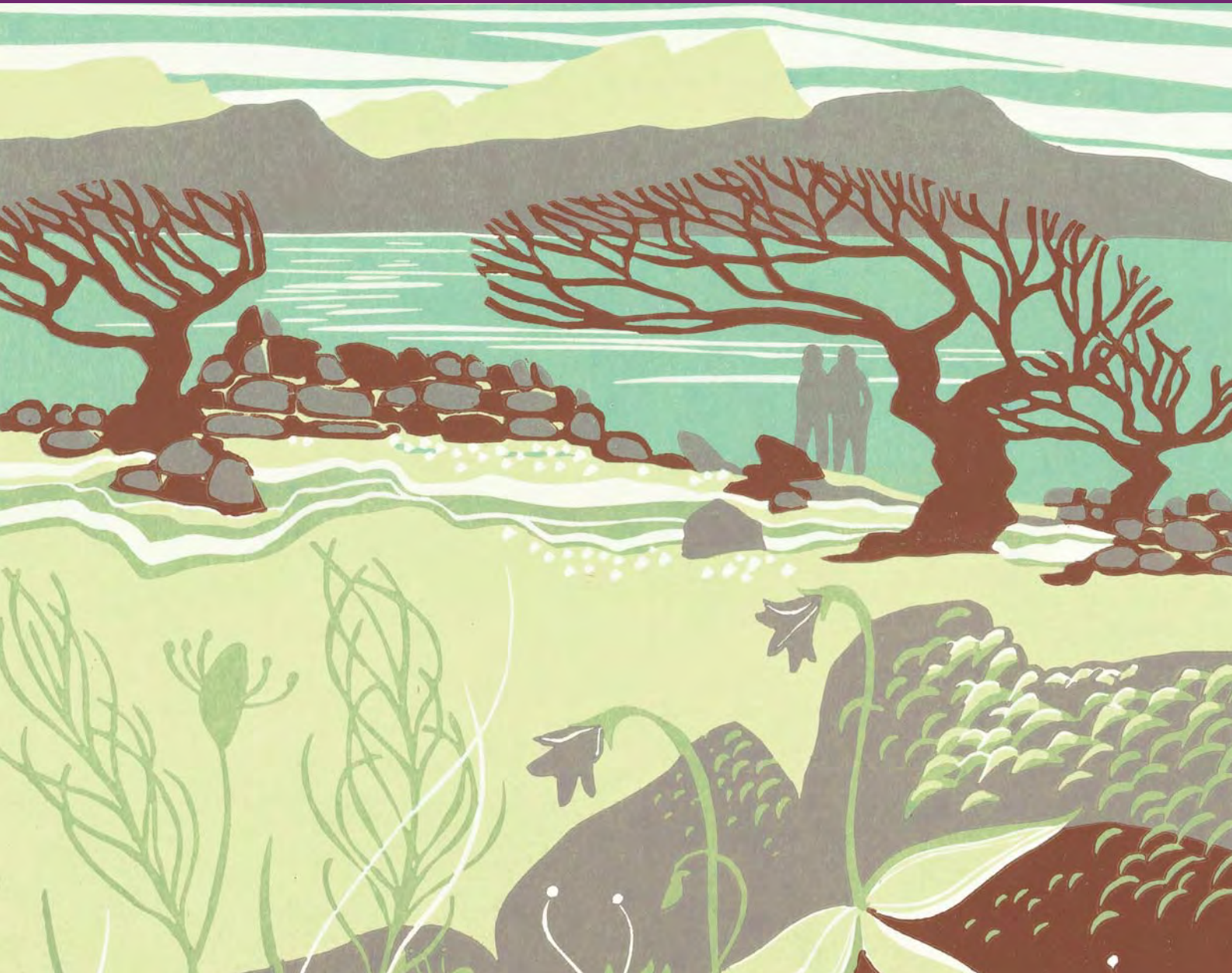


The Archaeologist

Issue 100
Winter 2017



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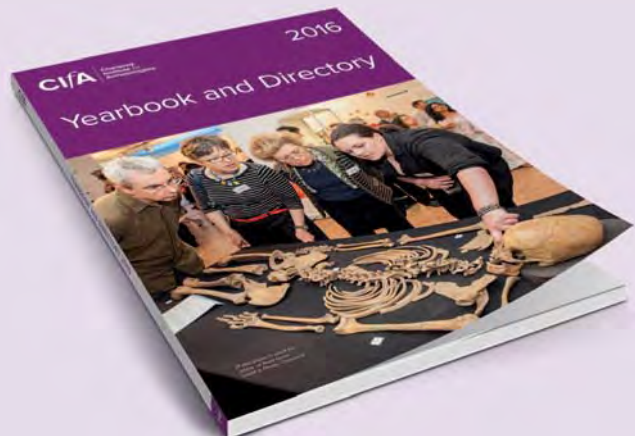
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Themes and deadlines

TA101: In 2017 ClfA's Registered Organisations scheme will celebrate its 21st birthday. This edition of TA will look back at the impact the scheme has had on raising professional standards and practice in archaeology.

Deadline for abstracts and images: 1 April 2017

TA102: *Archaeology has become very processual, and even routine. We tend to do similar things in similar ways - and quality benefits. But what happens when the context changes, becomes more extreme - and the 'usual process' just won't work? How is quality of output - in research and reporting - maintained? We mean real archaeologists doing real work in very unusual circumstances.*

Deadline for abstracts and images: 1 June 2017

Contributions to *The Archaeologist* are encouraged. Please get in touch if you would like to discuss ideas for articles, opinion pieces or interviews.

We now invite submission of 100–150 word abstracts for articles on the theme of forthcoming issues. Abstracts must be accompanied by at least three hi-resolution images (at least 300dpi) in jpeg or tiff format, along with the appropriate photo captions and credits for each image listed within the text document. The editorial team will get in touch regarding selection and final submissions.

We request that all authors pay close attention to ClfA house style guidance, which can be found on the website: www.archaeologists.net/publications/notesforauthors

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Front cover image: Working in partnership to deliver Scotland's Archaeology Strategy (Leitir Fura on Skye by Liz Myhill)



EDITORIAL



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An introduction from the ClfA Scottish Group Committee

ClfA's Scottish Group has 400 members, with over 250 of these practising in the public, private and voluntary sectors in Scotland. The Scottish Group has a collective purpose: we assist in implementing the ClfA strategic plan in Scotland by promoting the professional standards and guidance of ClfA, and we represent and assist ClfA Scottish Group members in the wider UK context. We help realise an understanding of the challenges and opportunities a large land mass with low population densities and unusual development patterns can create for professional archaeologists.

Scotland's Archaeology Strategy acts to champion a comprehensive and clearly defined strategic approach to archaeological method and practice. The Strategy provides a roadmap to help make archaeology matter – but it is up to us all to drive it forward, developing and sharing methodology and good practice, experimenting, innovating and, perhaps most importantly, working together.

The ClfA Scottish Group welcomed the publication of Scotland's Archaeology

Strategy and our members continue to work both individually and collectively to implement its vision. This edition of *The Archaeologist* focuses on work already underway to help deliver the Strategy, with contributions from each of the lead organisations helping to deliver the five key aims of **delivering archaeology, enhancing understanding, caring and protecting, encouraging greater engagement and innovation and skills**. Shorter follow-up articles help to illustrate individual projects, focusing in particular on collaboration and partnership working.

The 'archaeological community' as described by Scotland's Archaeology Strategy is holistic, including everyone interested in archaeology from volunteer through to professional. We would like to see the Strategy taken forward with the full backing of Scottish Government, meaningful 'buy-in' of the wider archaeological sector and the informed support of the public and others outside the sector. Delivering the vision set out in Scotland's Archaeology Strategy will demonstrate and confirm the value of archaeology to the public, to politicians and to our clients and colleagues.

ClfA Scottish Group Committee



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Members of the ClfA Scottish Group at the recent 'Adopt-a-replica broch' AGM day, including committee members Mel Johnson (front, second left), Warren Bailie, Peta Glew and Joe Somerville (front right, from left to right). Credit: Matt Ritchie

Delivering archaeology

AIM 1

Dr Rebecca Jones MClfA (1122) and Dr Kirsty Owen ACIfA (5674)

Scotland's Archaeology Strategy was initiated in response to a review of (former) Historic Scotland's Archaeology function in 2012, and fits into a wider strategic landscape where it attempts to support delivery of *Our Place in Time* (the Historic Environment Strategy for Scotland) and *Going Further* (the National Strategy for Scotland's Museums and Galleries). In 2013, we established the Scottish Strategic Archaeology Committee, with representatives from key areas of expertise across the sector. The Committee was tasked with developing and delivering a strategy for archaeology which met the needs of the many and diverse archaeological practitioners in Scotland. The desire of the Committee has been not to replicate all the good work happening elsewhere, but to look at the particular challenges facing Scottish archaeology and consider what we, as a sector, wanted to achieve in the future. The consultation on the draft Strategy took place between March and June 2015. Around 200 people attended 25 workshops across Scotland; their feedback, together with 73 written responses, was the basis for a ten-year Strategy and Delivery Plan.



Fiona Hyslop MSP launching Scotland's Archaeology Strategy at the opening ceremony of the European Association of Archaeologists annual meeting in Glasgow, September 2015. Credit: University of Glasgow

Launched at the annual meeting of the European Association of Archaeologists in Glasgow in September 2015 by Fiona Hyslop MSP, the Cabinet Secretary for Culture, Europe and External Affairs, the Strategy's vision is for archaeology to be for everyone. It promotes creative collaborations, well-thought-out research across the sector and ambitious engagement strategies that will realise our goal of an 'integrated' archaeology which is accessible to all.

As the lead body for the historic environment, Historic Environment Scotland (HES) will be driving the Strategy forward, in partnership with others across the sector. HES was created in 2015 (bringing together Historic Scotland and RCAHMS) and is the lead body for Aim One of the Strategy – **Delivering archaeology**, which considers what good collaboration could and should look like. It aims to highlight examples of good practice and rising standards and we are considering the best approaches to realise this ambition. We also have aspirations for Scottish archaeology to have a broader international reach. The Strategy has five aims, each led by a different body, and they are all covered in this edition of *The Archaeologist*. The leading bodies will coordinate partnerships across the sector, bringing together professionals, universities, voluntary sector and a range of other bodies to a degree that has never been seen before.



An 8th-century Pictish cross slab, rescued from an eroding bank and removed to Edinburgh for conservation. Credit: Historic Environment Scotland



Fragment of a bridge of a lyre found at High Pasture Cave on Skye – believed to be the earliest stringed instrument found so far in western Europe. Credit: Crown Copyright HES

In order to achieve all the aims highlighted in the Strategy, we recognise that baseline information needs to be gathered so that we can fully understand where we are now, before moving forward into the next ten years. Together, the leading bodies have considered what information we require and how we can act collaboratively on the results obtained. For example, an archaeological skills and training workshop was held last year to discuss vocational archaeological training and skills gaps in a Scottish context.

The Strategy emphasises the importance of better communication both within and beyond the sector. For example, there are opportunities provided by Open Access and Open Data, and we need to reconsider the way we disseminate the results of archaeological activity so that they are accessible and re-usable for multiple purposes as soon as is practicable.

HES runs an Archaeology Programme that funds research and intervention projects. Historically, this programme has focused on rescuing archaeological information that furthers our knowledge of the historic environment in the face of unavoidable threats. The Programme is always oversubscribed, but the focus in recent years has been on encouraging long-running projects to complete and disseminate their results, including archiving and open-access publication where possible.

Although rescue will always be the primary driver behind the Programme's funding, in coming years we will be encouraging projects



Carolingian pot packed full of precious objects, found as part of the Galloway Hoard by metal detectorists in September 2014. Credit: Crown Copyright HES

that help deliver the Strategy through partnership working and good practice, allowing us to prioritise our funding (subject to the usual appraisal process). Our support can range from small grants to conferences through to large fieldwork grants, for example supporting Glasgow University's Strathearn Environs and Royal Forteviot project in Perthshire in 2016–17 and associated post-excavation analyses. In recent years, we have funded the emergency conservation of the Galloway Viking hoard, including geophysical survey and small-scale excavation to better understand the context of this spectacular find, as well as on-going post-excavation analysis at High Pasture Cave on Skye. Within the Programme, we also have a Human Remains and Emergency Archaeology Call-off Contract, whereby an archaeological contractor, on contract to HES, can provide a rapid-reaction solution to the chance discovery of human remains or other significant findings deemed to be of national/international significance outwith the context of developer-funded archaeology. A recent example of this is the rescue of an 8th-century cross slab that was eroding from a cliff face on East Mainland, Orkney. The stone is now undergoing conservation to stabilise it.

Overall, we will be looking to fund projects that will deliver both on the strategic aspects and the wider ethos of the Archaeology Strategy: to provide opportunities for us to discover, care for, promote and enjoy archaeology, and tell Scotland's stories in their global context.

Dr Rebecca Jones MClfA

Rebecca is Head of Archaeology and World Heritage at Historic Environment Scotland, having previously been employed by both of its predecessors, Historic Scotland and the Royal Commission on the Ancient and Historical Monuments of Scotland (RCAHMS). She was Honorary Secretary of the IFA in the late 1990s and is keen on both promoting archaeology to a wide audience and researching the Roman army in Scotland.



Dr Kirsty Owen ACIfA

Kirsty is Senior Archaeology Manager at Historic Environment Scotland, and prior to this managed archaeological interventions and research on HS/HES's estate of properties in care. She specialises in medieval ecclesiastical archaeology, and is particularly interested in the popularisation of church archaeology and architecture and in the promotion and use of research frameworks in Scotland.



Enhancing understanding: the future of Research Frameworks in Scotland

AIM 2

Simon Gilmour MClfA (5795) and Emma Jane O’Riordan



Kirbister Museum: introductory room showing seats by a fireplace. Credit: Anna MacQuarrie

‘The Society of Antiquaries of Scotland supports Scotland’s Archaeology Strategy and welcomes the ambition to enhance archaeological research in Scotland.’

The Society of Antiquaries of Scotland is the lead body for Aim Two of Scotland’s Archaeology Strategy – **Enhancing understanding**. The objective of this aim is to ‘increase knowledge, understanding and interpretation of the past’. This is very similar to the first law of the Society, which sets out its purpose as “...the study of the Antiquities and History of Scotland, more especially by means of Archaeological Research” and so as a major independent charitable organisation working in Scotland’s modern heritage sector, the Society is in a great position to spearhead this aim.

One of the key ways the Society will do this is through the Scottish Archaeological Research Framework (ScARF). The reports that form the core of the project were first published in 2012 and have been mentioned in previous issues of *TA* (including issues 74 and 91). The framework is a freely available,

wholly online open-access resource for anyone who wishes to learn about Scottish archaeological research. The work was authored by over 350 contributors, who created over 800,000 words in nine reports. The reports are split by period, and cover the whole region of Scotland from the Palaeolithic to the present day.

Of the thirteen objectives within Aim Two of the Archaeology Strategy Delivery Plan, six directly mention research frameworks and/or ScARF. Of these six, two make explicit reference to regional frameworks (2.1.1 and 2.2.3). Indeed, one of the stated goals is that local or regional frameworks will be started for the whole of Scotland by 2020.

One of the questions this raises, and a key issue that the Society will be engaging with, is how do you define a research framework region? ‘Local’ can mean different things to different people. In the case of one of two regional frameworks currently under development, the Regional Archaeological Research Framework for Argyll (RARFA), ‘local’ means covering the current administrative area known as Argyll and Bute. For the other, the South East Scotland Archaeological Research Framework (SESARF), ‘local’ means the local authority areas of East Lothian Council, Midlothian Council, Scottish Borders Council and the City of Edinburgh Council. They are each being driven by different core teams –

RARFA based in Kilmartin Museum, and SESARF a collaboration between the council-employed archaeologists for the various areas. The overarching ScARF project will lead on the delivery of other regional research frameworks, ensuring that no part of Scotland is missed and that each retains an overall comparability and linkages to the national framework. Others are likely to take up the mantle of regional framework champions, such as universities, third sector organisations, or even interested individuals. The challenge will be maintaining these regional frameworks once they've been created.

It is likely that these regional frameworks will become the work-horses of the Scottish research environment, with a much lighter-touch, overarching national ScARF being 'fed' by the more focused regional considerations and priorities. There is already some discussion on developing even more specific site-based, or at least island-based, research frameworks, which would in turn articulate with the regional ones.

It is already becoming clear that by engaging with archaeological research priorities at a regional or local level, local people are much more interested in the concept, process and outcomes.



The ScARF website

It is already becoming clear that by engaging with archaeological research priorities at a regional or local level, local people are much more interested in the concept, process and outcomes. They also bring a different and very welcome perspective to what is in essence an academic exercise – ensuring especially that we consider how we communicate the importance of the research undertaken into Scotland's past.

Another aspect of the new ScARF project that underscores this communication issue, in both the wider public arena and between experts in the heritage sector itself, is the ScARF Museums Project. Funded by Historic Environment Scotland and Museums Galleries Scotland, this is a three-year project in partnership with the local authority museums in Aberdeenshire and Orkney that will help develop more regional research questions and answers through work on existing archaeological collections in museums. The project aims to highlight the less well-known aspects of the collections in each of the areas, to engage research in museums and to help enable curators to better utilise and display those collections

with greater confidence. Bringing the ScARF process to a museum environment has huge benefits for understanding Scotland's past.

In summary, regional and museum involvement in research frameworks can add nuance, detail and greater local engagement, and will likely be the foundation upon which updates to the national ScARF will take place.

Links to resources mentioned

- The Society of Antiquaries of Scotland (www.socantscot.org)
- The Scottish Archaeological Research Framework (www.scottishheritagehub.com)

Dr Simon Gilmour MClfA

Simon completed a PhD on the Iron Age of the Atlantic seaboard at Edinburgh University and has been Director of the Society of Antiquaries of Scotland since March 2007. He has been a Visiting Fellow of the University Campus Suffolk Business School, an Honorary Secretary and then Vice President of Archaeology Scotland, and was a Director and Vice Chair of BEFS, the Built Environment Forum Scotland.

Emma Jane O'Riordan

Currently the ScARF Project Manager, Emma has excavated for various commercial units as well as holding more specialised digital data and publication posts at the Archaeology Data Service and Internet Archaeology, as well as a research post within the Department of Archaeology at the University of Reading. Emma initially worked on the ScARF project from 2011 to 2012 and returned to the project as its manager in July 2015.

Enhancing understanding: Discovery and excavation in Scotland

Dr Paula Milburn

AIM 2

Since the first volume in 1947, *Discovery and excavation in Scotland (DES)*, the annual journal of archaeological work undertaken in Scotland, produced by Archaeology Scotland, has played a vitally important role in Scottish archaeology. Each new issue (produced in hardcopy and digital formats) offers a simple way to keep up to date with current work in the field, and the back issues provide a research tool for anyone seeking information about the archaeology of Scotland.

The purpose of *DES* is to increase knowledge, understanding and interpretation of the past, by encouraging the reporting of archaeological work and the dissemination of this information to the widest possible audience. The journal works in partnership with a wide range of organisations and individuals, encouraging and supporting the reporting of fieldwork undertaken by commercial units and archaeologists, community groups, local societies, universities and independent archaeologists.

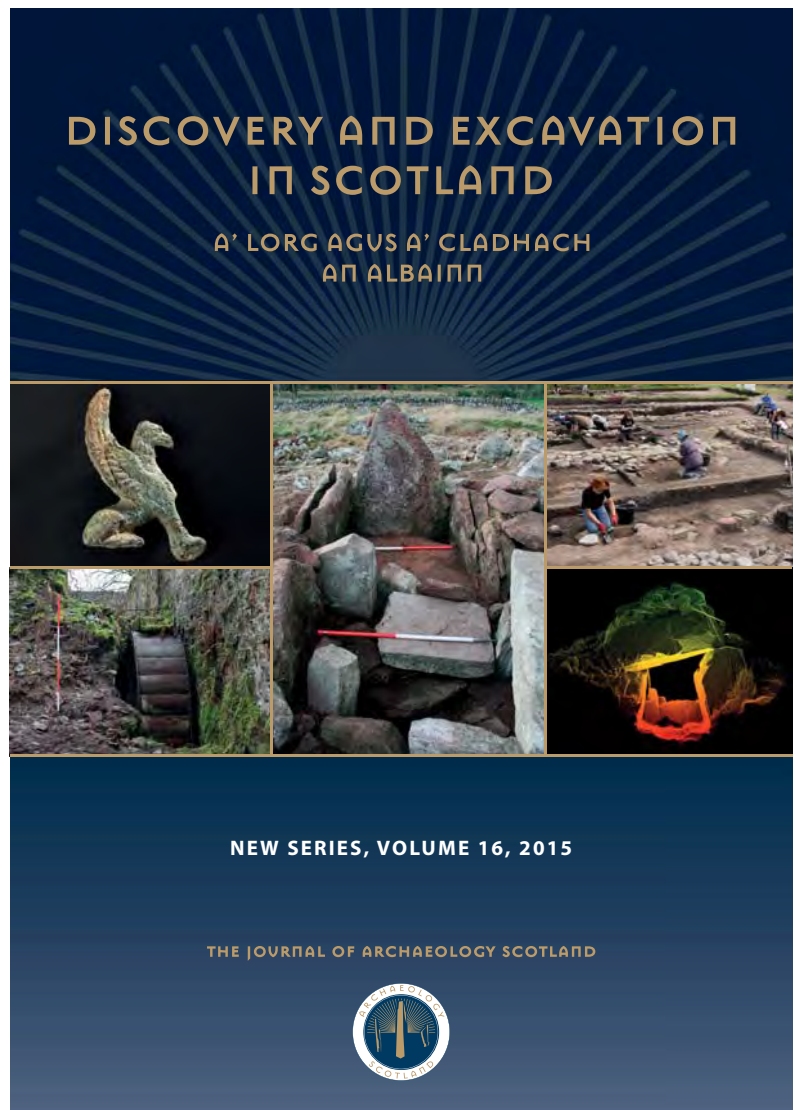
DES is a unique and unrivalled resource that successfully brings together information on archaeological work undertaken across the whole of Scotland, ensuring that people are able to learn about new and ongoing work as it happens. At a time when data is becoming more widely available, but increasingly dispersed, *DES* allows all groups and individuals carrying out archaeological work in Scotland to simply and easily report their work and share this information widely.

DES is working in partnership with the Archaeological Data Service in York and Historic Environment Scotland to develop more efficient reporting systems. This work will ensure that as many individuals and groups as possible continue to report on their work in Scotland. By utilising the opportunities that technological developments offer, *DES* will be able to move forward, assisting in the creation of knowledge from information and ensuring that what is reported and learnt continues to reach the widest possible audience.



Dr Paula Milburn

Paula completed a PhD on the vegetation history of north Fife and south Perthshire at Edinburgh University and has been Editor of *DES* since 2008.



Caring and protecting

Bruce Mann MCI(A) (2536)

AIM 3

The Strategy helps to put what we do within local authority archaeology services, working within communities to record, protect and enjoy our heritage at a local level, into the broader national context.

The key role that local authority archaeologists play in implementing national policy, managing the historic environment at a local level and facilitating the commercial sector is now well understood. This key role has also allowed us to understand that we are still far from perfect as a sector. The realities of how organisations work between regions means we often have conflicting processes, guidance and requirements. Worse, the communities that should be benefiting from all the amazing stories uncovered on a daily basis by those of us on the 'inside' of the sector are often left completely ignorant. We need to consider what the legacy of what we protect or dig up will be for future generations. As

professionals across the sector, we require an impetus to drive the next round of improvements in our work, especially as without a reason to change, the status quo is all too easy an option to persist with.

Scotland's Archaeology Strategy will help connect what we do at a local level to the national context – and provide much-needed impetus for improving the sector as a whole.

The Association of Local Government Archaeological Officers (Scotland) has been asked to deliver Aim Three of the Strategy – **Caring and protecting**. The essence of the task is 'to ensure that the material evidence of the human past is valued and cared for by society, and managed sustainably for present and future generations.'



Primary school children experiencing archaeology for the first time as they help dig a medieval building in Aden Country Park, Aberdeenshire. Better engagement with communities will help them to care about the historic environment. Credit: Cameron Archaeology Ltd



This is no mean feat. I've thought long and hard about the challenges that the aim and its supporting objectives represent, while relishing the associated potential opportunities. Key, as with all of the aims in the Strategy, will be collaboration and partnership working.

The key word used time and again in discussions to date is 'sustainable'. How can we keep digging artefacts up if there is no museum storage or display space left for them? How can we expect the communities to care about our history if they don't understand the value of it? How can we expect chance finds to be reported by the public if they don't trust the system? We require new approaches, incentives and resources to ensure that we resolve these issues, along with a myriad of others. Clarity of roles and responsibilities between organisations will help. Closer working and lesson learning between the public, academic and private sectors will also help. Demonstrating the benefits of archaeology to the economy, wellbeing and place is critical.

Essentially, Aim Three sets the challenge for us, the professional part of the sector, not only to raise our standards as a whole, but also to work more closely across the board. ALGAO does not underestimate the scale of the task, and fully appreciates that, as is typical for most of you reading this, the 'day job' is already somewhat overwhelming without taking on yet more work. But we must, as the opportunity to fully realise the benefits of archaeology for everyone is just too good to let slip by.

Emergency excavation in Aberdeen after a utility company uncovers a skeleton just below the pavement. An example of the commercial and public sectors working together successfully. Credit: Cameron Archaeology Ltd



Bruce Mann MCIfA

Bruce is the Regional Archaeologist for Aberdeenshire, Moray, Angus, and Aberdeen City Councils, and the current Chair of ALGAO:Scotland. His interests include new ways of making archaeology accessible to all, from it being part of urban development to being the heart of community projects.



DNA and isotope evidence are pushing the boundaries of what we can now learn from skeletal material. As a profession we need to understand new techniques when they develop, and learn how best to employ them. Credit: Cameron Archaeology Ltd

Mapping the archaeology of Scotland

AIM 3

Dr Chris Bowles MCIfA (6254)

In 2010 the now merged bodies of Historic Scotland and the Royal Commission on the Ancient and Historical Monuments of Scotland (RCAHMS) undertook a pilot project intended to establish a methodology for digitally mapping the historic environment. The *Defining Scotland's places* project made ambitious suggestions for the future of polygonisation of the known sites and events. Since 2010, polygonisation has been established as a key priority in the 2014 Scottish Historic Environment Data (SHED) Strategy. In 2015 it was decided that resourcing Historic Environment Records (HERs) for the task was the best way to deliver this key aim.

In the spring of 2016, Historic Environment Scotland and Forestry Commission Scotland (for Scottish Borders, Stirling and Clackmannanshire) funded several new projects, now under the name of *Mapping the archaeology of Scotland*. The projects have made remarkable progress, with several thousand site extents mapped across the Scottish Borders and Shetland since April. Stirling and Clackmannanshire will be completed next year. While managed locally, the projects are supported by staff from Historic Environment Scotland as well as the Scottish SMR Forum and are a great example of the innovative partnership working promoted by Scotland's Archaeology Strategy. Mapping the archaeology of Scotland will not be an easy

task. But just like the RCAHMS surveys established in the last century, the public availability of site extents through web portals such as PASTMAP will transform the knowledge, appreciation and promotion of the historic environment for years to come.

Dr Chris Bowles BA MSc PhD MCIfA FSA Scot

Chris completed his PhD at the University of Glasgow in 2006 and has worked as the Archaeology Officer for the Scottish Borders Council since 2008.



Keith Elliott, SBC HER Officer, hard at work mapping the archaeology of the Scottish Borders. Credit: Scottish Borders Council

ClfA ADVOCACY AND SCOTLAND'S YEAR OF HISTORY, HERITAGE AND ARCHAEOLOGY

Rob Lennox Student (7353)

2017 is Scotland's Year of History, Heritage and Archaeology – a celebration of the nation's sites, stories and relationships to the past. This is the latest Scottish Government initiative to be praised by ClfA for its forward-looking approach to valuing the historic environment, recognising the broad public benefits it produces, and its importance to both Scottish culture and the economy.

In addition, 2017 will also see countrywide elections for the whole of the Scottish Parliament, meaning that there is a special opportunity to use the focus of the celebrations to drive advocacy and campaign tasks with government, champion the aims and values of the sector, attract greater attention from politicians and stimulate public engagement with advocacy for the historic environment.

However, it is with some concern that in 2017 we expect to see a number of the issues underpinning planning reform agendas in England cross the border into Scotland. In England, the Government's deregulatory agenda has dominated ClfA's advocacy throughout 2016, as various threats to aspects of the established principles of protection for archaeology in the development process have been challenged by new legislative creations. A looming review of planning policy in Scotland, which identifies many of the same national concerns over housing shortage and the need to boost productivity, is certainly one that will test the positive Scottish position on heritage in a time of austerity.



Scottish Parliament. Credit: Wikipedia

In February, ClfA will be holding a workshop with colleagues from the Society of Antiquaries of Scotland and across the sector to explore how the Year of History, Heritage and Archaeology provides a backdrop for innovative advocacy in the light of these issues, as we seek to keep our Scottish advocacy priorities flexible to the unique national conditions. As you will have read, a great deal of work is being undertaken under the umbrella of Scotland's Archaeology Strategy, in its aims to coordinate work across the sector and promote greater impact and benefit for the people of Scotland.

ClfA is a key partner in its implementation and will be seeking strong, positive outcomes from the year to advance the position of archaeology and the historic



environment as a mainstream part of Scottish Government's activities.

You can tweet during the Year of History, Heritage and Archaeology using #HHA2017. If you have any comments or questions about ClfA advocacy, please don't hesitate to get in touch with Rob (rob.lennox@archaeologists.net) or Tim (tim.howard@archaeologists.net).

Encouraging greater engagement

AIM 4

Eila Macqueen



Vegetation clearance as part of Historic Graveyard projects in the Scottish Borders. Credit: Archaeology Scotland

Archaeology Scotland, an educational charity working in Scotland for over 70 years, has always encouraged people from all walks of life to investigate their local archaeology and gain the skills to care for it. Inclusivity is an aim enshrined within Scotland's Archaeology Strategy. This will help engage more people with Scotland's historic environment and will create more opportunities for people to try out new skills through learning about the past.

The best way to ensure our heritage is cared for is to engage as many people as possible in archaeological activity both in their locality and nationally. While the Year of History, Heritage and Archaeology will be a focus in 2017, it is the ongoing delivery of the strategic aims that will lead to lasting impacts for archaeology and for people.

We know that most of the historic environment falls outwith the designation system and the role of communities in identifying, investigating, reporting and publicising sites and finds all around the UK is important on many levels. Projects involving all players (local authority, national, local, community, third sector, public and private sector) add to our archaeological knowledge of course, but just as importantly, they contribute to health and wellbeing, provide educational opportunities and therapeutic experiences, upskill participants and provide employment too. However, no individual or organisation can take up all the opportunities and exciting projects that come their way, so collaborative and partnership working makes perfect sense in an environment where cash and

resources are tight. Scotland's Archaeology Strategy will help direct efforts and reinforce this message at a national level. Working with communities is a two-way street for archaeologists: communities rely on and value archaeological expertise while also sharing their specialist skills and local knowledge with us.

Lifelong learning is a key facet to more engagement and a number of organisations throughout Scotland provide supported adult learning where people can learn together, gaining skills, contributing their expertise and building bridges with other groups and other generations. The recent Feats of Clay project at North Kessock near Inverness stemmed from developer-funded excavations that found clay mould fragments used for making late Bronze Age tools and weapons, including sickles (the only examples of this type of sickle mould from Great Britain and Ireland).

The local heritage society decided that the best way to raise awareness of the moulds was through a series of activities, including a course run by Archaeology for



Dunfermline YAC receiving their Heritage Hero Award certificates. Credit: Archaeology Scotland



Scottish Archaeology Month is also part of European Heritage Days. Credit: Archaeology Scotland

Communities in the Highlands (ARCH) on the Bronze Age in the area. A crafting day providing insights into Bronze Age technology and crafts was held and attracted a wide range of visitors. Local people are creating their own ways of sharing their interests and we must be there to work with them and listen to what they want.

In this digital age we have no excuse for not engaging with young people but the immediacy of social media and the desire for ‘instant gratification’ means that people want to know how to get involved and what’s been happening as soon as possible. Good communications and a feeling of all-inclusiveness are vital to the success of any project and, for many, engagement with a project must answer the ‘What’s in it for me?’ question. This is not people looking for payment but for social benefits such as the ‘feel good factor’, a greater sense of place and history, social interaction and new skills that satisfy either a personal goal or enhance a CV.



Making Pictish-inspired jewellery at the Royal Highland Show. Credit: Archaeology Scotland

We recognise reward is especially important for young people and have been piloting the Heritage Hero Awards over the past year. This scheme recognises achievement and engagement with heritage at five different levels and so far over 700 young people have gained certificates; following the formal launch of the scheme early in 2017 we expect the figure to rise to thousands and are excited about the potential for linking with outdoor learning.

With political uncertainty once again with us we know that financial resources will be squeezed, causing fierce competition for every contract or grant. Joining in partnership bids, where each party can offer different skills, reduces that competition and spreads the available resources across the sector. There is much going on and

we need the support of ClfA members to continue the collaborations and conversations to ensure greater engagement flourishes.

Eila Macqueen

Eila has been Director of Archaeology Scotland since 2004. A career in cultural heritage began at Kelvingrove Museum & Art Galleries and led to community-based initiatives in the Scottish Highlands, Argyll and Bute and Northern Ireland. Eila is a Trustee of the British Archaeological Awards, the Built Environment Forum Scotland and the SCAPE Trust; she also sits on the Scottish Strategic Archaeology Committee.



Outdoor archaeological learning

AIM 4

Matt Ritchie MCIfA (6429)

Archaeology has so much potential in the classroom, blending indoor and outdoor learning, enabling a meaningful sense of place and informing social responsibility. By exploring the evidence that our shared past has left in our culture and environment, outdoor archaeological learning can help develop critical thinking skills, inspire creativity and encourage discussion and teamwork.

Scotland's diverse National Forest Estate delivers a wide range of benefits in regard to Scottish Government priorities and strategies. One of our key commitments is to 'continue to encourage use of the estate for health benefits and outdoor learning'. We try to encourage the use of the National Forest Estate as a place for outdoor learning – a living classroom for learning about the environment, a place to acquire practical life skills and a great opportunity for exercise and adventure. A further key commitment is to 'safeguard archaeological sites ... and recognise special places and features with local cultural meaning', by continuing 'to work with stakeholders to develop, share and promote best-practice historic environment conservation management'.

Building on a successful session at ClfA's 2016 conference in Leicester on Archaeology in Schools, practitioners and stakeholders (including Historic Environment Scotland and Archaeology Scotland) have collaborated towards an inspirational Outdoor Archaeological Learning resource. The aim was to provide a series of associated ideas and activities that would help place-based archaeological learning better integrate with wider outdoor learning and the Curriculum for Excellence, support Outdoor & Woodland Learning Scotland groups and encourage the role of professional archaeological educator.



The Inverness Young Archaeologist Club at the hillfort of Torr Dhuin in the Highlands. Following a site visit, the children created a pop up exhibition of their archaeological reconstruction drawings, all based on an interpretative theme or illustrative technique. Credit: Forestry Commission Scotland

The learning resource combines a number of articles and activities to encourage place-based learning on the National Forest Estate and beyond. Through discovery, exploration and sharing, young people can engage with their past through a methodology rich in imagination, creativity and enquiry. The resource is intended for all those who might take groups of children to an archaeological or historic place – teachers, youth group leaders and archaeological educators – and will also help deliver one of the main strategic aims of Scotland's Archaeology Strategy – **Encouraging greater engagement.**

The resource is full of great content, with advice and guidance supporting a range of activity suggestions, from time lines to graphic stories (*The Sorrow of Derdriu* and *Beowulf*) and cut-out models. It's all based around the idea of going to visit an archaeological or historic site, recording and

We try to encourage the use of the National Forest Estate as a place for outdoor learning – a living classroom for learning about the environment, a place to acquire practical life skills and a great opportunity for exercise and adventure.

discussing it, then creating an interpretative poster with both factual text and creative drawing and writing.

The development of the resource reflects the collaborative nature of Scotland's Archaeology Strategy itself. Contributors include education specialists, archaeological educators, professional

artists and illustrators, interpretation specialists and archaeologists. By planning the framework of the resource in advance (and by building on the work already prepared for ClfA Leicester 2016), contributors knew what was expected of them and often collaborated towards coherent content. The resource also helps to promote the new Heritage Heroes Award scheme from Archaeology Scotland. It will be available free-of-charge as a hard copy or by download.

Outdoor Archaeological Learning



An outdoor learning resource for teachers of Curriculum for Excellence Level 2

SCOTLAND'S
ARCHAEOLOGY STRATEGY

Place-based learning can also inspire narrative illustration and creative writing such as this retelling of The Sorrow of Derriu. Credit: Forestry Commission Scotland



Place-based learning: follow up work can include creating models such as this fine LEGO chambered tomb. Credit: Matt Ritchie

The Sorrow of Derriu

"Call her Derriu. She will be very beautiful but will bring much sorrow. She will be the cause of the treachery of kings and the death of many heroes..."

The Sorrow of Derriu is also known as The End of the Sons of Uliath. The story was first recorded in the Book of Leinster in c. AD 1150 and forms part of the famous Ulster Cycle. It is a form tale to the Tán Bli Cúisige (The Castle Raid of Cooley). The early medieval Irish myths represent an oral storytelling tradition many centuries old. The Ulster Cycle describes an aristocratic Celtic society in which heroism is of paramount importance. The colourful descriptions of the courts of kings have been said to offer a 'window onto the Iron Age', where fighting and feasting, champions and chariots, and deeds and demerits take centre stage. Myths and legends can be powerful tools to illuminate ancient sites such as Dun Deartail and inspire the imagination.



TO King Conchobair Uliath
(Fionn) Cathair the Druid

SUBJECT: There may be trouble ahead...

O Great King, remember your young kinsman-to-be, the beautiful Derriu. Well, it seems that she has run away to Ailinn with her Irish cousin and his son, Eoghan, and his brother, Ailinn, the three sons of Uliath (along with three Miles of warriors and three Miles of horses and three Miles of horses and three Miles of horses). Remember my prophesy of her death that she would bring about the end of the Uliath. I would that you take them to her and send them to hurt them down.

Your faithful advisor,
Cathair the Druid

Forget, go to Ailinn and tell the Sons of Uliath that all of a sudden, tell them that they are to be my special guests at a great feast in their honour. And let her that reach my message back!

King Conchobair

Oh my friend, it will be done. Fearna Mac Buidé!

Eoghan, come to Emain Macha and ambush the Sons of Uliath that spare Derriu. Don't tell Fearna - he'll have this in a nutty second!

King Conchobair

The one who's a fool for doing Eoghan Mac Buidé!

NEWSFLASH

Breaking news! Huge battle inside Emain Macha. Sons of Uliath murdered, Derriu captured and miserable. Honour of Fearna Mac Roach bestirred, won revenge against treacherous King Conchobair. Uliath river with tension and fighting. Druid's prophesy of the sorrow of Derriu has come to pass.

Like
Scotland
The Celtic World Kings to come in their land never did anything by half!

The royal capital of Ulster
The kind of a battle, you really see blood the swordships at Emain Macha.



Place-based learning: these schoolchildren are watching the solar eclipse in February 2015 at the Whitehills recumbent stone circle in Aberdeenshire. Credit: Forestry Commission Scotland

Matt Ritchie MCIFA

Matt is the Forest Enterprise Scotland Archaeologist, based in Inverness. He provides advice and guidance in relation to the protection, conservation and promotion of the historic environment in Scotland's National Forest Estate (see www.forestry.gov.uk/scotlandenvironment). His particular interests are the methodology and visualisation of archaeological measured survey; the potential for archaeology within schools and outdoor learning; and the integration of archaeology and the historic environment within the wider environmental ecosystems approach. He learned his trade at RCAHMS, Historic Scotland and Cadw.



Innovation and skills

AIM 5

Kate Geary MCIFA (1301)

Archaeological skills and training are rightly identified as strategic priorities for Scotland. The Strategy meshes well with the key issues being addressed by the Archaeology Training Forum, providing opportunities for joined-up working at a UK level.

The aims and objectives of Scotland’s Archaeology Strategy are echoed in ClfA’s own strategic plan and we were delighted to take on the role of lead partner for Aim Five – **Innovation and skills**, particularly at a time when concerns about capacity within the sector have turned the spotlight firmly on the need to attract, train and develop more archaeologists. The Strategy identifies several key objectives as part of this aim, ranging from improving training opportunities in the sector and promoting the value of training to employers and clients, to enhancing collaborative links across sectors and promoting innovation in both archaeological methodology and delivery.

With funding from Historic Environment Scotland, and working closely with sector partners, we have already been able to make a good start on many of the actions identified in the Delivery Plan.

Through the ClfA Scottish Group, we have been identifying training priorities and seeking to address them through targeted CPD events.

We held a consultation event to ask Scottish archaeologists whether, and how, we should go about developing a ‘Chartered Archaeologist’ grade. This was followed by a free ‘Introduction to Professionalism’ workshop aimed at more junior members of the profession.

We are developing partnerships with a number of organisations including the University of Stirling and the University of the Highlands and Islands. On the advocacy front, we are working closely with Archaeology Scotland and the Society of Antiquaries of Scotland.

We are discussing the development of Apprenticeships, vocational qualifications and Professional Development Awards in Scotland with SQA, the Scottish Qualifications Authority.



The Cairns excavation, Orkney. Martin Carruthers, Site Director, talking through a new find with archaeology undergraduate Holly Young. Credit: University of the Highlands and Islands

We are supporting and promoting the work of our Registered Organisations in Scotland to ensure that appropriate training and learning resources are available.

In addition, ClfA is also an active member of the Archaeology Training Forum, which provides important oversight of skills and training initiatives across the UK and across both paid and voluntary sectors. The ATF Forward Plan aligns closely with the Strategy Delivery Plan, and quite deliberately so, recognising how vital collaborative effort is in order to achieve our collective aims.



Kate Geary

The Ness of Brodgar. Dan Lee, Lifelong Learning and Outreach Archaeologist, teaching an archaeology undergraduate surveying techniques at the Ness of Brodgar excavation, Orkney. Credit: University of the Highlands and Islands



'A great hobby, but not a proper career'

Robin Turner MCIfA (67)

Advice I was given more than four decades ago, at the start of my own journey as an archaeologist in Scotland; it's a crying shame that it continues to be given today. It was in this context that the Archaeology Training Forum (ATF) was established over ten years ago, and it's why the ATF has been working ever since to put in place the things that we need to transform a hobby into a viable career.



East Lothian training. Copyright: Historic Environment Scotland

This process began by establishing and maintaining a robust foundation, the National Occupational Standard for Archaeological Practice, but the ATF and Scotland's Archaeology Strategy recognise that by working together we can put the other building blocks in place to deliver a sea-change in how we train and sustain archaeologists.

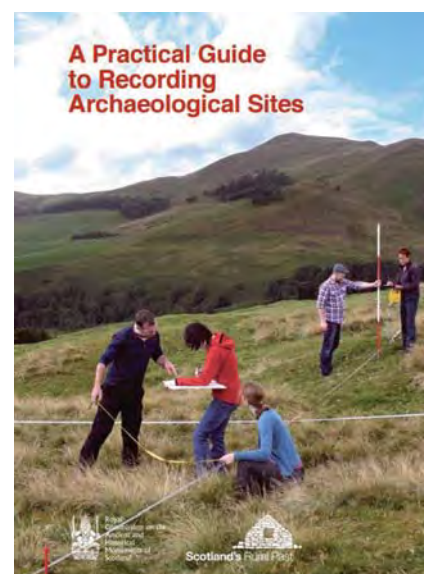
Our aspirations are ambitious, but prioritised, and we intend to spread the load: from providing additional and more flexible qualifications to improving the ones we have; from creating apprenticeships to facilitating vocational training in undergraduate degrees; from giving early career archaeologists a leg up, to creating coherent routes through the profession. We will all learn from each other in this process, but in Scotland we have the advantage of being a compact community of interest, which makes it easier to bring people together and to push the boundaries – or even to tear them down.

The rewards for establishing a coherent training and career structure are considerable: better-quality results of our work; better recognition and respect from other professions; a more confident and contented workforce. All this could and should lead to better remuneration and career prospects.

Led by Historic England, with support from Historic Environment Scotland and Cadw, a new audit of skills and training across UK archaeology is underway and represents an important step in providing clear evidence of need and of where resources need to be targeted. ClfA is providing leadership on other elements identified by ATF and embedded in the Delivery Plan of Scotland's Archaeology Strategy. The scene is therefore set for all of the key players to work together in a focused and joined-up way to create the framework that should help 'a career in ruins' to be seen as a **good** thing.



Ali McCaig and John Sherriff surveying. Copyright: Historic Environment Scotland



Copyright: Historic Environment Scotland

Links

ATF Forward Plan – www.archaeologytraining.org.uk/wp-content/uploads/2016/07/ATF-Progress-Rept-2015-and-Forward-Plan-2016-18.pdf

Robin Turner MCIfA

Robin is Chair of the Archaeology Training Forum. His archaeological career began in local authorities in England, before moving to the National Trust for Scotland in the early 1990s as their first permanent archaeologist. Robin is currently Head of Survey and Recording with Historic Environment Scotland.



Robin Turner. Copyright: Historic Environment Scotland

Launch of the ClfA e-learning portal – first module now online!



E-learning is electronic learning – taking short online courses to improve your skills in your own time and at a pace that suits you. Like many of our fellow professional institutes (such as the RTPI and RICS), to support members’ CPD, ClfA have started to develop their own e-learning portal, accessible through the members-only part of the website using your member login details. The portal will (in time) provide links to available short modules covering a range of historic environment practice, from aspects of planning change to core professional competencies and technical updates.

Our first e-learning module has gone online this month. Following the production of *Professional archaeology: a guide for clients* in 2015, the messages of the guide have been distilled into a short (15-minute) module on *Professionalism in Historic Environment Practice*. Whether you are a student member, an early career accredited member or just need a refresher to help you explain to clients what professionalism brings to our work, sign on at www.archaeologists.net/elearning. When you have finished, a CPD certificate will be issued to you through your e-learning account.

This module aims to raise understanding of professional ethics and of the expectations of professional practice, to explain the benefits of professionalism for career progression and personal development, and to promote the potential benefits of a professional approach in communicating with clients and in winning and doing work.

The training outcomes are tied to the National Occupational Standards in Archaeological Practice, specifically those set out in unit CCSAPAJ3 covering professional development, improving performance, at-work behaviours and ethics. The learning outcomes are

- knowledge of what it means to be a professional in everyday life
- knowledge of how to progress your professional career
- knowledge of how professionalism adds value for clients

We value your feedback on the module itself and on the idea of e-learning at ClfA. Drop us an email at admin@archaeologists.net with ‘e-learning’ in the title. We are planning to provide more e-learning modules in 2017 and would also like your ideas on what else we might include in our bespoke courses, or link to through our e-learning portal. Some other learning providers already deliver online and distance learning that ClfA members find useful. Current ideas include

- professional ethics in historic environment practice (bespoke to ClfA)
- PRINCE2 Foundation and Practitioner (link to providers)
- managing change (link to providers)
- introduction to standards and guidance for historic environment practice (bespoke to ClfA)
- leadership in historic environment practice (bespoke to ClfA)
- Management of Research Projects in the Historic Environment (MoRPHE) (link to Historic England distance learning course)
- designing archaeological research.

The e-learning portal will also be made available for a small charge to non-members on submission of an email address to the ClfA site administrator.

Support for the development of professional skills is a key objective of our Strategic Plan for 2020 and is high on the agenda in discussions about the potential accreditation of Chartered Archaeologists. Through the e-learning portal we will be able to achieve a wider dissemination of new information, aspects of professional practice and specialist knowledge, and provide a cost-efficient means of providing CPD to all our members at whatever grade and wherever they are in the world. The portal may also provide the vehicle to deliver the requirements for training that might be required for Chartered Archaeologist in due course.

The Code of Conduct and the Client Guide

Chartered Institute for Archaeologists

ClfA and other professional associations have a pretty common view of what professionals do and how they should behave.

This view is translated into our **Code of conduct** (PDF file) and our **client guide** (web link). Please read the ClfA **Code of conduct** and the client guide before you continue.

Have them open as you work through this module - click the images, right, to open them in a new window.

Previous

Section 1

What professionals are and how they behave

Next

The ClfA e-learning module

CIfA and professional development

The main focus for CIfA's 2015–16 business plan has been around career pathways for archaeologists. We are acutely aware of the issues and opportunities facing the profession at present in terms of capacity, and the majority of our activities aim to address this in the longer term and ensure that professional archaeologists have access to the necessary training to develop their skills.

In order to help graduates and new entrants to the profession gain professional recognition, we have developed an accreditation 'pathway' setting out the steps for demonstrating Practitioner-level (PCIfA) competence. To accompany this, we have developed a series of specialist competence matrices to offer guidance for membership applications; continued to provide a range of relevant and quality CPD training opportunities; and, with the help of the Diggers' Forum, updated our policy statement for the *Use of training posts on archaeological projects* to define the minimum level of competence expected of a practising archaeologist. Find out more in our 2016 Annual Review (www.archaeologists.net/about)



Pathways pack. Credit: Dan Addison

The minimum level of competence to be expected of any practising archaeologist shall be equivalent to that required for Practitioner-grade (PCIfA) membership of the Chartered Institute for Archaeologists. Any employee who has not currently reached PCIfA-level competence should be working within a structured training programme designed to develop their skills and competence to PCIfA level.



IHBC in *Context*: trusting to trusty trustees

Seán O'Reilly



· INSTITUTE · OF · HISTORIC ·
BUILDING · CONSERVATION

The following article is an edited version of the regular feature – what we call our ‘Director’s cut’ – posted in our membership journal *Context*. Though first drafted last October, I hope there’s plenty to offer CfA members a taste of one of our current special areas of focus and gratitude, our trustees.

Parts of the original text will, no doubt, have been discreetly tidied up in the printed version by our editor, Rob Cowan, who also regularly populates *Context*’s pages with his wittily incisive cartoons. His wry take on the lack of a recent picture of me – the chair from which the director has been ‘cut’ – is included here as another taster. And if you do want to follow up on any content here, you can use our web-based archive of *Context*, or better still take advantage of the one-year reciprocal free IHBC membership for CfA members. Simply follow our web links and save up to £135, possibly more, just like that! Clearly, as we’ll all recognise the thrust of Rob’s second take on the non-profit sector, the good value offered will be fully appreciated, but first, readers might like to find out some more about the IHBC’s trustees...



Drawings by Rob Cowan for the IHBC's *Context*

The role of the trustee in the governance of charitable bodies such as the IHBC is well established, not least given their responsibilities and obligations, from the statutory to the informal. These are well explained – indeed often dauntingly so – in guidance from the various charity regulators and advisers, and centre on the duty of the trustee to provide sensible and unprejudiced oversight of the charity’s operations. However, trustees typically receive fewer if any plaudits for those times when they offer informed oversight of the corporate body while also adding value as dedicated, active and locally engaged volunteers.

The IHBC has a strong legacy of benefiting from that distinctive combination of trustworthy oversight and trusted delivery in a single, active trustee. Indeed, our reliance on such figures is so great that, without those bifurcated contributions, the IHBC could not function at its current level and charges. Our trustees offer members a profound knowledge of conservation as a specialist practice that is inherently about the delivery of charitable, public good: proportionate, sustainable and professional all in one. But they also offer huge executive capacity to help the IHBC carry out its work!

A trustee’s first duty is to the oversight of our operations, ensuring we secure compliance and operate to sound fiscal principles. They are kept up to date on operations, with regular reports from the IHBC’s National Office, which, among other monitoring tools, use the charitable ‘Helping’ headlines from our AGM-approved Corporate Plan to summarise progress.



Examples from the last year include:

Helping people

- Launching two websites that each support public understanding of, and access to, conservation practice and principles: *Caring for your home*, and the *IHBC conservation wiki*
- Presenting our suite of annual conservation-related awards

Helping conservation

- Securing consultation with Historic England on a paper on curtilage
- Regional conservation training and guidance for staff on the Diocesan Advisory Committees

Helping conservation specialists

- Our AGM, part of the Annual School, including the election and briefing of new trustees
- Consultation on a membership practice standard, jointly drafted with the Historic Towns Forum and others.

These topics can also be explored in more detail using our members’ invaluable news service, the IHBC’s NewsBlogs.

IHBC trustees also add substantial capacity to the IHBC’s operations on the ground. Officers had a busy time recently, in particular

with IHBC Branch-led conferences, where officers have consistently played leading roles: a South West Branch event looking at approaches to casework practice; the London Branch annual conference, *Character building*, with Max Farrell, co-organised by trustee Sheila Stones; the North West Branch conference, *Home is where the heart is...*, where trustee Dave Chetwyn chaired the day that included a keynote presentation from the remarkable Clive Aslet; and in our Northern Ireland Branch, a joint conference *Heritage for the next generation... who pays!* with keynote speaker John Sergeant, among others, and our national Chair, James Caird, leading discussion.

As Director, keeping track of this scale and variety of events is more than a little challenging, and that’s before staff support and operations are brought to the mix. But if that can be taken as a small selection of our trustee-supported activities, it is easy to understand how much we need to appreciate our trustees – and the many other volunteers not mentioned. It should also help us all understand just how the IHBC manages to achieve so much on its limited budgets, resources and fees, and how much we owe our trusty band of trustees, and benefit from the trust we place in them to do that little bit more.

Seán O’Reilly

uk.linkedin.com/in/drseanoreilly/

Presenting the past – a holistic approach to Colchester’s archaeology

Philip J Wise MClfA (5108)



Colchester Castle Museum. Credit: Colchester and Ipswich Museums

One of the things that distinguishes the archaeologist who works in a museum is the emphasis on presenting the past to the public. The museum archaeologist may rarely undertake fieldwork today, or even do original research. Instead they take the work of other archaeologists who labour on excavations or in the university library, distil their efforts and present the results in an accessible form to a range of audiences. This is not a one-way street with museum archaeologists merely living off the work of others. Rather, it is a mutually supportive relationship as the public presentation of archaeology by museums has a direct benefit in encouraging public interest in and support for archaeology. Arguably this support is even more important today, as we live in uncertain times for the nation’s shared heritage in the wake of the Brexit vote and continued economic and political uncertainty.

The value of museum archaeology to the wider profession may be demonstrated by the situation in Colchester, a town with a very rich and diverse heritage stretching back to the Late Iron Age. The town’s museum was opened in Colchester Castle in 1860 and, unusually in an era of large professional units, Colchester retains its own archaeological trust, originally established under the auspices of the museum in 1971. Over the years a close working relationship has been maintained between the two organisations, with the Colchester Archaeological Trust undertaking fieldwork in the town and the museum presenting the results of that fieldwork in the Castle. Archaeology has always been popular in Colchester; current subjects of interest include the Roman wall, the oldest in the country, and the town’s medieval abbey.

In response to this continuing fascination with the past, a strategic approach has been adopted that takes as its starting point the Castle Museum, which was the subject of a major redevelopment project from 2011 to 2014 and which included the redisplay of the town’s internationally important



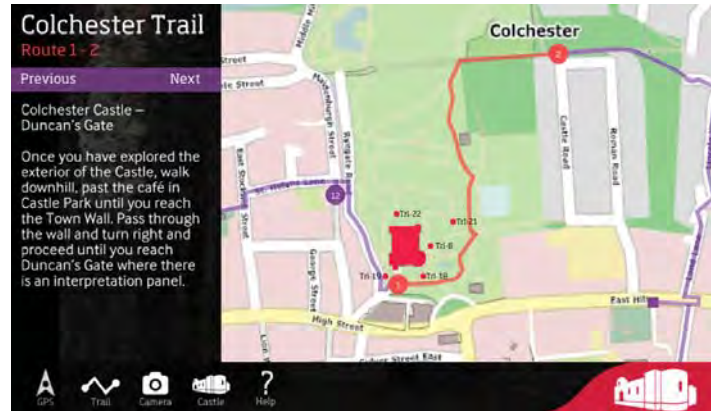
Interpretation panel at St Botolph’s Priory. Credit: Philip Wise



archaeology collection. Crucially, the displays were framed in terms of the town's wider heritage, including, for example, the Roman circus discovered by the Trust in 2004, and it was decided from the outset that the Castle would act as a central point signposting visitors to other historic places in the town.

Several different approaches have been used that are united by a common resource – the town's archaeology. The first to be developed was a series of information panels produced according to a standard design, which brings a unity to presentation and encourages recognition amongst visitors. To date, eight have been erected at various historic sites – including an Iron Age earthwork, two Roman burial mounds, an Anglo-Saxon church and two medieval monastic sites – and these are accompanied by a further series of 13 panels planned by the Friends of Colchester's Roman Wall. Other organisations have adopted this format, including the Balkeine Tower Trust, who are campaigning to save a Victorian water tower known locally as Jumbo; Essex County Council, who are marking Colchester's role in the Second World War; and a local secondary school whose buildings overlie a Romano-Celtic temple.

Linked to this traditional approach was the development of a digital app entitled 'Ancient Colchester' providing an opportunity to explore



Screen shot from 'Ancient Colchester' digital app showing Colchester's wider heritage trail. Credit: Colchester and Ipswich Museums



Colchester Castle guidebook. Credit: Philip Wise



the town's wider heritage in more depth by means of old photographs, modern reconstructions and objects discovered locally. In particular, a trail has been devised starting and finishing at the Castle and taking in the Roman wall and the Roman circus, as well as later buildings such as Colchester's Edwardian Town Hall. The app also includes the Fenwick Treasure, a hoard of Roman jewellery and coinage found in 2014, which is now on permanent display in the Castle Museum.

Lastly, the decision was taken to produce two guidebooks. The first, a guide to the Castle itself, was an obvious choice – most venues produce a souvenir guidebook – but the second guidebook to the town is more unusual. Though produced partly in response to the commercial success of the earlier Castle guidebook, there was a clear intention to provide an alternative means of finding out about Colchester's heritage. Both books have been carefully researched, and accessible text is combined with specially commissioned reconstruction paintings and modern photographs.

This holistic approach should stand Colchester in good stead for many years. But more than this, we are ensuring that Colchester's archaeology is receiving the promotion that it deserves.

Philip Wise MClfA

Philip read archaeology and anthropology at Downing College, Cambridge and subsequently studied curatorship at the Department of Museum Studies, University of Leicester and heritage management at the Institute of Archaeology, University College London. He has worked in a variety of local authority museums since 1983, initially as an archaeological curator and more recently as a manager with Colchester and Ipswich Museums. For the last 18 years he has been responsible for the heritage management of Colchester's archaeological sites and monuments.

He was Chairman of the Society of Museum Archaeologists 2006–2009 and of the UK Archaeological Archives Forum 2007–2011. In December 2012 Philip was appointed to the Accreditation Committee of Arts Council England and in 2014 became an Arts Council assessor for museums. For many years he has been interested in archaeological reconstruction, including most recently the use of virtual reality, and in Anglo-Saxon archaeology.

SPOTLIGHT



Student placements within a commercial archaeology company in Scotland

Bob Will, MCIfA (5163)

GUARD Archaeology Ltd began trading as an independent company in January 2011 after it ceased being Glasgow University Archaeological Research Division (G.U.A.R.D.) As a CifA Registered Organisation we are serious about training our own staff, all of

‘In my seven-week placement with GUARD Archaeology I was able to contribute to various projects acquiring a variety of skills – survey and field walking, evaluation, finds processing and cataloguing, flotation, and artefact illustration, all processes that are necessary when analysing a site.’

whose training needs are assessed via an annual skills audit, personal development plans and a continuing professional development log. But we also take very seriously the training of the next generation of archaeologists and our continued long-standing relationship with the Department of Archaeology at the University of Glasgow helps make this possible. Our training policy caters for early-career archaeologists, volunteers and placement students entering the profession with limited experience and/or skills within the heritage sector (Pathway to PCIfA). Since 2011, we have taken on nine student placements, and several of these students have gone on to find employment with us and other archaeology companies.

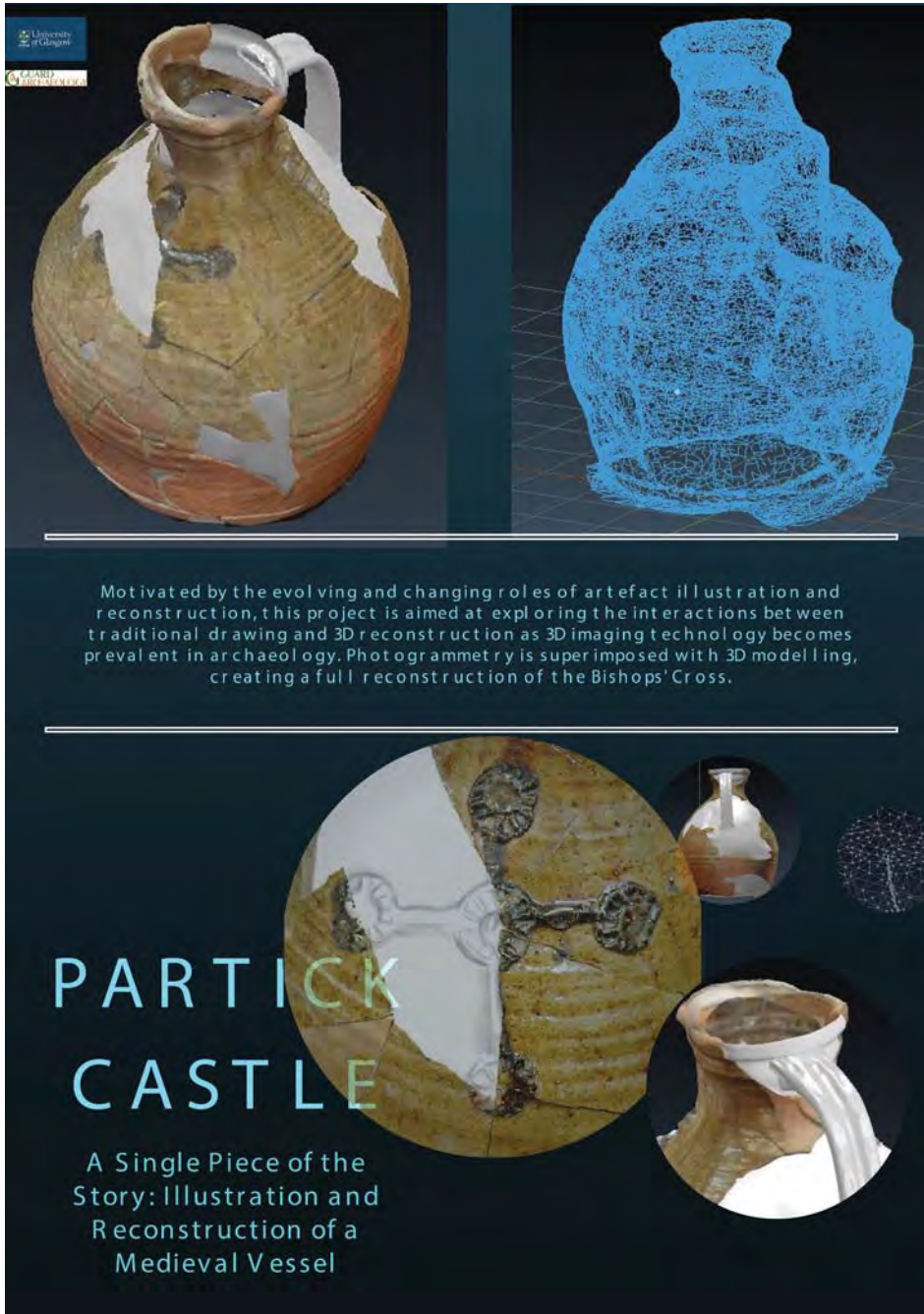
‘It was the option of a work placement and research report as opposed to a dissertation that first brought me to the University of Glasgow’, said one of this year’s student placements, Rhiannon Lanosky MacFarlane. ‘I knew that as a student coming from another discipline I did not have the practical experience most others did when coming into the MLitt Material Culture and Artefacts Studies programme. In my seven-week placement with GUARD Archaeology I was able to contribute to various projects acquiring a variety of skills – survey and field walking, evaluation, finds processing and cataloguing, flotation, and artefact illustration, all processes that are necessary when analysing a site. One project stayed with me, and I was fortunate enough that GUARD Archaeology allowed me to use it for my research report. While on placement I had begun cleaning the ceramic assemblage from the ongoing excavation of Partick Castle in Glasgow. From there I began illustrating the finds, through traditional and digital

means. As I became familiar with the assemblage I wondered if it would be possible for me to reconstruct some of the pottery. With the skill sets I learned on placement I was able to build upon that knowledge, teaching myself photogrammetry and 3D animation. Combined with the luck of finding the sherds within the large assemblage, I was able to create a 3D reconstruction of a near-complete medieval vessel from Partick Castle.’

‘While I am still learning, I feel this opportunity has given me much more than any classroom could’, added Rhiannon. ‘It gives the student the chance to choose how they learn, and what they want to focus on, whether it be commercial archaeology or in a museum. I came into the placement knowing the direction I wanted to pursue. I did it, and I thoroughly enjoyed it, but now there is so much more that I am interested in.’

Another student at the University of Glasgow’s Material Culture and Artefact Studies programme who took a placement at GUARD Archaeology this summer was Rebecca Loew. Originally from Wisconsin in the USA, Rebecca was drawn to the programme precisely because there was an option to participate in a work placement. ‘The GUARD Archaeology staff were welcoming and willing to teach us about all of the different aspects of being an archaeologist’, said Rebecca. ‘The work varied from walkover surveys assessing how future developments might impact sites, to washing and cataloguing artefacts as part of the post-excavation process. We shadowed a member of staff as they went to schools to teach children about local archaeology and shadowed another member of staff during an

‘The work varied from walkover surveys assessing how future developments might impact sites, to washing and cataloguing artefacts as part of the post-excavation process.’



Partick Castle poster created for Hunterian Museum exhibition by Rhiannon Lanosky MacFarlane. Credit: Rhiannon Lanosky MacFarlane

evaluation, helping to record archaeology as it was being unearthed. I will forever be grateful to GUARD Archaeology for making this such an enjoyable experience and taking the time to teach me more about the profession that I am just starting out in.'

At the heart of GUARD Archaeology's training policy is a recognition that our staff members and the next generation of archaeologists are central to our success and therefore that success is directly related to the level of investment we make in their futures.



Rhiannon Lanosky MacFarlane (left) and Rebecca Loew (right) now working for GUARD Archaeology Ltd. Credit: GUARD Archaeology Ltd



Bob Will MCIfA (5163)

Bob is a senior project manager at GUARD Archaeology Ltd and has worked in archaeology in Scotland for the last 30 years. Amongst Bob's responsibilities at GUARD Archaeology is the supervision of their student placement programme.

Registered Organisation review



Review of ClfA's handling of complaints against Registered Organisations

TA 98 reported on the review of allegations of misconduct made against ClfA members. Due to the amount of information associated with these cases the review of complaints against Registered Organisations had to be deferred to a later date. This has now been completed by Gerry Cawdeary, a self-employed consultant with recent experience of dealing with complaints made to the Financial Conduct Authority.

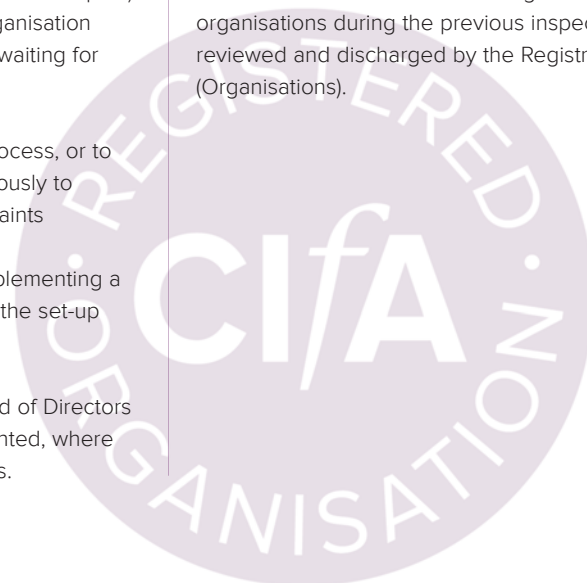
Gerry reviewed four cases, which he found had been investigated in accordance with regulations and supporting procedure, and which seemed to be fair and thorough. Following the review, his recommendations to ClfA are to

- consider whether there is merit for any change to the procedure relating to timescales
- consider whether it might encourage (but not require) assessors to contact the Registered Organisation after receipt of a complaint, rather than waiting for the outcome of the initial assessment
- consider whether to draft a fast-track process, or to use the existing procedures more vigorously to dismiss clear 'no case to answer' complaints
- consider whether the advantages of implementing a simple diarising system might outweigh the set-up costs

The report has been reviewed by the Board of Directors and the recommendations will be implemented, where agreed, in the handling of future allegations.

Monitoring compliance with ClfA standards

In addition to dealing with complaints against Registered Organisations, we also review the standards of our organisations through the annual registration process. Over the past year ClfA has carried out 26 inspections of organisations (comprising four new applicants). They resulted in five conditions of registration to be implemented within a given time frame, 21 recommendations to be implemented within a suggested time frame, and 18 general recommendations for improvement. Only two organisations were registered with no recommendations and/or conditions. The conditions primarily focus on the development and implementation of organisation-wide training plans, in addition to the provision of health and safety training and/or access to advice. The recommendations covered a range of issues including staff training suggestions, the consistent reference to ClfA standards and guidance in reports, the production of specific policy documents and the encouragement of ClfA membership amongst staff members. The 18 conditions of registration imposed upon organisations during the previous inspection year were reviewed and discharged by the Registration Committee (Organisations).



GROUPS

Buildings Archaeology Group – tour of Southampton

Frank Green MCI(A) (46)



Group members with the city wall parapet behind them and the new 'black box' – part of the £70 million West Quay Watermark development by Hammerson's. Credit: Tim Murphy

The Tour started at the city's Bargate, possibly architecturally the most complex of all major medieval city gates surviving in England. The north elevation was repointed in lime mortar, replacing the earlier cementitious material. Some of the surviving walls show glimpses of other medieval city walls and buildings, but they do not do justice to what survives that is largely hidden by modern development in the city. We walked through the outer bailey wall of the castle, past the medieval St Michael's Church and obtained a long view of the bomb-damaged remains of Holy Rood Church.

We passed by the Medieval Merchant's House with glimpses of the West Gate, the Tudor Merchants Hall and the timber-framed Duke of Wellington public house. We took in the view of Quilter's Vault, one of the many medieval merchant vaults that survive in the Lower High Street, and on to St Julien's Chapel.

The Chapel dates to c.1190 and is not open to the public. Owned by Queen's College Oxford, it once formed part of the God's House Tower or Hospital of St Julien, which was created as a hostel for pilgrims and

travellers going through Southampton to Canterbury. From the 16th century until the outbreak of the Second World War it was used as the French Protestant Church. It underwent a radical external refacing in Purbeck stone in 1861.

We reached God's House Tower, which became the City Archaeological Museum after the Second World War. Kevin White, Historic Environment Group Leader, Southampton City Council, and Dan Crowe, who is managing the God's House Tower refurbishment project, explained its history



The BAG group inspecting the interior of St Julien's Chapel. Credit: Tim Murphy

and new use as an arts facility. The HLF grant awarded with the programme of conservation work and alterations will open up parts of the building to wider access and greater use.

We finished at The Dancing Man Brewery, formerly the City Maritime Museum from the 14th century, and locally known as the Wool House. It was built by the Cistercian monks from Beaulieu Abbey after the disastrous French raid of 1338, for the export of their wool from their New Forest bergerie, St Leonards. It is the only surviving medieval wool house in the city and is now a highly successful microbrewery. We had a history tour of the building and the brewing process. Needless to say we sampled the excellent products of the brewery before we left!

To join BAG please email groups@archaeologists.net



The Dancing Man Brewery, formerly the City Maritime Museum and with a history dating back to the 14th century, is locally known as the Wool House. Credit: Tim Murphy

Member news

Julia Bastek-Michalska MCIfA (7149)

Julia is a senior illustrator at Headland Archaeology, based in the Edinburgh office. She graduated from Nicolai Copernicus University in Torun, Poland, with a degree in Archaeology of Architecture and a Diploma in Arabic Studies. She has been working in commercial and academic archaeology for over ten years, during which time she has developed a large portfolio of illustrations for projects in Poland, UK, Greece and UAE.

On a daily basis, Julia combines her archaeological knowledge with high-end computer-aided graphics applications and traditional manual techniques to produce high-quality visual presentations of the past. Her work illustrates many reports,

proceedings, journals and books, for example *The Glasgow we used to know* or *Death in the Close: A Medieval Mystery*, to name just a few. Julia's immediate plans are to immerse herself in open-source GIS technology as she constantly seeks for new paths to integrate and visualise archaeological data.



Julia joined ClfA in 2010 and successfully upgraded to Member in June 2016. She hopes, through the membership of the

Institute, to continue to enhance her career as well as promote the archaeological illustrator profession within the industry.



Robby Copsey PCIfA (8643)

I completed both my BA (Archaeology) and my MA (Palaeolithic Archaeology and Human Origins) at the Centre for the Archaeology of Human Origins (CAHO) at the University of Southampton. During and after my studies I volunteered with the ZSAP project, excavating a large Bronze Age cemetery in Eastern Croatia for a number of years. Having now worked for two different units, PCAS and NPS Archaeology, completing training in asbestos, first aid and gaining the vitally important CSCS card, I felt that the next step in my career was accredited membership to demonstrate to myself and employers that

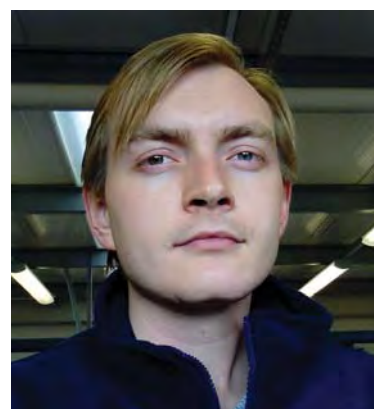
I am dedicated to my career as a professional archaeologist.

By signing up to ClfA I am bound by the Code of Conduct and the minimum 50 hours of CPD over two years. I have identified photography, lithics and Norfolk archaeology as priorities for my CPD. Without the commitment I have made to ClfA, it would be easy to pass over these areas and settle for the 9–5. As such I have enjoyed attending and networking at conferences hosted by CAHO and the Lithics Studies Society. I have also written a CPD diary for ClfA's eBulletin and you can read it at www.archaeologists.net/cpd-diaries.

Sam O'Leary ACIfA (8611)

I started a career in archaeology, which is never easy. For the most part, it meant long periods of uncertain work in potentially miserable conditions for significantly lower pay than university mates. However, every year it got a little easier as we gained experience and aptitude above and beyond the scope of our individual roles. I started as a digger and geophysicist and became an illustrator via consultancy. Working in these very different roles gave me two very contrasting perspectives about the industry;

heritage is the name of the game but sometimes it seems like everybody is reading from a different rule book. I find it fascinating, alarming, exhausting and occasionally inspiring and ultimately rewarding, to those who stick with it. While I feel the government continues to take decisions that threaten jobs and the protection of heritage, ClfA's accreditation scheme seeks to build a sustainable career framework for our industry and give recognition to those, like me, who stuck it out.



Member news

Obituary



Bernard Thomason.
Credit: Bernard Thomason

Bernard Michael Thomason MCIa (7029)

28/10/1949 – 24/09/2016

Lisa Brown MCIa (902) and colleagues

Bernard spent a long and fruitful career as an archaeologist, working in the specialist areas of technical survey and digital graphics. Educated at Kingston, Cambridge and York Colleges, he became a Member of the Association of Archaeological Illustrators and Surveyors, and was a specialist in digital

survey and illustration systems and geographic information systems (GIS).

Bernard's career began in 1966 with the Surrey County Council Planning Department, drawing town maps for publication, illustrating projects relating to conservation areas and town studies, county information maps, and various displays and exhibitions. He worked as a graphics officer for the Royal Commission on Historical Monuments of England (RCHME) between 1978 and 1990. In this role, he was instrumental in the development and use of computer systems for the rectification of information from aerial photographs, including complex earthwork sites, producing maps, plans and interpretative diagrams. A key work was the production of the illustrations for the RCHME *Roman Military North project*.

By the time RCHME merged with English Heritage in 1999, Bernard had been promoted to Head of Technical Survey – Archaeology. In 2015 he became Head of Imaging, Graphics and Survey, a new grouping of graphics officers, photographers and the photogrammetric team. He worked in this capacity, managing staff by encouraging, guiding and supporting the three teams, until his retirement in 2010.

Bernard was also involved in developing and delivering Professional Development courses at Oxford University Department for Continuing Education (OUDCE). Driven by his interests in research and development of survey-based approaches and new technologies, he was also an active participant in the Computer Applications in Archaeology group (CAA), attending and speaking at conferences around the world.

As resident surveyor on *Time Team* between 1994 and 2002, Bernard worked as part of the team that used GPS to link the trenches and the results of geophysical surveys accurately onto integrated mapping. In his modest way, he seemed to prefer to do the important graft behind the scenes rather than be on camera, but those who knew him always enjoyed spotting him in the field.

Bernard has been described as a kind and supportive colleague and boss, and a 'gentle man'. His support for people was evident in his many years of trade-union activities for the Institution for Professionals, Managers and Specialists (IPMS), later to become Prospect.

Bernard is survived by his wife Jane and his four children, Dawn, Melanie, Kate and Simon, and by his grandchildren Benjamin, Lucy and Rufus.

New members



Member (MCIfA)		Practitioner (PCIfA)		Affiliate		Student	
8798	Oscar Aldred	8672	Amjad Abu Aleneen	8909	Megan Atkinson	8896	Charlotte Adcock
2023	Mark Anderson	8836	Lillie Bennetto	8883	Jessica Boman	8916	David Brown
8808	Daniel Dodds	8722	Ewan Chipping	8946	Christopher Booth	8923	Bethan Bryan
8873	Tyr Fothergill	8760	Megan Clement	7926	Grace Campbell	8894	Joanne Crowley
1376	Andrew Hutcheson	8832	Jezz Davies	8566	Lauren Carpenter	8917	Rachael Doyle
8939	Gillian King	8756	Sarah Generalski-Sparling	8902	Sergio Carrelli	8924	Rosie Dyvig
8694	Rob Lynch	8572	Deborah Harrison	7850	Thomas Cockcroft	8898	Daniel Edmunds
8881	Liam McQuillan	5406	Stephen Laurie-Lynch	8901	Caitlin Crosby	8868	Sara Farey
8757	Caroline Rann	8869	Samuel McAdams	8888	Louisa Davidson	8911	Rebecca Ficarro
8843	David Roberts	8838	Stephen Mcleod	8414	Thomas Dew	8899	Chanel Fuller
8811	Jonathan Tabor	8755	Katherine Percy	8900	Christopher Dore	8908	Dorian Gordon
8746	Christopher Thomas	8695	Manca Petric	8947	Christopher Dwan	8866	Alan Jones
8842	Michael Tierney	8687	Charles Rickaby	8877	Crispin Edwards	8910	Aimee Keithan
1492	Mark Turner	8839	Katie Roper	8891	Andy Evans	8958	Mercedes Kneller
8693	Phil Weston	8928	Jacob Scott	8845	Marie-Fleur Ewing	8920	Matthew Lee
		8833	Jennifer Thurstan	6268	Deborah Frearson	8914	Kevin Manvell
		8796	Catherine Watts	8973	Charles Glenn	8951	Nedou Maria
				8876	Catriona Goss	8892	Jane Marson
				8767	Marcin Gradowski	8922	Alice Merry
				8950	John Hartshorn	8921	Hannah Reynolds
				8956	John Hemingway	8978	Philip Reynolds
				8895	Maggie Henderson	8961	Benjamin Robson
				8884	Daniel Hunt	8919	Alexandra Scott
				8887	Rebecca Ireland	8874	Shaiful Shahidan
				8871	Jane Jackson	8975	Rachel Sisman
				8974	Bev Kerr	8959	Nicholas Squire
				8949	Alexandra Kriti	8953	Zachary Stancombe
				8785	Veronika Kruspanova	8926	Sebastian Sussmann
				8870	Victoria Millership	8903	Matthew Thomas
				8976	Stephen Morris	8912	Tessa Till
				8897	Li Sou	8955	Andrew Wishart
				8977	Florence Spaven	8960	David Woodhead
				8882	Liz Vinson		
				8948	Inka Zinoni		
Associate (ACIfA)							
8828	Iain Bennett						
8837	Maria Calderón						
8764	Audrey Charvet						
8829	Nicholas Crabb						
5455	Tom Davies						
8830	Donna Hawthorne						
8931	Scott Lomax						
8763	Sinead Marshall						
8810	David Moro Navas						
8692	Cat Peters						
8835	Elizabeth Pratt						
2109	Tobin Rayner						
8880	Hannah Shaw						
8834	Alex Thomson						
8968	Twigs Way						
8752	James Wright						

Upgraded members

Member (MCIfA)		Associate (ACIfA)		Practitioner (PCIfA)	
5853	Edward Bailey	8078	Matthew Jenkins	8447	Alessandro Ceccarelli
5274	Dorothy Graves McEwan	5979	Rupert Lotherington	8356	Erik De'Scathebury
6059	Alison James	8611	Sam O'Leary	7413	Clara Dickinson
5630	Samantha Paul	8438	Benjamin Wajdner	7898	David Hope
5924	Daniel Rhodes			8466	Samuel McCormick
6113	Gerwyn Richards			7300	Virginia Wood
5243	Lynne Roy				
1660	Jeff Spencer				
7213	Megan Stoakley				
2424	Rebecca Thompson-Lawrence				
6690	Emma Trevarthen				

NOTICEBOARD

CIfA conference 2017

Archaeology: a global profession

19–21 April 2017

Newcastle University

Sponsored by Towergate Insurance

Preparation for our 2017 conference is now well underway. The conference will provide an opportunity for heritage professionals to discuss, consider and learn about archaeological practice on a world stage, focusing on the three broad themes of professionalism, protection and discovery.

Sessions will be in the traditional paper format, discussion/panel seminars and CPD workshops, covering a range of topics from professional ethics, skills and competence, and global standards for protection and professional practice, to protecting built heritage in war zones, creating a culture of collaboration, and making archaeology accessible for all.

There will also be the usual range of social events with a welcome drinks reception at the Great North Museum, followed by street food at the Wylam Brewery on Wednesday, and a Thursday night buffet at the City Tavern.



You can find all the latest updates, news and a full timetable of sessions on our conference website: www.archaeologists.net/conference/2017

If you have any questions or comments, please get in touch with us at conference@archaeologists.net

Book now! You can book online via the conference website www.archaeologists.net/conference/2017

Special offers

To help Registered Organisations support staff to attend the conference we are offering a 10 per cent discount on the registration fee. Please contact us if you haven't received your discount code.

Yearbook 2016 additions

The following entries should have been included in the Yearbook 2016. We apologise for any inconvenience caused.

Hunter-Mann, Mr Kurt BA CertMgmt MCIfA (194) 1984/1985
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