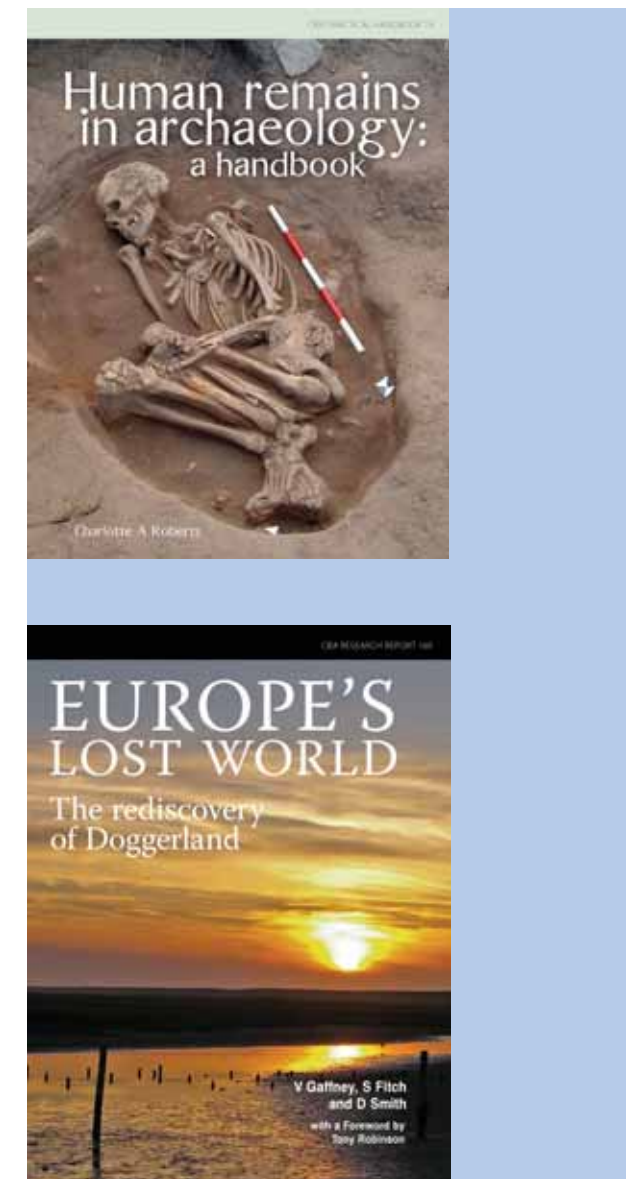
Greater participation in archaeology is inspired by accessible publications, and CBA continues to be a major publisher of these. Our books on Anglo-Saxon clothing and the archaeology of Doggerland have reached especially wide audiences. *British Archaeology* and *Young Archaeologist* are widely read and carry news of the latest discoveries and research, whilst our online journal *Internet Archaeology* (a collaboration with the University of York) leads the way in making archaeological knowledge available in multi-media presentations. Publications are backed up by research tools and services, such as the online British & Irish Archaeological Bibliography.

CBA also plays a leading role in encouraging use of information technology. It not only provides facilities widely used by others (our servers host the web sites of the IfA, ALGAO and others), but we also encourage the application of new technology, for example using wiki software for CAF, and allowing everyone to follow the CBA Director on Twitter (@mikeheyworth)!

Campaigning and advocacy

In the 21st century we work with many partners and umbrella organisations to promote our long term goals and charitable objectives. With core funding from the British Academy, we support groups including The Archaeology Forum and the Archaeology Training Forum, ensuring a more collaborative and well-informed approach to campaigning and advocacy work. The ability to offer direct support to the All-Party Parliamentary Archaeology Group in the UK Parliament, and work with other organisations which can focus on the Scottish Parliament, Welsh Assembly and the Northern Ireland Assembly will be even more important in the years of austerity to come.

The connection with the planning system as a National Amenity Society in England and Wales is also significant for our advocacy role. Our locus in commenting on the implications of planning applications which may affect the historic and archaeological interest of heritage assets carries increasing importance, particularly alongside our



ongoing interest with the impact of climate change on the historic environment.

This is a year of transition, while we plan for the next decade and beyond. We need to find more long-term solutions to fund our portfolio of activities, particularly if we have to rely less on public funding. Key to our future will be the expansion of our organisational and individual memberships. Millions of people have an active interest in archaeology: our key task is to reach out to these people and gain their support for the public benefits of archaeology. All IfA members will share this aim, so we encourage you to support our work by joining as individual CBA members and helping us to spread the word.

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One of the key activities of the group is the provision of archaeological talks and workshops for schools, special interest groups and the public.



A pottery kiln at the Caledonian Pottery, M74 completion project, Glasgow



Headland Archaeology Ltd was founded in 1996, one of a number of private sector companies that sprang up in that decade offering archaeological services to developers. Like other successful archaeological organisations we had to add considerably to our original skills base and to earn a reputation for working alongside the construction industry, where it is essential that we find the correct balance between customer focus and best practice archaeology. Our story reflects the way archaeologists have adapted to working in the new environment.

Our structure provides for a single strategic overview, whilst regional directors focus on regional solutions from offices in Edinburgh, Glasgow, Cork, Galway and Hereford. This overview is currently provided by

the holding company, Headland Group Ltd, while day to day business is undertaken by three subsidiaries, Headland Archaeology (UK) Ltd, Headland Archaeology (Ireland) Ltd and Archaeological Investigations Ltd. Headland is a truly commercial, limited liability company. We pay full corporation tax, commercial rates and receive no financial support, or guarantees from larger educational establishments or local authorities.

SHARE OWNERSHIP

The company is entirely owned by its shareholders. Until recently, there were just six owners who had all joined the company in its infancy, but last year the purchase of shares was opened to any staff member with more than twelve months' service. We now have 18 shareholders including managers and field and clerical staff. Shares provide regular dividends and, as owners of the company, shareholders have additional influence at board level. Of course, share ownership is not for everyone, but we feel that becoming an owner of a growing company is one way of getting more proactive about one's future.

ETHOS AND CLARITY

Being clear about what you stand for is harder than you might think, but it helps attract the right staff, right clients, right business partners and should make everybody's life easier. We all came into the profession because of an interest in archaeology, but we would also like to make a decent living. Headland intends to make this possible by getting the correct balance between commerce and culture, so often presented as mutually exclusive. Having a business focus and demonstrating value to our clients need not translate into poor archaeology and lack of care for the historic environment.

Getting the trust of our clients is often difficult – why is that? Some are suspicious, many are confused and let's be honest – it is confusing! We have archaeologists as curators, consultants and contractors (it doesn't help that they all begin with 'C'). At the contracting level we have charitable trusts, local authorities, universities and commercial companies. Clients may not know if they all do the same thing, whether some have hidden agenda and perhaps, most importantly, who is making the decisions about their project. The industry has to address some serious split-personality issues or we (the commercial archaeologists) will continue to be branded as part of the problem by our clients and somehow to blame for finding things. Contrast this with other contaminated-land specialists who are hailed as a part of the solution, dealing properly with difficult situations and enabling projects to continue.

PRESSURES AND BENEFITS

Commercial pressures on developer-funded archaeology will not go away: someone has to pay for our services. Our job is therefore to ensure that what we do is relevant to our client's objectives and that our managers are experienced and confident enough to know what is important and what is not, and how to apply best practice within a commercial environment. This is a professional response, and will ultimately start to address the issue of appalling industry salaries.

An important benefit of being a commercial company is that we can make decisions with minimal interference from external bodies. We can build different kinds of relationships with clients and offer different services. We can experiment for example with extended share ownership, staff bonus payments, different roles and responsibilities

that recognise both the 'anchors' and the 'movers' in our company.

STRUCTURES AND TRAINING

Problems also present opportunities, and the not-for-profit culture of our industry leaves companies like ours with a number of interesting challenges. Of course the 'level playing field' does not exist and we have to prosper in spite of tax and financial advantages afforded to archaeological organisations outside the private sector. This requires us to be more efficient and more business-like, and we are inherently more in tune with our clients who face the same commercial pressures.

Like all archaeological IfA Registered Organisations contractors we are reliant on clear industry standards and strong local authority curators who are prepared to reject sub-standard work. IfA and its entire membership have a key role in this, setting standards and supporting often isolated local authority archaeologists. In a recession we cannot afford to get it wrong. Our industry is very young and as the developer-funded sector matures it is essential that we develop a business-like culture with the right structures and training in place to ensure effective protection for our historic environment.

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Albion Archaeology: Commercial archaeology in a local government setting

Hester Cooper-Reade



A hengiform monument found in advance of road building (Biddenham Loop) near Bedford. Excavations before development are a significant part of the growth agenda

In TA 70 Adrian Tindall described the process by which Cambridgeshire County Council's field service CAM ARC was out-sourced to an external provider. Interestingly the main reason given for externalisation was difficulty in reconciling curatorial and contractual roles, although the article later included bureaucracy and time-consuming corporate obligations as other reasons why local government and commercial archaeological practice are not easy bed fellows. As manager of Albion Archaeology, a local government service similar in size, geographical scope and operating method to the former Cambridgeshire County Council unit, the article did not go unnoticed and much of its content was familiar. Like CAM ARC, Albion Archaeology was re-branded (1999) prior to an externalisation bid. However, unlike CAM ARC, the externalisation never happened and my experiences of the local authority model allow me to offer an alternative perspective. This article is written from a personal viewpoint and I am not suggesting that our model is better or more appropriate than the educational trust, private company or university.

Funding and delivery debates

Fifteen years ago anyone extolling the virtues of local authority archaeology would have launched into the now largely silent competitive tendering debate, but some aspects of this debate around funding and delivery are still relevant. Commercial archaeology is here to stay, but the profession has not yet successfully reconciled the requirements of public

benefit, research, professional ethics and the sustainable protection of the historic environment with the need to offer value for money, customer-focus and proportionality to the developer. This lies at the heart of what some in the profession call market failure. It touches on aspects from curatorial decisions to implementation of those decisions, for most archaeological organisations work in the same fragile market and are expected to deliver similar outcomes to our clients and to the profession.

Suspicion and bureaucracy

Of all the organisational models within commercial archaeology, the local authority one is treated with the most suspicion and suffers from many myths, chief amongst them accusations of unfair commercial advantage and inability to run as a business. On the other hand, interminable bureaucracy, audit requirements, and the 'one glove fits all' systems-driven approach are seen as grinding down innovation, creativity or commercial success. I am not sure that this is fair. As local authorities increasingly focus on customer needs and as the mechanisms for trading and income generation change, most local authority contractors are unrecognisable to those that existed twenty years ago.

Given the public benefits of archaeology and the mechanisms that prevent conflict of interest, it is perhaps strange that the dual contracting and curatorial role is so uncomfortable to many archaeologists. In my opinion this discomfort is a particularly archaeological reaction, and it has skewed the stated purpose of archaeological briefs away from management of the archaeological resource towards the contractual process, 'to allow contractors to cost work' with a 'level playing field'. In some authorities the senior archaeologist oversees both contracting and curatorial functions, in others, such as Albion Archaeology, this is not the case, possibly more in recognition of the business requirements of the contracting function than the need for Chinese walls. After all, local authority officers must balance conflicts between public, elected member and organisational interest on a daily basis. Competition needs to be fair and legal, but not all archaeological work is subject to

Albion

competition and with mechanisms to avoid conflict of interest, organisations which combine several roles are not by definition unfair.

Public benefit

All local authority archaeology exists within a political and organisational environment that is subject to constant change. Election of new members, re-shuffles, unitary transition, efficiency-savings leading to organisational changes and the re-arrangement of back-room support, response to government initiatives and other non-archaeological factors impact directly and immediately. And we know it will soon be worse. One need remains fixed – to justify commercial archaeology in terms of social, economic and political usefulness. Local authority contracting is still as alive and kicking as any other type of archaeology, and there are more local government archaeological officers employed in contracting archaeology than in HERs and planning advice. Local authorities are well-placed to re-invest income in their commercial services to provide public benefit, and an active local presence within the community allows development of relationships with stakeholders that engender public support and interest in the historic environment.

Given the changes to local government on the horizon, the irony of writing this article is not lost. However, PPS 5 in England and the increased requirements for public benefit are good reasons why local authority archaeologists are in an excellent, if by no means exclusive, position to deliver national and local government agenda. We should not lose sight of the relevance of the local authority model in the PPS 5 age, nor the fact that it is perfectly possible to trade as a local authority archaeological practice in a legal, fair and very business-like way.

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Public benefit: working with finds. Outreach is part of the public benefit ethos of Albion Archaeology. A range of activities including activity days and school visits inform, educate and contribute to a sense of place and well-being



Visitors to Bedford High Street are drawn into more understanding of their historic environment by direct engagement with work in progress



Work with the Bedford Museum Saturday archaeology club recording a Second World War pill box in a public space in a Bedfordshire town. Place-shaping: an understanding of the past history of a community and how this has shaped the current environment can add to social cohesion and a sense of place

A combined archaeological service for WORCESTERSHIRE

Worcestershire Historic Environment and Archaeology Service (WHEAS), an IfA Registered Organisation, is part of the County Council and has a brief to advise upon and manage the historic environment of the county (as a two tier authority, there is a separate archaeologist and HER for Worcester). We are part of Heritage Services, alongside the Record Office, Museums and Arts, and within Adult and Community Services. This position has allowed us to develop our research, social and educational roles whilst working with colleagues in the districts, County strategic planners and other professional organisations.

Worcestershire County Council supports the curatorial and HER functions of the Service and funds 6.5 posts (we have 5 curatorial, 5 HER, 33 Field and 2 support staff). We raise external funding for specialist archaeological resources and community projects, and this model of combined services within a local authority frame work has proved to be a good

way to ensure flexibility, high standards and innovation whilst lowering risk.

Fieldwork

For over thirty years WHEAS has undertaken contract archaeology in Worcestershire and adjoining counties, including providing specialist services for other archaeological organisations, such as building recording, finds and environmental analysis, and illustration. We have invested in the specialist elements of our Service in order to develop a more robust business model and to support our curatorial functions. For example the County pottery fabric series (www.worcestershireceramics.org) ensures that all pottery specialists have easy access to our fabric definitions. National projects range from the Extensive Urban Surveys of the 1990s to Historic Landscape Characterisation and, most recently, the national pilot for the COSMIC+ project (Conservation of Scheduled Monuments in Cultivation). This project, funded by Natural England, will deliver an effective methodology for assessing archaeological sites affected by arable cultivation, to underpin Higher Level Stewardship.

Curatorial work

Our Curatorial Section advises on management and conservation of historic environment features, buildings and landscapes and maintains standards for archaeological work. It works with the County's strategic and environmental planning team and planners within the districts to deliver initiatives such as Green Infrastructure. We have made the case that archaeological data is not just important in a cultural or social context but contributes to projects such as management of flood risk and National Indicators such as *Adapting to climate change NI188*. The welcome arrival of PPS 5 will increase our contribution to economic development whilst maintaining our historic environment.

Historic Environment Records

Worcestershire's HER is a constantly developing, public record covering 23,000 sites. It is the core of everything we do and we aim to increase its usefulness as a planning and management tool as well as for research and education. In the light of PPS 5 and the vision it outlines, the HER needs to ensure that curatorial decisions are informed by high-level understanding of the resource and its potential; fieldwork and post-excavation is informed by understanding contexts of discoveries; and

researchers at all levels can gain easy access to data and synthesis.

Over the last ten years the HER has developed significantly, with creation of new software and production of resources such as the Online Archaeology Library www.worcestershire.gov.uk/archaeology/library to disseminate grey literature. We have created indices of finds and environmental remains from all archaeological fieldwork from the 18th century to the present and digitised a wide range of historic mapping. The HER team has been involved in development of standards and guidelines for HERs and in providing case studies of good practice for English Heritage. Development of the HER has been a result of working closely with specialist colleagues in the Field and Curatorial Sections.

Outreach

All parts of the Service are involved in outreach, and we have two community and educational specialists. We have strong links with the community through our network of volunteers (830 hours/118.5 days per month) and thirty years work with local societies. All staff are involved in day schools, guided archaeological walks and Worcestershire Young Archaeologist Club, and we work alongside community groups on Heritage Lottery-funded projects. We have been commissioned to undertake 15 Aggregates Levy Sustainability Fund initiatives, including *Unlocking the Past – Outreach Project*, which was highlighted as a national exemplar, delivering benefits to communities affected by aggregate extraction.

Worcestershire's Countryside Advisor training volunteers in preparation for validation of Lidar features recorded in Wyre Forest as part of the HLF Landscape Partnership Scheme *Grow with Wyre*.
Photograph: Worcestershire County Council



Looking ahead

In July 2012 the Historic Environment and Archaeology Service will move into a new building in the centre of Worcester, alongside the Record Office, the City and University Libraries and the Worcestershire Customer Service Hub. The *Worcester Library and History Centre* (snappier title to be confirmed) is a landmark building and will provide us with a rather more glamorous home than we are used to. Delivery of an enhanced public service in a new building, despite having significant cuts to our budgets over the next three to four years, will be a challenge. The move onto HER software enabling us to be part of English Heritage's *Heritage Gateway* will help, but in the end, as usual, it will be down to working together to identify resources and deliver a cost-effective solution.

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Artist's impression of Worcester Library and History Centre, is a partnership project between the County Council, University of Worcester, Worcester City Council and Advantage West Midlands



Working within a Middle Iron Age settlement at Clifton Quarry, Worcestershire. Excavations uncovered over 84 four-post granaries. Finds include loom weights, daub and evidence for metal working.
Photograph: Worcestershire County Council

Worcestershire Young Archaeologists at Avoncroft Museum of Historic Buildings have a surprise visit from Time Team's Mick Aston. Photograph: Worcestershire County Council





The Welsh Archaeological Trusts

Andrew Marvell

Set up in the mid-1970s the four Welsh Archaeological Trusts (WATs) were created in response to the inability of museums and universities to respond to the impact of development on archaeological remains. Each trust was established 'to advance the education of the public in archaeology' and, amongst other things, was empowered to undertake archaeological works and surveys, provide advice, maintain records and safe-keep finds ahead of eventual deposition. They were set up within defined regions (Clywd-Powys, Dyfed, Glamorgan-Gwent and Gwynedd) and, although not restricted to working within their eponymous regions, they have remained regionally focused. Like similar archaeological trusts in England they need to demonstrate public benefit. However, unlike them, they have retained and developed their heritage management services.

Services

These services have been developed with support from the Welsh Office AMB, and then, from 1984, its successor, Cadw. More recently this support has been in partnership with the Royal Commission on Ancient and Historical Monuments in Wales (RCAHMW) and unitary authorities. With emergence of planning policy guidance in the early 1990s and the underlying 'polluter pays' principles, potential conflicts of interest as a contractor and curator were dealt with through a Code of Practice drawn up by the Trusts and endorsed by Cadw in 1997. Services that the Trusts provide range from advice at a strategic level (eg Local Development Plans), to planning casework, advice and actions with regard to forestry and agri-environment schemes. They manage regional Historic Environment Records (HERs) to nationally agreed benchmarks.

Records live

This last area has become the particular focus for the Trusts. To protect the records if anything were to happen to the WATs, separate charitable trusts have been created. Funding from RCAHMW has enabled the WATs to work towards all the first stage benchmarks for HERs and, with Cadw's support, they

have commissioned external validation. With specialist IT consultancy advice the Trusts have built a common system for management of digital HERs, a system that was designed from the outset to be web-based. It is already in full use, and the public front end (*Archwilio* – 'to research') will be launched this summer. Once achieved, Wales will be the first home nation to make all its HERs available on the internet. The records will be 'live' and there will be systems that enable new records, additional information, or corrections to be fed back by users. This is one of many examples of collaboration by the Trusts.

Common purpose

The fruits of working together for a common purpose, in partnership with Cadw and RCAHMW, can be seen in the pan-Wales surveys and monument assessment projects (see *TA 75*, 14-15). Detailed reports of these are available through the HERs, summaries are on websites and overviews are published more conventionally as journal articles and monographs. Co-operation can also be seen in the distinctive Welsh Historic Landscape Characterisation programme, with maps, photographs and descriptions of the historic landscape areas held on the Trusts' websites and introductory leaflets produced to a common design. It should come as no surprise that the Trusts were able to link in and support the Wales/Cymru IfA Welsh Archaeological Research Agenda initiative and are actively participating in and supporting the first review (*TA 75*, 56).

Ironworks and promontory forts

However, the Trusts are individual organisations and in addition to developer-driven archaeological contract works they undertake regionally distinctive investigations. Often they have been able to carry out such works as long-term projects which enable insight to be gained into particular monuments or monument types in their landscapes. To highlight a few examples: Gwynedd Archaeological Trust has made a particular study of the *Llys* and *Maerdref* medieval administrative system that pre-date the English conquest of Wales; Clywd-Powys Archaeological Trust carried out surveys and investigations of prehistoric monuments in the Walton Basin; Glamorgan-Gwent Archaeological Trust has just completed a six-year survey of ironworks and their landscapes on the northern coalfield; and Dyfed Archaeological Trust has investigated promontory forts (revisiting these with

the benefit of Lidar data provided by the Environment Agency), and other Iron Age defended settlements (*TA 75*, 24-5).

Public projects

Community engagement has always been at the core of activities. The Trusts adopt many common approaches but also many variables. Dyfed has worked with local partners to develop a Landscape Partnership Project in the Tywi Valley and is in the final year of delivering a community-led landscape investigation *Exploration Tywi!* (*TA 75*, 21). This experience led to a coastal monitoring project, *Arfordir*, which involves local groups and is to be rolled out across other parts of Wales this year. Gwynedd has a highly active and well-functioning 'Friends of the Trust' set-up, Clwyd-Powys now own their own hillfort which will be used for training and learning experiences, and Glamorgan-Gwent has embraced web-use with pro-active project micro-sites and social networking links.

Looking forward there is no doubt that the next few years will be challenging. There is no room for complacency and the WATs will need to continue to stay rooted, focused, and true to their core purpose.

For more information on the Welsh Archaeological Trusts see www.ggat.org.uk, www.cpat.org.uk; www.heneb.co.uk; www.dyfedarchaeology.org.uk.

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Trial excavations by Glamorgan-Gwent Archaeological Trust at Oystermouth Castle provided training for students at Swansea University and excavation experience for the local community



A member of Dyfed Archaeological Trust's staff supervising volunteers excavating burials at Porth Clew early medieval cemetery, Pembrokeshire

Students from local schools are given the opportunity to use surveying equipment on Clywd-Powys Archaeological Trust's hillfort at Beacon Ring in June 2009

Archaeology and urban regeneration: excavation of a surviving island of well-preserved Roman archaeology, Chester Police HQ. © Earthworks Archaeology



ALGAO

ALGAO represents local government archaeology services throughout the UK. Its members come from 115 local authorities, which between them employ around 410 staff and provide geographical coverage over almost all of England and Wales (excepting Southend and Portsmouth) and most of Scotland.

ALGAO members have a vital role in protecting and conserving the historic environment within their area. To do this they provide advice to planning authorities, developers and archaeologists, 'advice' which ensures that archaeological work is undertaken by the private sector each year to a value of about £140 million (Hinton and Jennings 2007). An ALGAO survey for 2007-08 showed that each member was responsible for putting in place archaeological provisions for over 6000 development proposals in England (a total of over 10,000), with an equivalent figure for Scotland of about 1500.

PROTECTION FROM THE PLOUGH

ALGAO members also advise farmers and landowners on management of the rural historic environment, especially through forestry and agri-environment schemes. The English Environmental Stewardship scheme in particular has been a considerable success for archaeology since its introduction in 2006. This advice has resulted in new resources which improved management of thousands of archaeological sites, including removal of many from the damaging effects of ploughing. In Scotland £1 million has been

approved for management of archaeological or historic sites under the Rural Priorities section of the Scottish Rural Development Programme.

OUTREACH

Education and outreach via the web and within local communities is an important role of ALGAO members and there is now a large body of projects which demonstrate good practice within this area (for examples and policies, see the local education and outreach tab at www.heritagegateway.org.uk; the ALGAO Scotland tab; News 2009 on the ALGAO website www.algao.org.uk and the recent English Heritage publication, *Sites and Monuments Records to Historic Environment Records: local authority case studies* at www.helm.org.uk).

A MILLION RECORDS

However, probably the most important and vital role of ALGAO members is maintaining Historic Environment Records (HERs). These are the key information resource for many aspects of the historic environment. The development of HERs by local authorities, in partnership with national governments and agencies (especially English Heritage and the Royal Commissions: RCAHMS & RCAHMW) has been one of the great success stories of UK archaeology over the past 35 years. HERs contain well over a million records, many now accessible on

the internet via the Heritage Gateway in England, PastMap in Scotland, and on individual web sites.

STILL NON-STATUTORY

The network of local government archaeology services which plays a pivotal role in conserving the archaeological resource is however a discretionary function of local authorities. There are no statutory duties or government performance measures which apply to archaeology services, and most of the sites and assets (c. 95% of the UK's total resource) conserved by ALGAO members are non-statutory. There have been several attempts in England, Scotland and Wales to try to make maintenance of HERs a statutory duty of local government, most recently in the draft Heritage Bill (England), but these have so far proved unsuccessful (although in PPS 5 it is Government policy that all local planning authorities should either maintain or have access to a HER).

As a result, local government archaeology services are vulnerable to direct cuts in spending and to other measures to reduce resources, to merging of services and 'outsourcing' to the private sector. Whilst there has been a reduction in resources for many ALGAO members' services in recent years and some high-profile cuts, most (with notable exceptions) have not had a substantial direct impact on the conservation of the historic environment. However, it is clear that local government will bear the brunt of anticipated dramatic cuts in Government spending, and within local government, non-statutory/discretionary services will be disproportionately targeted. It seems certain therefore that there will soon be fewer archaeologists employed by local government (perhaps many fewer) with consequent reductions in services, which will create substantial problems.

MAJOR OPPORTUNITY

On a less pessimistic note, recent publication in England of Planning Policy Statement 5: Planning for the Historic Environment (PPS 5) and its accompanying Practice Guide provides a major opportunity for the sector to improve conservation of the historic environment and address some of the historical problems of the old PPGs 15 and 16. It also provides a clear and enhanced role for local authority services, especially for HERs. PPS 5 provides opportunities to improve the processes and systems for dealing with archaeology via the planning process, which is especially significant at a time of recession and anticipated cuts to the public sector. The sector that engages in development-related

archaeology must be allowed to operate more efficiently, effectively and co-operatively to implement the key Government policy objectives in the PPS and the *Government Vision for the Historic Environment*. Ensuring that development-led work on the historic environment contributes to knowledge and understanding of the past is one of the most valuable aspirations of PPS 5 for us to carry forward.

In Scotland the recently introduced Historic Environment Amendment (Scotland) Bill presents an opportunity for the historic environment sector to lobby once again for a statutory duty on local government to maintain Historic Environment Record services.

ALGAO will be working closely with IfA, FAME, English Heritage and other partners in England, Scotland and Wales over the next few months to develop joint agenda and clear priorities for action. Hopefully the momentum for positive change created by the new PPS 5 in England, the opportunity of the Historic Environment Amendment (Scotland) Bill, and impending problems in the public sector throughout the UK will provide sufficient incentive to make the necessary rapid progress.

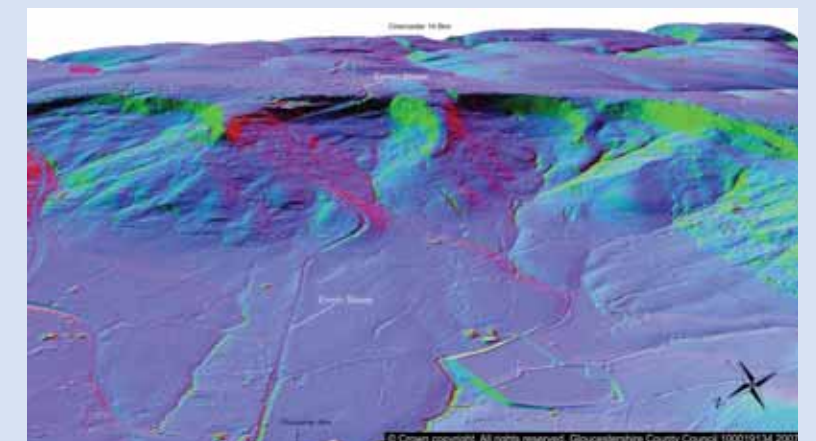
Stewart Bryant MIfA
Chair, ALGAO:UK

stewart.bryant@hertscc.gov.uk

Hinton P and Jennings D 2007 *Quality management and archaeology in Great Britain: present practice and future challenges*, in Willems W and van den Dries M *Quality Management in Archaeology* 100 – 112. Oxford: Oxbow books

ALGAO

Lidar image showing Roman Ermin Street as it climbs the Cotswold Scarp. Gloucestershire County Council Historic Environment Record. © Crown Copyright



Federation of Archaeological Managers and Employers

Adrian Tindall

The Federation of Archaeological Managers and Employers (FAME) represents employers in commercial archaeological organisations and the interests of archaeology in the business world. Its membership includes around seventy archaeological practices from the commercial sector, universities and local authorities in England, Scotland and Wales. It started life in 1975 as the Standing Conference of Archaeological Unit Managers (SCAUM), changing its name in 2008 to reflect more accurately its purpose and membership. To make itself more effective, FAME recently appointed Adrian Tindall, who has over thirty years in local government archaeology, as its first Chief Executive.

Pioneering work on safe working practices began in the 1970s with publication of the first *Health and safety in field archaeology* manual. This work has continued, with publication in 2006 of a new edition of the manual and regular updates for members on current legislation and best practice in health and safety. It is concerned too with best practice in archaeological employment, and in encouraging conditions in which archaeological businesses can thrive. It publishes an *Employment Practice Manual* and, in partnership with IfA, has monitored the effects of the economic downturn on the profession through its quarterly survey of market data on jobs, skills and business confidence.

FAME has given a cautious welcome to PPS 5, though it has expressed concerns about its

implementation. The world of contract archaeology has changed significantly over the two decades, and FAME strongly believes that the time is now right for a thorough review of the structure of commercial archaeology in the UK. It is keen to promote the best professional practices in employment, fieldwork and publication among its members, is concerned about variable standards of contract archaeology and wishes to see a universal level of accreditation for contract work. It also promotes training and development and, through the Archaeological Training Forum, looks forward to working with partner organisations to develop and retain essential skills across the sector.

FAME welcomes the requirement in PPS 5 for developers to publish the results of investigations, to encourage public engagement and to deposit archives in museums. However it remains concerned about the silent crisis arising from the growing volume of archaeological material held by its members, with no museum willing or able to accept it. Here again it feels the time is right for a root and branch review. FAME is concerned too about cuts in local government archaeological planning and advisory services. The present network has been painstakingly built up over the past three decades and has led to widespread acceptance by the commercial world both of the value of the historic environment and the need for its conservation, recording and publication. It has also laid the foundations of the modern profession, and any loss or significant reduction in its provision would have serious consequences for professional archaeological work in the UK.

Publication of PPS 5 marks a new era in the management of all aspects of the English historic environment: successful implementation will depend upon the resourcefulness and collaboration of practitioners in all sectors. FAME is committed to working in partnership for the benefit of the profession. A first step is to devote its annual Open Day on 2 July in York to a ground-breaking joint meeting with its curatorial colleagues from ALGAO, to explore how the two organisations can together ensure that the gains of the past twenty years are taken forward.

Adrian Tindall MfA
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Health and safety briefing on the East Kent Access Road project. © Oxford Wessex Archaeology



Suzie Thomas

Participants at CBA's Community Archaeology Workshop and Networking Event in Leicester last September.
Photograph: Suzie Thomas

The voluntary sector, particularly through community archaeology initiatives, is playing an increasingly significant role in archaeology in Britain. In 2009 CBA appointed a Community Archaeology Support Officer, funded by the Headley Trust, to research the location, scale and needs of community archaeology throughout the UK. This project found that around 219,000 individuals may be involved in archaeology in a voluntary capacity, over double those found 22 years ago in a similar CBA survey.

The survey phase attracted responses from 504 group representatives (25% response). Involvement in excavations, historic buildings recording, archival research and lobbying for local heritage issues were all included. Groups contacted included county and district archaeological societies, community archaeology and local history groups, civic societies, natural history groups and even metal detecting societies. There was a wide range of outputs and a variety of perceived training needs, the most popular being historical research methods, landscape survey, fundraising and finds identification.

Another significant finding was the extent of interaction with professional archaeologists. Only 13% had had no contact, the majority of these being historical societies although there were a small number of archaeological societies too. Contact was most likely to be with a local authority archaeologist (67%), archaeologists attached to a museum (46%) or a university (45%), or Finds Liaison Officers (39%).

As well as the questionnaire, we undertook an extensive programme of discussion and consultation with both archaeological practitioners and members of the voluntary sector. A number of key issues

emerged. One of the most significant findings, and one which CBA is now aiming to pursue and develop, was a need for appropriate and accessible standards and guidance for voluntary groups carrying out archaeological projects. Several groups felt that clear guidance, especially if aligned with appropriate (and perhaps accredited) training would empower the voluntary sector by engendering confidence among participants that their work is making a meaningful contribution to archaeological research and records, rather than destroying significant information out of a lack of awareness of current best practice.

Professional archaeologists felt that clearer guidance for the voluntary sector, maintaining the message of IfA *Standards and guidance* but presented in a more accessible manner, would be desirable. At workshops organised by CBA in September 2009 and again at the IfA 2010 conference there were discussions on the potential for clear standards to encourage community archaeology participants to consider the whole archaeological process, including post-excavation analysis and archiving.

Over the coming months CBA will work with partners in developing and acting on recommendations made from this research. *Community Archaeology in the UK: recent findings* is available at www.britarch.ac.uk/research/community, and data from the questionnaire section will be available in due course. For further information on plans to support community archaeology, contact suziethomas@britarch.ac.uk.

Suzie Thomas
Community Archaeology Support Officer
Council for British Archaeology

ARCHAEOLOGY DATA SERVICE

Julian Richards

The Archaeology Data Service was set up in 1996, and whilst we like to think we are an established and essential part of the archaeological landscape we are still a young organisation with a lot to do. People are at least now aware of the acute dangers of losing primary archaeological data in digital form. Steps to tackle the problem are being taken in a number of countries and ADS has become part of a growing international network of digital archives for cultural heritage data. There is also massive interest in gaining access to the data, not just from academic researchers and professionals. ADS usage statistics demonstrate that the voluntary sector and interested public are also keen to access information about the past. A large proportion of this demand comes from overseas; web access provides a shop window for UK archaeological research.

ARCHIVES AT RISK

In some parts of the UK however, archiving coverage is still patchy, with high risk of data loss. Those funded by research councils or by national heritage agencies are relatively well provided for, as these organisations take their responsibilities seriously, and where research is funded from the public purse there is generally a mandate for ongoing digital preservation and access. But some archaeological curators have felt unable to adopt a firm position, although maybe the explicit statement on the need for digital archiving adopted in the new PPS 5 guidance notes will help. To date, safeguards for data

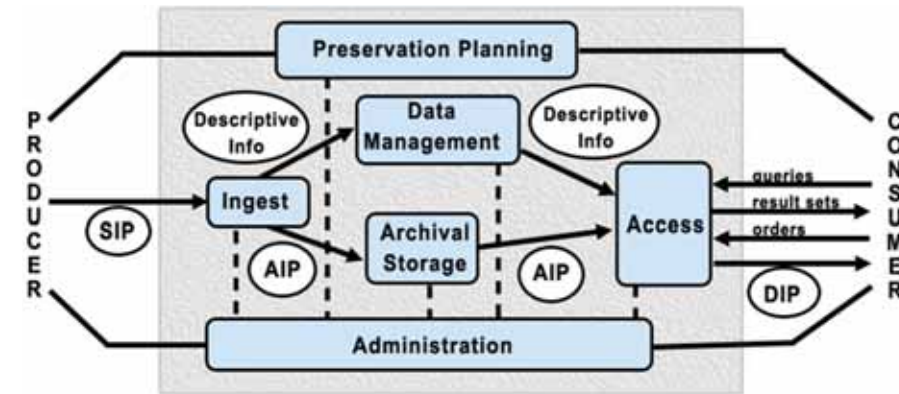


and online access to grey literature are still not routine specifications. In many cases, and in the absence of other procedure, the responsibility falls upon the contractor. Larger contracting organisations may have the resources to maintain their own digital data but most do not, and an alarming number of archaeologists still regard keeping a copy of their files on a DVD as a digital archiving policy. In particular we fear that provision is rarely made for preservation of specialist data sets – such as artefacts, faunal or human remains – which are often created by freelance subcontractors and never archived.

Part of the challenge is that digital archiving is still seen as something of a black art, and few understand what is involved or what it costs. ADS is currently investing in a high quality and innovative repository, using an open source software application, Fedora. Fedora provides a digital asset management architecture, upon which many types of digital libraries, institutional repositories, and digital archives can be built. It will allow ADS to automate many processes involved in dissemination, management and migration of its archival holdings. It also allows ADS to comply with archival procedures enshrined in the digital archiving model known as the OAIS (Open Archival Information System), an ISO standard which originated in NASA.

UPDATING AND EXPECTATIONS

An added problem is that this is a rapidly changing field. Over the last twenty years there has been a



market-driven trend towards greater standardisation of basic file formats to handle text, spreadsheets, and databases. On the other hand, archaeological data are increasingly 'born digital', and there is no paper surrogate to fall back upon. Archaeologists have also been at the leading edge in adopting new recording technologies, such as laser-scanning or imaging, and these approaches frequently create large data sets in proprietary formats.

User expectations also increase. It is easy to forget that when ADS launched its first ArchSearch catalogue in 1997 the web had only just been invented. Now services which aggregate multiple data sources are commonplace in the commercial web sector, and users also expect to tailor their own web experience. Consumers of archaeological data expect a similar level of service from scholarly and professional resources, and bodies such as ADS must continually enhance their user interfaces. For the last two years ADS staff have been working on the third generation of ArchSearch.

COSTS AND THE FUTURE

Maintaining a digital archive costs money, so ADS is striving to streamline its processes (through applications such as Fedora) to drive down costs in the face of the increasing size and complexity of archives. The ADS business model still remains: a one-off charge at the point of deposit, designed to cover the costs of accessioning, ingest, and future migration. The deposit charge needs to be adequate for ADS to fund future contingencies. It is important that the policy is open and transparent. Costs should be passed onto those responsible for the archaeological work being undertaken, whether a commercial developer or a research funding agency. After all, if the work is worth doing then the results

are surely worth telling people about, and certainly worth safeguarding for future generations.

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Our grey literature legacy:

As many researchers realise, thousands of grey literature reports, primarily produced as a result of planning-led archaeological investigations, provide a wealth of information. Recent work by Bradley (2006) has argued that access to this archaeological resource leads to radical new interpretations and enhanced understanding of British archaeology. On the other hand, Lock (2008) and Ford (2010) have emphasised the difficulties in gaining this access.

Unpublished fieldwork

Since 2005 OASIS, an online archaeological event recording system, and its associated Library of Unpublished Fieldwork Reports, known colloquially as the Grey Literature Library, have made a large proportion of these reports available and secure in a digital archive. Both services are hosted at the Archaeology Data Service (ADS) (p38), and are entirely open access and free for users. OASIS welcomes reports from all sectors of the archaeological profession: commercial, academic, community and volunteer-based. The Grey Literature Library is now the largest collection of online archaeological reports in the UK. Some 5000+ have already been released, and the library is increasing by approximately 200 reports per month. Archaeologists of all kinds are already taking advantage of these. The library is sustaining hundreds of thousands of hits and downloads of reports each year.

But the opportunity to place grey literature in the library via OASIS has only been available since 2005, and it is difficult to assess exactly how many reports written between implementation of PPG16 and 2005 exist, and even more difficult to discover how many of these are available in digital form. The English Heritage-funded GLADE project (*Grey Literature: Access, Dissemination and Enhancement*), undertaken earlier this year, took a 'broad brush' approach in an attempt to judge how much grey literature existed in digital form and what potential users thought about its reuse value. The project's

survey findings are still to be reported, but there are some general points of interest that could be explored further.

Digital versions

It is evident that the archaeological community makes use of grey literature which has been generated by others as part of their daily work. While it is encouraging to find that there is a high reuse rate, many people want to access it immediately and online; this has several implications for the profession. Firstly, reports need to be in a digital format. Many contracting organisations hold reports primarily as digital files, but this is less common in curatorial and local government bodies where the primary copy is often on paper and any digital version is considered a 'back-up'. While many organisations are tempted to free up shelf space by undertaking digitisation projects, this is often done without regard to the potential problems of finding the document again or searching within documents to refine queries.

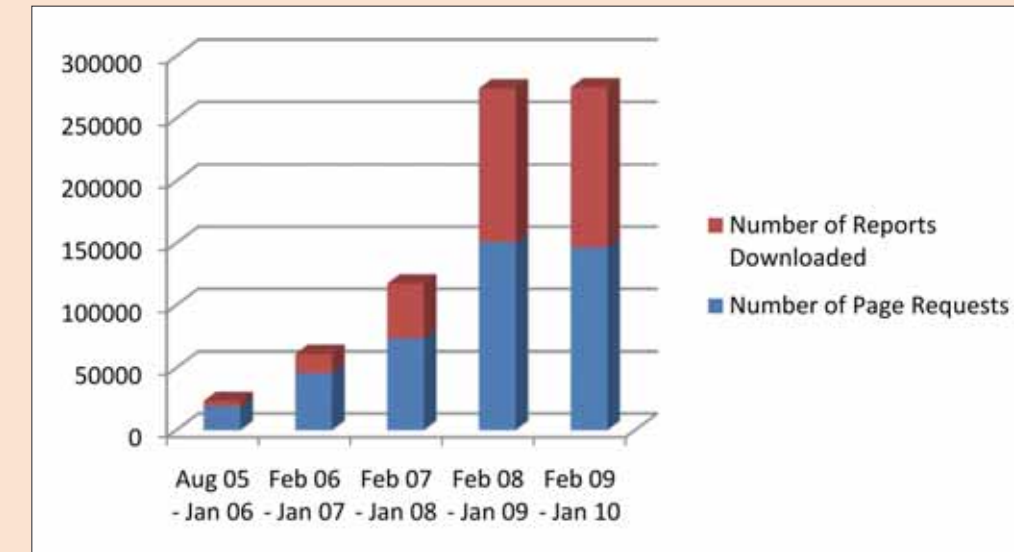
Indexing

A second implication is that, to make searches meaningful and useful, the reports need to be effectively indexed. Imagine trying to find information about a particular period or location in the holdings of the ADS Grey Literature Library without a search facility. The Grey Literature Library works from an index built from OASIS records. A researcher would have to be very committed to scroll down a list of more than 5000 file names hoping to stumble upon the information they required. While there are relatively low costs associated with scanning projects, there may be a higher cost in creating an effective index. However, there may be technological solutions, such as use of natural language processing software, which could automate an indexing process.

But the aim of digitisation and indexing is really to create a sustainable research resource for the wider profession, based on the large body of work contained within our grey literature holdings. The emphasis should be on *sustainability*. Efforts to make such a collection available online need to be underpinned by robust archival strategies.

Our wish is to work with all sectors of the profession to achieve greater meaningful access and to create a sustainable resource to improve and enhance our knowledge of British archaeology.

opportunity or headache? Catherine Hardman



Page requests within the Grey Literature Library and the number of Grey Literature reports downloaded since the start of the library



The proportion of GLADE survey respondents who use the grey literature reports generated by others

Catherine Hardman
Collections Development Manager
Archaeology Data Service
csh3@york.ac.uk

Bradley R 2006 Bridging the two cultures – commercial archaeology and the study of Prehistoric Britain, *Antiquaries Journal* 86, 1-13

M 2010 Hidden treasure, *Nature* 464, 826-7

Lock G 2008 A professional mockery, *Brit Archaeol* 101, 36-7

The Study Group for Roman Pottery

Jane Evans



HB.33.957.Q

The Study Group for Roman Pottery (SGRP) has several projects of importance to the wider archaeological sector, along with conference bursaries and prizes for those wishing to develop a specialisation in Roman pottery.

Digitisation of Vivien Swan's *Pottery Kilns of Roman Britain* (1984), currently underway, will make the volume widely accessible, including its microfiche gazetteer. The aim is to bring the gazetteer up to date and maintain it as a resource for anyone involved in excavation or research of Roman kilns. We have also been commissioned by English Heritage to compile a *Research strategy and updated agenda for the study of Roman pottery in Britain*. The project, by Rob Perrin, will review and update current research agenda and produce a strategy, agreed by the sector and containing clear priorities. Many IfA members have responded to the questionnaire. Initial results of the questionnaire, literature search and information trawl were presented at regional meetings this spring. An 'audit' of the wider profession, in terms of universities, museums, journals, local government and commercial organisations is currently underway, so please respond to this survey (addresses below).



U.33.9

<http://www.surveygizmo.com/s/255743/local-government-ceramic-survey>
<http://www.surveygizmo.com/s/255807/university-ceramic-survey>
<http://www.surveygizmo.com/s/255819/museum-ceramic-survey>
<http://www.surveygizmo.com/s/255849/contracting-unit-ceramic-survey>
<http://www.surveygizmo.com/s/255853/journal-ceramic-survey>

English Heritage is also funding a *Survey of samian practices* which will contribute to broader strategy and agenda, develop more specific proposals for training and awareness seminars, and promote guidelines, standards and research priorities. Related to this, the Samian Working Group and AAIS (Association of Archaeological Illustrators & Surveyors) are producing a technical paper on standards of illustration for samian. The emphasis now is on publishing rubbings, rather than drawings, of decorated sherds and stamps, as good rubbings are more accurate and consume less time.

Brian Hartley's archives of potters' stamps are now being published by Brenda Dickinson, as *Names on Terra Sigillata* (Institute of Classical Studies, 9 Vols), but there were also rubbings of decorated samian from 382 sites which he, Brenda Dickinson, Kay Hartley, Felicity Wild and other friends had made over fifty years. Many of the rubbings were deteriorating as their tissue paper became brittle and discoloured, and much had never been fully published. With support from the Roman Research Trust and the Haverfield Trust, Robert Hopkins has mounted and scanned this material. The proposal is to publish the British material in DVD format, allowing the rubbings to be enhanced using any suitable programme. Copies will be ready for sale at our Conference. Lower resolution images will be available on the SGRP website.

SGRP prizes and bursaries include the Graham Webster conference bursary, which supports attendance at our conference, and the John Gillam Prize, for work on pottery from Roman Britain. The 2009 Gillam Prize for excellence in publication went posthumously to Jill Braithwaite for *Faces from the past: a study of Roman Face Pots from Italy and the Western Provinces of the Roman Empire*, BAR Int Series 1651. Jill's work incorporated many facets of Roman archaeology and so, in consultation with her family, her prize formed the basis of a bursary at the 2010 Roman Archaeology Conference.

The **SGRP 2010 conference** will take place at the University of Nottingham, **2 to 4 July**. It includes a kiln firing and a practical session on wine consumption (!) as well as more traditional papers. See www.sgrp.org.uk for further details.

Jane Evans MifA
Hon. President SGRP
Jevans1@worcestershire.gov.uk

Excavating human remains: a new guidance panel

Simon Mays

In 2005, English Heritage and the Church of England published **Guidance on best practice for treatment of human remains excavated from Christian burial grounds in England**. In the wake of this, the *Advisory Panel on the Archaeology of Christian Burials in England* (APACBE), was set up (<http://www.britarch.ac.uk/churches/humanremains/>) to encourage use of the Guideline, to formulate new guidelines as necessary, and to provide professionals involved with archaeological human remains with a source of casework advice. This panel has been successful in these aims, but threw into relief the lack of a comparable source of advice for non-Christian remains. To remedy this, English Heritage, the Church of England, and the Ministry of Justice, as the three organisations with statutory responsibilities for archaeological burials in England, consulted on a proposal to wind up APACBE, and replace it with a new advisory panel covering all burials excavated from archaeological sites in England. The consultation responses were overwhelmingly in support of this proposal.

The new panel, the *Advisory Panel on the Archaeology of Burials in England* (APABE) is sponsored by the three bodies with statutory responsibility, and DCMS supports its creation. The inaugural meeting was in February 2010, with a panel of professionals including archaeologists, osteologists and museum staff. Save for



Advisory Panel on the
Archaeology of Burials in England

representatives of the sponsors, members are selected for their own personal background and experience rather than as representatives of an organisation. The panel has 23 members and the Chair is currently Joseph Elders and Secretary Simon Mays, but in the coming year the panel will hold elections for these posts.

The aims of the panel are firstly to provide a source of casework advice on scientific, legal, ethical and other matters to professionals who deal with archaeological human remains. Secondly, it will support those involved with human remains in interpreting guidance documents issued in 2005 by DCMS (*Guidance for the care of human remains in museums*) and English Heritage / Church of England (*Guidance for best practice for treatment of human remains excavated from Christian burial grounds in England*). Thirdly, it will produce new guidance where necessary.

The panel is currently working on policy papers on ancient DNA, crypt clearances, and dealing with large burial grounds, and it has initiated work on a guideline on best practice for human remains from non-Christian burial sites in England to supplement the 2005 guideline on remains from Christian burial grounds. Its website will shortly be up and running, but in the meantime please contact Simon Mays (simon.mays@english-heritage.org.uk) or Joseph Elders (joseph.elders@c-of-e.org.uk) for further details or to request casework advice.

Simon Mays
English Heritage

Secretary, *Advisory Panel on the Archaeology of Burials in England*

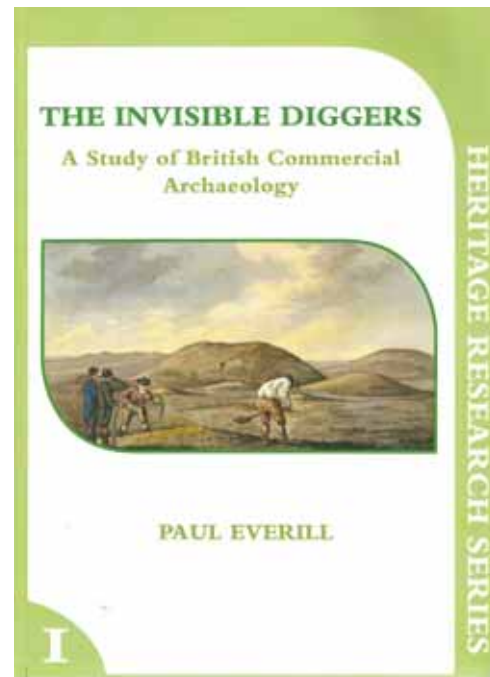
The Invisible Diggers: a study of British commercial archaeology

Paul Everill
 Oxbow Books: Heritage Research Series 1 2009, £24.95, 216pp

The Invisible Diggers is three things – an overview of the historical development of archaeological employment, a report on the author’s participant-observer research carried out while digging, and analysis of an online questionnaire. The historical research adds to the limited work that has been done on the history of archaeological practice. The anthropological digging is also good, but where this work falls down is in the questionnaire-based sociology.

Everill applies political engagement to his quantitative work and this impairs his methodology. The survey asks questions that are not value-free and start from the assumption that things are wrong with British archaeology, and then it targets respondents who would be likely to agree with this assumption – archaeologists working in junior fieldwork posts. The questionnaire was a non-systematic, open instrument distribution survey, so allowing any potential respondent to answer the questionnaire. Everill is able to declare that there is ‘76.60% of the profession feeling that commercial archaeology was either already in a crisis, or would be if nothing were done to change the current system’. While the views of 329 people are a good sample of professional archaeologists (5%), this sample is not evenly distributed or random.

This reviewer has to declare an interest. Everill’s hypothesis is that some archaeologists were not included in the *Profiling the profession* research, which I lead. These are the ‘invisible diggers’ of the book’s title, which claims that there is ‘... a suspicion among site staff that the under-30s were under-represented in both [*Profiling the profession* 1998 and 2003] surveys’ and that ‘Some in the IFA now believe that many of their responses did not include junior staff ...’. Everill also thinks the *Profiling the profession* salary figures are ‘distorted’ (upwards) by including academics, consultants and other senior members of the profession. Everill’s respondents are paid less than the *Profiling the profession* averages – but he was specifically aiming to collect data from junior site staff, for whom this has been an emotive issue since



the start of modern professional archaeology about forty years ago. By the time Everill reaches his conclusions he has mellowed. He calls for improvements in training which match very closely IfA’s ambitions (perhaps having benefited from his role as a consultant on *Profiling the profession 2007-08*), and his criticisms of the pitfalls of ‘self-employed’ fieldworking are very valid indeed. Tony Watson wrote in *Sociology, work and industry* (1995) that there are three possible roles for the sociology of work and industry. Firstly, it can be a ‘servant of power’ that supports employers’ objectives. Too strong a reaction to this can lead to it becoming a marginal and disengaged academic activity. For it to fulfil a third, synthetic role, it has to become a resource that informs human choice. Everill’s book, unfortunately, rests in the second camp. It tells us little that we didn’t already know, and will do little to change engrained attitudes. But it does add to the amount of research in this area and, taken in context it will contribute to a greater understanding of work in archaeology today.

Kenneth Aitchison MIfA
 Head of Projects and Professional Development, IfA

New members

ELECTED

Member (MIfA)
 Christopher Bowles
 Les Capon
 Emma-Jayne Hopla
 Andrew Hutcheson
 Peter Popkin
 Adam Thompson

Associate (AlfA)
 Christer Carlsson
 Amanda Dickson
 Jacek Gruszczyński
 Mark James
 Jeremy Mordue
 Paul Riccoboni
 Andy Sherman
 Karina Williams

Practitioner (PlfA)
 James Brown
 Angus Crawford
 Clionadh McGarry
 Stuart Milby
 Claire Williamson

Affiliate
 Jo Ahmet
 Carole Bancroft-Croft
 Anne Bobby
 Frank Boese
 Alastair Bolton
 Ruth Bordoli
 Heather Butler
 Thomas Cousins
 Leslie Dodd
 Peter Forrester
 Deborah Frearson
 Sabrina Gillman
 Carl Hayward
 Gillian Holmes
 Jason Hunt
 Rosie Ireland
 Kathryn Jackson
 Katie Keefe
 Joanne Lee
 Paul Marr
 Helene McNeill
 Deborah Nadal
 Thomas Penny

Student
 Duncan Berryman
 Brian Brett
 Clare Butler
 Ruth Butler
 Chris Chinnock
 Sarah-Jane Clelland
 Joanna Dunster
 Kay Hamilton
 Edmund Hughes-Ford
 Rebecca Hunt
 Emma Jeffery
 Laura Jane Kaylow
 Matthew Leonard
 Sophie Lord
 Owain Mason
 Jessica Murray
 Ruth Nugent
 Luke Paton
 Joanne Robinson
 Nadine Ross
 Thomas Slater
 Emma Smith
 James Sugrue
 Chantel Summerfield
 Tessa Till
 Nickolas Timlin
 Simon Tootell
 Gemma Ward
 Kirsty Whittall
 Jo Williamson

TRANSFERS

Member (MIfA)
 Graeme Cavers
 Nigel Jones
 Martin Railton
 Nick Snashall

Practitioner (PlfA)
 Paul Bowen
 Richard Israel
 Zsolt Magyar
 Steven Milne

S Members news

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Alison Cameron MfA 1531

After graduating in Archaeological Sciences at Bradford University Alison studied human remains under Charlotte Roberts and Keith Manchester and worked as a human remains specialist for two years, helping analyse Carmelite remains from Aberdeen, Perth and Linlithgow. She then worked in Aberdeen City Council Archaeological Unit from 1986, in charge of excavation and post-excavation. After 1994 she operated a contracting organisation within the Council, the only one in Scotland in which work included curation of exhibitions and training archaeology students. The pinnacle of her work was the 2006 year-long excavation of a thousand burials, 3.5 tons of disarticulated human bone and four medieval churches at the East Kirk of St Nicholas in Aberdeen (http://www.aberdeencity.gov.uk/LocalHistory/loc/loc_ArchKirkNicholas.asp). 14,000 people visited the dig within that year. Savings required to be made

by Aberdeen City Council in 2010 meant that she was made redundant, and so started Cameron Archaeology, with the intention of continuing to tender for fieldwork whilst also being involved in education and research.



Alison Cameron (in purple) discussing a post-medieval pottery site with descendants of the last potter who owned the site

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Peter Popkin

Peter Popkin MfA 6233

Peter Popkin is a Canadian zooarchaeologist, specialising in Europe and the eastern Mediterranean region. After graduating in Canada he moved to England and received his PhD from the Institute of Archaeology, UCL. As well as excavating in six countries, he has taught at several UK universities. He worked for the Museum of London Specialist Services, English Heritage and held the position of Post-doctoral Research Fellow at the British Institute at Ankara. Currently, he runs Popkin Zooarchaeological Services (popkinzooarch@googlemail.com).

Beth Asbury MfA 4635

After working for IfA for over five years, Beth Asbury, our Membership Administrator, is moving to a warmer climate. She is now in Cairo, as Administrative Assistant for the 'Foreign Office' of the Supreme Council of Antiquities in Egypt. She has enjoyed her time at the IfA, is proud of her involvement with its work and will miss everyone immensely. If you would like to keep in touch, or fancy a trip to Cairo, contact Beth's colleagues in the IfA office, who will be pleased to pass your messages on.



Beth Asbury

Obituary

Alan McWhirr BSc, MA, PhD, FSA, MfA 214 1937-2010

Alan McWhirr, Honorary Fellow in the School of Archaeology and Ancient History at Leicester, dug with Sheppard Frere at Verulamium as a schoolboy before studying at the University of Leicester in 1957 and becoming a school teacher (maths and chemistry), 1960-1968. However, thanks to his short digging experience he was put in charge of student field courses on a Roman villa at Tixover in Rutland and in his holidays went on to direct excavations in Cirencester from 1965 until the mid-1970s, with support from the University of Leicester. He continued his holiday excavations when he became a lecturer in Environmental Studies at Leicester College of Education (later Leicester Polytechnic), and when Cirencester Excavation Committee handed its responsibilities to Cotswold Archaeological Trust in 1989 Alan remained as a voluntary director. He was President of Cirencester Archaeological and Historical Society 1987-1997, and he wrote or co-wrote the first four volumes of *Cirencester Excavations*. He also wrote popular books on Roman topics and contributed articles to popular and learned journals throughout his life.

He gained a PhD for his work on the Roman brick and tile industry in Britain, and wrote widely on this topic. Following early retirement from Leicester Polytechnic he joined the Department of Archaeology at Leicester in 1988 on a part-time basis. When Graeme Barker initiated distance learning courses in archaeology and heritage in 1996, Alan took this on, and made Leicester the world leader in archaeology courses by distance learning.

He was a valued member of Leicestershire Archaeological Advisory Committee, and when the county archaeological unit was dissolved in 1995 he was instrumental in persuading the University to take it on, establishing the University of Leicester Archaeological Services. Alan has also been heavily involved in preservation of the historic fabric of churches in the county, as churchwarden, and as chair of Leicestershire Historic Churches Trust and of the Diocesan Advisory Committee. He produced many church leaflets for the Millennium.

Much of Alan's professional life has therefore been concerned with the practice and teaching of archaeology. His excavations in Roman Cirencester



Alan with wheelbarrow at The Beeches, Cirencester, 1971



Alan McWhirr at the launch of 'Digging up our Past', a history of 50 years of teaching archaeology at the University of Leicester, which he wrote with Marilyn Palmer and Neil Christie

greatly advanced knowledge of urban life in Roman Britain. He was an inspired teacher and always willing to speak to local groups and take them round sites and museums. Alan carried his interest in the historic environment over into multifarious voluntary activities in the City and County of Leicester, utilising his skills in diplomacy, written and oral communication, organisation and marketing. His skills in local radio and magazine editing have ensured that the people of Leicester are well aware of their archaeological and historical heritage. Those of us who also work for the study of history and archaeology in the city and county are trying to come to terms with just how much he did, and he will be sadly missed. He is survived by his wife Helen and his children Rachel and James.

Marilyn Palmer

Emeritus Professor of Archaeology
University of Leicester

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