

The Archaeologist

Issue 103
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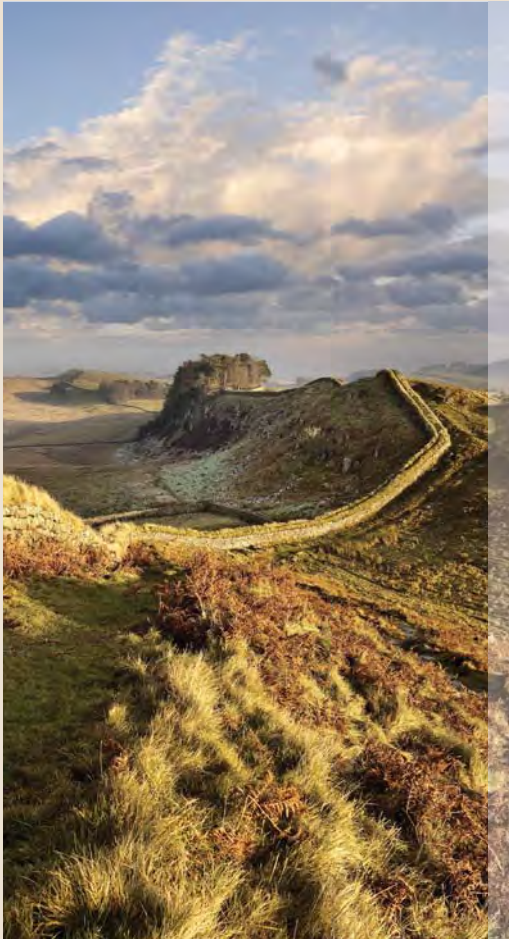
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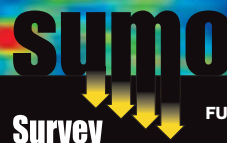
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TA104: Collaboration is now often a key consideration in all aspects of archaeology. It can take place between archaeologists who may work in different countries, have different roles, be in education or commercial practice, and who may be paid or unpaid: there are also valuable collaborations between archaeologists, professionals in other sectors and communities.
 Deadline for abstracts and images: 1 April 2018.

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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Cover photo: *Support from the supervision staff and more experienced colleagues is essential but also beneficial to all parties.* Credit: Pre-Construct Archaeology



EDITORIAL

Professional pathways

Kate Geary MCIfA (1301), ClfA Head of Professional Development and Practice



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This issue of *TA* focuses on professional pathways and career routes into archaeology, at a time when concerns about capacity and the unprecedented demand for archaeologists are very much to the fore. ClfA has been advocating for change in the way the sector recruits and trains its workforce for some time – change that is essential to provide the skills the sector needs and also to encourage greater diversity amongst those seeking a career in historic environment practice.

To this end, we are supporting the development of flexible career entry routes designed to provide vocational skills and underpin academic knowledge, which are vital for a skilled, professional workforce. Much of this work is undertaken in collaboration with sector partners including employers and educators, and we have some excellent examples in the articles that follow. Andrea Bradley celebrates ten years of vocational training through the ClfA NVQ Assessment Centre, Jenni Butterworth reports on the Historic Environment Trailblazer led by Historic England, and Professor Kate Welham and Dr Vicki Cummings consider a joint initiative between UAUK and ClfA to accredit archaeology degrees.

One of the most positive changes in recent years is a greater recognition by employers of their role in training and skills development, illustrated here by Zbigniew Pozorski from Pre-Construct Archaeology. Like a growing number of Registered Organisations, PCA has developed an in-house training programme that is formally recognised by ClfA, ensuring that training is aligned to professional standards and can lead to professional recognition for the trainees. Further information on the criteria for recognition can be found at <http://www.archaeologists.net/careers/info-for-employers>.

ClfA recognition also enables trainees to access the Trainee CSCS card. Gordon Jenkins, CSCS Director of Operations, outlines recent changes to the CSCS scheme, including the development of a Professionally Qualified Person card for ClfA members.

Professional accreditation leads to greater recognition of archaeologists' skills, parity with fellow professionals and increased credibility with clients and the public. The final piece in the jigsaw, therefore, is the development of a Chartered Archaeologist grade, which will be subject to further consultation in 2018. Becoming a chartered professional is the ultimate recognition of the high level of technical and ethical competence required of an archaeologist in the 21st century. With the initiatives outlined in this issue, it is clear we are making significant progress on our pathway to professionalism.



Kate Geary

Chartered Archaeologist the next step for the Institute?

'Chartered institutes have a high level of trust and credibility. They are recognised as operating with expertise, tried and tested systems and with impartiality – promoting their profession and members as a means of securing the public good.'

Peter Hinton, Chief Executive, ClfA

Why charter?

Exploring the desirability and possibility of chartership is a key element of ClfA's Strategic Plan supporting our first strategic objective – *to increase understanding of the role of archaeologists in society and improve our status*. On the advice of the Privy Council Office, this has been taken forward as a two-stage process, seeking initially to charter the Institute itself and then to develop individual chartered status. The Institute was granted its Charter in 2014 and we started the process of consulting with members and the sector on the development of a proposal for awarding individual chartered status in 2015 (for details, see www.archaeologists.net/charter/chartered_archaeologists)



Being able to confer Chartered Archaeologist status means that archaeology will become a **chartered profession** like architecture, engineering or surveying. Recent research has highlighted the value of chartered status, indicating that the public ranks *Chartered* number one in terms of confidence in professionalism, over other designations like *Fellowship* and *degree*.¹ As such, we believe it will

- give archaeologists **parity** with other chartered professionals
- promote greater **recognition** of archaeologists' professional skills and accreditation
- build our **credibility** as a 21st-century profession
- attract new people into the profession by promoting career pathways

¹ *The Stamp of Quality? The importance of being Chartered*, Paper in Professionalism 5, Chartered Insurance Institute

	Chartered Environmentalist (Society for the Environment)	Chartered Ecologist (CIEEM)	Chartered Surveyor (RICS)	Chartered Planner (RTPI)*	Chartered Landscape Architect (Landscape Institute)	Chartered Project Professional (APM)	Chartered Archaeologist (CifA)
Assessment method: technical competence							
Submission of supporting evidence/portfolio	✓	✓	✓		✓	✓	✓
Structured training programme			✓				
Statement of experience				✓			
Oral interview					✓		
Written assessment						✓	
Assessment method: ethical competence							
Professional interview	✓	✓	✓	✓	✓	✓	✓
Completion of online module			✓				
Statement of experience				✓			
Professional development plan				✓			
Monitoring of Continuing Professional Development (CPD)							
CPD	✓	✓	✓	✓	✓	✓	✓
Reassessment/revalidation							
Reassessment		✓					?

* offer accredited degree and non-accredited degree routes which alter assessment criteria

Next steps

Following on from a vote at the 2017 AGM to approve the outline framework for further development, the next stage is to develop, and consult on, detailed proposals for the assessment of ethical competence. We also need to consider what, if any, requirements for revalidation might be appropriate. We will be seeking input to this process from our Special Interest Groups to ensure that the proposals take into account the diverse specialisms of our members, plus any equalities issues. As well as talking to members, we will also discuss with our various sector partners, including the national agencies, FAME and ALGAO.

This is a significant moment in the development of the Chartered Institute and the development of the profession. We want *Chartered Archaeologist* to be a mark of quality and professionalism that is recognised by clients, employers and the wider public, so we need members to engage with the process by responding to consultations and surveys and by sending us their comments or questions, and to help us shape the future direction of the profession and the Institute.

TRAINING: OPPORTUNITIES FOR EVERYONE

Commercial archaeology has become relatively ruthless in the expectations and demands it makes on archaeological teams, from the project manager to the fieldworkers. It's particularly difficult for new entrants to the profession, be they graduates or those seeking a career change, who, through no fault on their own, lack the basic skills in excavation, recording, interpretation, etc and have little or no commercial experience. The absence of such skills makes it much harder for them to find meaningful archaeological employment. This also presents a problem for the contractor. The construction market is relatively buoyant at present, and despite an influx of skilled archaeologists from Europe there is still a shortage of field staff. One solution is for the contracting organisation to provide professional, focused training themselves.

Every archaeological organisation provides training for their own staff to some extent, to improve performance and build up an attractive portfolio. Although the process usually leads to continuing employment and grade- and pay-rises, it is often irregular and does not provide a clear outcome or formal recognition of achievement. Therefore, those re-entering the market also stumble over the obstacle of having no or very little proven experience and skills.

To address the shortage of qualified field staff, PCA has taken a decision to build a training programme to provide graduates and non-graduates with the skills to become competent and recognised field archaeologists. The scheme has been designed in cooperation with ClfA and has been officially approved as a ClfA-accredited programme. Their patronage is not just a rubber stamp; the programme follows their requirements to link the training elements to the National Occupational Standards, and use of the scheme as a starting platform or main goal for individual CPD to achieve competence for the Practitioner grade of membership. We believe all of these make the training more attractive to the potential participants. Not only do they learn specific skills, but they can also see more formal benefits in the outcomes of the programme.

We have paid particular attention to creating the long-term perspective of professional career development for our trainees, with the aim of helping them to establish themselves within the industry. The Personal Development Plan created specifically for

each individual contains a clear schedule of desired achievements reaching far beyond the training programme. Once the training is complete, individuals can work further towards their PDP goals and the plan itself can be (and should be) updated on a regular basis to accommodate each person's progress.

From the very beginning of the course we require (and encourage) the trainees to actively maintain their CPD logs. This is part of our commitment to the ClfA accreditation, but is also an essential exercise if anyone

Zbigniew Pozorski ACIfA (9424)

wants to monitor their training progress and experience. It also comes in very handy on becoming an accredited member of ClfA, where you need at least 50 hours of CPD in your log every two years.

The accredited training also provides another very practical benefit. We all know how much weight has been put on our shoulders by changes to the CSCS scheme (see page 8). Holding a valid CSCS card has long become essential for everyone working on construction sites. Withdrawal of the Construction Related Occupation cards and the introduction of new cards with requirements to provide appropriate certifications and the more advanced MAP H&S test placed quite a strain on everyone. However, individuals enrolled on a training programme are entitled to the Trainee CSCS card and the H&S test required is the easier Operatives test. This is a big help, not only to the employer but also to the trainee, who may lack the relevant degree or professional qualifications; the Trainee card therefore enables them to work on site early in their employment. This option should not be ignored by any commercial archaeological unit as it gives them an opportunity to widen the pool of potential new employees.



Support from the supervision staff and more experienced colleagues is essential but also beneficial to all parties. Credit: Pre-Construct Archaeology



*Practical skills can be only taught effectively on site and there is no better chance to do that than on a site with exceptionally interesting archaeology!
Credit: Pre-Construct Archaeology*

There are some hurdles to overcome within the training scheme, mainly in the logistics area. Having regional offices with sites and specialists scattered across a large part of the country is a considerable challenge. However, with the right approach and logistical skills we have ensured that we can support all trainees in their efforts to gain the skills and confidence needed to become a field archaeologist.

Training placements are offered depending on volume of work, and at the moment this looks quite optimistic. At the time of writing, the first trainees enrolled on the scheme are

already on site, with their mentors and other support staff giving them a helping hand. They will receive broad H&S training, learn about relevant legislation, standards and professional ethics, and learn from specialists about finds, human remains, environment, etc. They learn and improve their excavation and recording skills on a daily basis. We will be following their progress, and in the next issue of *The Archaeologist* we aim to present their stories and reflections on the training, and share our experiences of how the programme goals are fulfilled and how this helps us to improve the services we provide to our clients.

To address the shortage of qualified field staff, PCA has taken a decision to build a training programme to provide graduates and non-graduates with the skills to become competent and recognised field archaeologists.



Urban sites may be complicated but at the same time they create a diverse environment for the trainees where they can learn a wide range of skills. Credit: Pre-Construct Archaeology



Zbigniew Pozorski

Zbigniew is Assistant Project Manager for Pre-Construct Archaeology Ltd in London and has worked in this part of the country for the last ten years. He has previously worked for many years in his native Poland and in Ireland, where he developed an interest in medieval and early post-medieval urbanisation processes

Constructing a new pathway for ClfA members

A new pathway onto construction sites has opened up for ClfA members.



Following the withdrawal of the Construction Related Occupation (CRO) card, CSCS has been working with ClfA and the wider archaeology sector to look at developing a suitable alternative that meets the needs of archaeologists. Having examined ClfA's competence assessment system, CSCS are pleased to confirm that accredited ClfA members will now be eligible for a CSCS Professionally Qualified Person (PQP) card.

Although it is not a legislative requirement, most contractors and major home builders require site workers (including archaeologists) to hold a valid CSCS card as proof of training and qualifications. Site managers check the information on the card using a smartphone, tablet, or PC, giving them reassurance that the cardholder is qualified for the job they do on site.

CSCS Director of Operations Gordon Jenkins, who has worked closely with ClfA, said

'CSCS are pleased to be working with ClfA on the development of the PQP card. This is another great example of the industry working together to achieve a fully trained and qualified workforce based on the requirements of the Construction Leadership Council. ClfA is the leading professional body representing archaeologists and it is their rigorous Code of conduct and professional development (CPD) schemes that really tie in with the objectives of the CLC and CSCS.'

Gordon now answers a few questions on the CSCS scheme and what the PQP card means for members.

Most contractors and major home builders require site workers (including archaeologists) to hold a valid CSCS card as proof of training and qualifications. Credit: MOLA

What is a CSCS card?

A CSCS card provides proof that individuals working on construction sites have the required training and qualifications for the type of work they carry out.

The card keeps a record of the qualifications and training held by the card holder, and confirms that the holder has met the necessary health and safety requirements for their occupation.

By ensuring construction site workers hold the appropriate qualifications for the job they do on site, the CSCS card plays its part in improving safety, productivity and standards on UK construction sites.

With over two million cards carrying the CSCS logo, CSCS is the leading skills certification scheme within the UK construction industry.

Why are archaeologists being affected by changes to the CSCS card scheme?

Most archaeologists previously used the CRO card to access construction sites. CSCS has now withdrawn this card.

The withdrawal of the CRO card was first announced in 2015 and card holders should now be developing plans to replace their cards before they expire. Card holders who do not take the necessary steps to move off the CRO card will find they will be unable to apply for another CSCS card.

What were the reasons for withdrawing the CRO card?

The construction industry has long desired a fully qualified and professional workforce. The industry’s commitment to a qualified workforce is underpinned by the Construction Leadership Council (CLC) announcement in 2015 (via the Industrial Strategy: Construction 2025) that skills certification card schemes carrying the CSCS logo must only certify those occupations with nationally recognised construction-related qualifications, i.e. NVQs or approved equivalents.

The CRO card was issued without the requirement to achieve a nationally recognised construction-related qualification and as such did not meet the requirements of the CLC, so the withdrawal of the card is seen as a practical step towards achieving the CLC’s requirements.

What is a PQP card?

The PQP card is a white CSCS card available to members of certain professional bodies that assess the competence of their members. CSCS has examined the assessment systems of these professional bodies and found them to be of a high standard.



The PQP card confirms that the cardholder is a member of an approved professional body

The PQP card confirms that the cardholder is a member of an approved professional body and therefore has completed a thorough assessment of their competence.

Which ClfA members are eligible for a PQP card?

Practitioners, Associates and Members of ClfA are eligible for PQP cards. Student members are eligible for the non-renewable red Trainee card, which lasts for five years to give student members enough time to progress their membership.

Which level of CITB Health, Safety and Environment test do I need to take to apply for the PQP card?

Normally applicants for the PQP card would be required to take and pass the Managers and Professionals CITB Health, Safety and Environment test. However, following lengthy negotiations between ClfA, CITB and CSCS it was agreed that due to nature of work that archaeologists undertake on site, they would be required to undertake the Operatives CITB Health, Safety and Environment test.

How do you apply for a PQP card?

Simply call CSCS on 0344 994 4777 and ask to apply for a PQP card. You will need to provide proof of your ClfA membership and to have passed the CITB Health, Safety and Environment Test for Operatives. Once we have confirmed your membership with ClfA, we will send you your new card by first-class post.

Gordon Jenkins

Gordon has been involved with CSCS since its inception in 1995 in various roles, becoming Scheme Manager in 2006 and Director of Operations in 2011. He is tasked with overall responsibility for implementation of the Scheme’s business strategy. His focus is on developing the scheme to meet the needs of the industry. His job sees him working with contractors and clients, trade associations, professional institutions, unions and other construction-related bodies to ensure that the Scheme meets the needs of a continuously evolving construction sector. He has recently completed a Master’s in Business Administration.



APPRENTICESHIPS

for the historic environment

Through the work of the Historic Environment Trailblazer, apprenticeships will become more relevant to employers in the sector. Many ClfA members will have heard about a new archaeological apprenticeship currently being developed. This new apprenticeship, along with several other apprenticeships for historic environment professions, is likely to be available from September next year and will help to address some significant skills shortages and gaps in the sector.

In recent years there have been radical changes to the way apprenticeships are designed and delivered.

In 2012 the Richards Review* highlighted the value of apprenticeships, but called for a new approach to developing quality apprenticeships more focused on the needs of employers. As a result, employers are now at the heart of the process, and through groups known as 'Trailblazers' they develop 'standards' or outlines for new apprenticeships for approval by a non-departmental public body called the Institute for Apprenticeships (confusingly known as IfA!).

Driving this process is a government target of achieving three million new apprenticeship 'starts' nationally by 2020, and two employer incentives – large employers (with wage bills over £3 million) pay an apprenticeship levy, and there is a requirement that at least 2.3 per cent of the workforce in public sector employers will have to be apprentices.

In 2015 a group of employers came together to form the Historic Environment Trailblazer, initially to look at developing apprenticeships for archaeological fieldwork roles.

In the past few months, the Trailblazer has expanded and been restructured to look at a wider range of roles, and now Archaeology,

Jenni Butterworth, Historic Environment Trailblazer Project Coordinator

Conservation and Advisory working groups exist and meet monthly. A steering group oversees the panels and more than 50 private and public sector employers, education institutions and professional bodies are now involved in the Trailblazer, including ClfA and many of its members.

Progress in the last few months has been considerable, building on the foundations laid since the Trailblazer began.

Two entry-level roles have been finalised and are awaiting approval from the Institute. The first is an Archaeological Technician (level 3) role aimed at creating new site assistant opportunities to meet current infrastructure needs (apprentices completing this would be eligible to apply for PCIfA status). Similarly, a Conservation Technician (level 4) is designed to provide a vocational route into the Conservation profession.

In addition to these two roles, the group is actively working on a number of other standards for investigative, technical and advisory roles at a range of levels. The Advisory group has recently been formed to develop roles for Heritage Advice, such as Historic Environment Officers, Conservation or Listed Buildings Officers and Consultants. The Conservation group has recently submitted a proposal for a Conservator role – this will be a level 7 degree apprenticeship. Likewise, the Archaeology group has begun work on a level 7 degree apprenticeship, which it is hoped will address some of the specialism shortages identified for the profession, particularly in post-excavation analysis.

There is still a great deal to be done to deliver the apprenticeships and ensure that training providers and employers are ready to recruit and train apprentices from September 2018, when the first starts are anticipated.

However, the Trailblazer process offers new avenues to train and maintain a skilled workforce. Apprenticeships will offer an important new route into heritage professions, addressing personnel shortages and improving social mobility and diversity in the sector, making these roles more

accessible to a wider audience.

Apprenticeships can also help to support career progression for existing staff through up- or side-skilling opportunities, and help to address specific skills gaps identified for the historic environment through formal training.

Historic England has an obligation to support the arts and cultural sector as set out in the March 2016 Culture White Paper, and is accordingly supporting the Trailblazer by funding a Project Coordinator post until September 2018 to facilitate meetings and manage the documentation required by the Institute for Apprenticeships, while the Historic England Heritage Apprenticeships Programme Manager chairs the group.

Further information about the new apprenticeships and the Trailblazer process is available at <https://www.gov.uk/government/organisations/institute-for-apprenticeships>

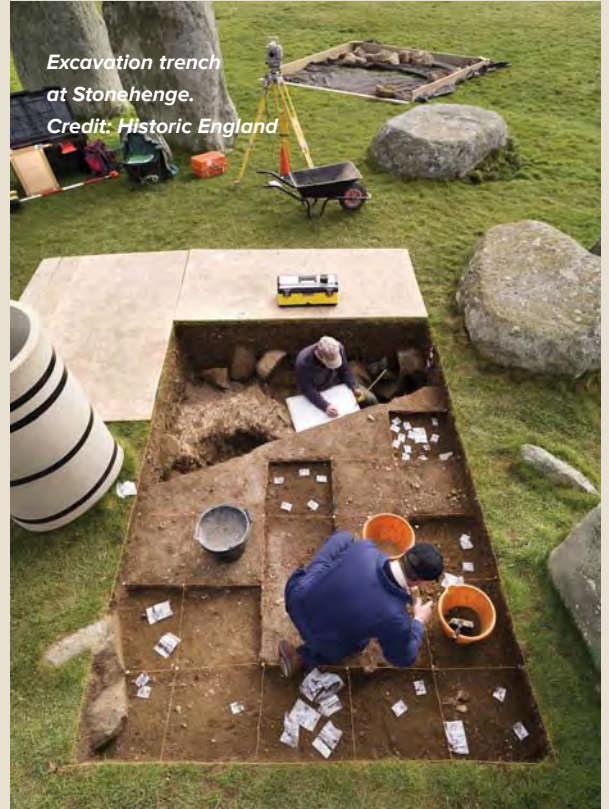
For more information about the Historic Environment Trailblazer, to be kept up to date on progress, or if you are interested in participating in the Trailblazer, contact: liz.long@historicengland.org.uk

**Apprenticeships are a devolved policy and the scheme is administered separately in Wales, Scotland and Northern Ireland.*

Under the Enterprise Act the term 'apprenticeship' is now protected and must be a formal job opportunity that involves substantial training, combining on-the-job training, formal learning and paid employment. Each new apprenticeship must provide 20 per cent off-the-job and 80 per cent on-the-job training, and overall comprise 30+ hours per week and last for 12 months or more. Apprenticeships can be from Levels 2 to 7 (GCSE to post-graduate), and they offer employers the opportunity to take on new staff or to up-skill existing staff.



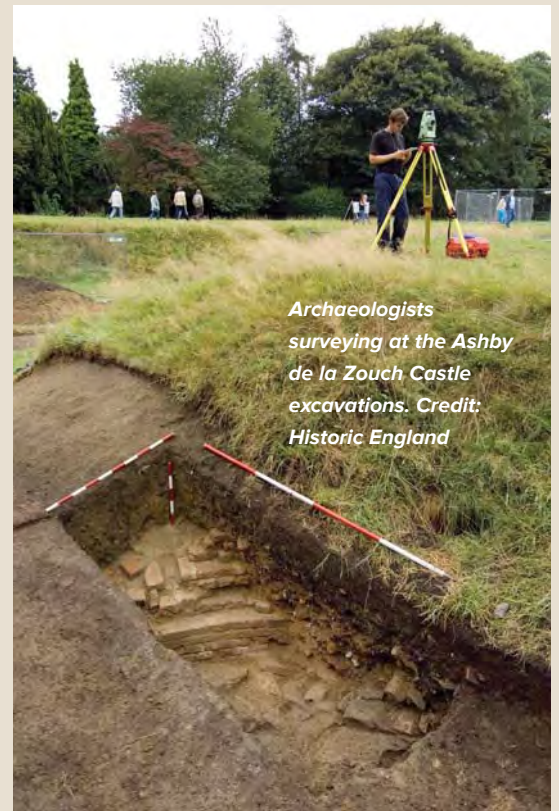
Archaeologists at the Ashby de la Zouch Castle excavations. Credit: Historic England



Excavation trench at Stonehenge. Credit: Historic England



Archaeological survey at Chiswick House. Credit: Historic England



Archaeologists surveying at the Ashby de la Zouch Castle excavations. Credit: Historic England

Jenni Butterworth

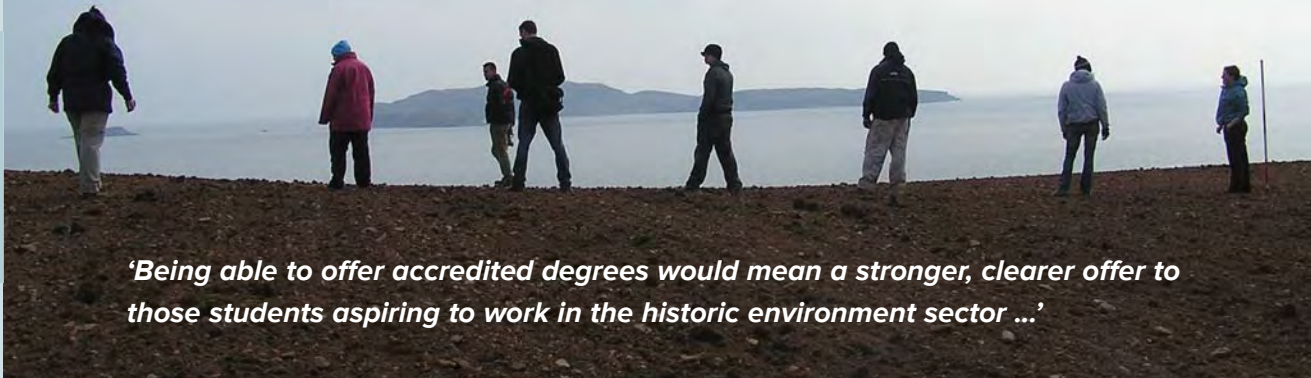
Jenni gained a PhD in Landscape Archaeology from the University of Bristol, subsequently working in broadcast television. Since 2013, she has worked as a consultant in the heritage and publishing sectors. She is one third of Drakon Heritage and Conservation, a partnership providing a range of conservation, research and project management services to heritage organisations, private individuals and development-funded projects across the UK.



Accrediting degree courses in archaeology

Professor Kate Welham, Dr Vicki Cummings MCIfA (7591), UAUK and Kate Geary MCIfA (1301), CfA

UCLan and Bangor University students fieldwalking in Kintyre. Credit: Vicki Cummings



‘Being able to offer accredited degrees would mean a stronger, clearer offer to those students aspiring to work in the historic environment sector ...’

Undertaking an accredited undergraduate or Master’s degree is a well-established career entry route in many sectors including engineering, planning and architecture, and is widely recognised as the first step on a career pathway leading to professional status. In the UK, professional accreditation is normally provided by the lead professional body within the discipline – for example, the Institute for Historic Building Conservation (IHBC), the Chartered Society of Forensic Sciences (CSFS), the Royal Institute of British Architects or the Royal Society of Chemistry.

Professional accreditation works *alongside* the role of the Quality Assurance Agency (QAA). The QAA recognises professional, statutory and regulatory bodies (PSRBs), and works in collaboration with them ‘to share information and experience, with a view to rationalising regulation’.¹ The QAA runs the PSRB Forum to share good practice, and is aimed at those involved in the accreditation of higher education programmes and the maintenance of academic and professional standards. For UK universities, accreditation information is provided as part of the Unistats Key Information Sets (KIS) data.

Inclusion of PSRB accreditation in the KIS is subject to a range of assessment criteria. The emphasis is on the benefit to the student, and accreditation must meet one of the following conditions:

- 1 Graduates are able to practise as a professional in a specific field (for example, they receive a licence to practise that is required by law), or completion of the accredited programme allows them to apply to practise
- 2 Graduates are granted chartered status or the completion of the accredited course forms part of a recognised pathway to professional recognition
- 3 Graduates are granted exemption from all or some professional exams
- 4 Graduates are eligible for entry to membership of a professional association or learned society
- 5 The programme has been assessed as meeting externally designated standards and quality thresholds that are recognised by the sector’s industry and employers

¹ <http://www.qaa.ac.uk/partners/professional-bodies>



Archaeology students from UCLan and Manchester University working at GARN Turne, Pembrokeshire. Credit: Adam Stanford

UCLan and UHI students excavating 19th-century whales at Cata Sand, Orkney. Credit: Vicki Cummings/Jane Downes

There is also a requirement for a clear process of review that includes an assessment conducted by experts in the field, and panels may include both academics and professionals. A formal decision-making process and regular monitoring of accredited courses is also required.

University Archaeology UK (UAUK) is the body representing departments of archaeology in UK universities and has been working with ClfA since 2014 to develop a mechanism for the accreditation of archaeology degrees. UAUK believes the move offers a very positive opportunity to develop further strategic connections between the professional and higher education communities against the backdrop of an increasing ‘demand’ amongst university applicants and their influencers to seek out degrees with perceived professional/specific career links. Being able to offer accredited degrees would mean a stronger, clearer offer to those students aspiring to work in the historic environment sector as well as improving the perception of archaeology as a profession to applicants, both internally within the university sector and externally with allied professions.

A key concern for ClfA is to ensure that the sector has access to sufficient skilled, accredited professionals to meet the demand for historic environment services. To this end, ClfA is keen to see the development of a range of flexible entry routes into the profession, which not only provide the skills the sector needs, but also encourage a greater diversity amongst those entering the profession. In this regard, ClfA wants to ensure that academic study is providing appropriate skills that are relevant to a career in the historic environment sector, and that students have the opportunity and are encouraged to achieve professional accreditation of those skills at the appropriate level.

The proposed accreditation process is based on mapping learning outcomes to National Occupational Standards (NOS), aligned to the requirements for ClfA Practitioner grade and focused on the delivery of vocational skills and competence (as opposed to academic knowledge and understanding). Accreditation would be for a five-year period, with any substantial changes to the programme being reported within that period. The proposal is for assessment to be undertaken by a joint panel of UAUK and ClfA members, administered by ClfA.



‘A key concern for ClfA is to ensure that the sector has access to sufficient skilled, accredited professionals to meet the demand for historic environment services.’

Dr Vicki Cummings

Vicki is a Reader in Archaeology at the University of Central Lancashire, where she has worked since 2004. Within the archaeology group she is the research lead as well as Research Degrees Tutor. She specialises in the Mesolithic and Neolithic of Britain and Ireland, with a particular focus on the transition period, monuments and landscape.



Professor Kate Welham

Kate is Professor of Archaeological Sciences and Head of Research in the Department of Archaeology, Anthropology and Forensic Sciences at Bournemouth University. Kate is the current Chair of University Archaeology UK (UAUK), the subject association that represents 34 archaeology departments across the UK and comprises around 450 academic staff in total.



10 years of the NVQ in Archaeological Practice

Edited by Andrea Bradley MCI fA (1795), with contributions by Andrew Burn MCI fA (5184) and Chris Cox MCI fA (947)

Since 2008, the Level 3 NVQ in Archaeological Practice has set the bar for skills and knowledge required at entry level to the profession against a nationally recognised framework of competence – the National Occupational Standards.

Andrew Burn, now Associate Archaeologist with SLR Consulting, pictured in 2008 as a trainee with English Heritage for his NVQ portfolio.
© Andrew Burn



The NVQ was meant to broaden the sector's capacity by providing an alternative qualification for those without a degree. It was developed for ambitious school leavers, for career changers, and for those with specialist skills acquired on the job but no formal qualification to show employers. It also offered a means for graduates and postgraduates to distinguish their CVs in a crowded job market during the recession.

Over ten years we have learned that the NVQ isn't for everyone – it depends what skills you want to accredit and where you want to be employed in the future for it to have value. So, has the qualification done its job? We asked employers in commercial practice, some of our NVQ Assessors and previous candidates what they think.

NVQ holder: Josh Frost

Senior Community Archaeologist for schools, MOLA

In 2015 I left my job as a primary school teacher to explore new career options. The NVQ-based training programme at MOLA appealed to me because it offered me a chance to develop my skills within a professional environment. I learned key archaeological skills such as planning, section drawing, filling out context sheets and taking levels, and was able to put these into practice under expert supervision on MOLA's commercial sites. The combination of in-house training with getting out and working in the field gave me confidence, and the tools to communicate archaeological skills to volunteers on the Thames Discovery Programme.

Rachel Edwards, NVQ Assessor, with trainees at Worcestershire Archive and Archaeology Service, 2017.
© Worcestershire Archive and Archaeology Service



Assessor: Rachel Edwards MCI fA (834) Consultant to Worcestershire Archive and Archaeology Service (WAAS)

For my candidates at WAAS the NVQ provides the structure for a nine-month programme, qualifying trainees for posts as archaeologists with the organisation on completion. All seven past trainees are still

employed there. The NVQ structure has created a wider-ranging training programme than would have been offered otherwise. While the pressure of work has made this challenging on occasions, the programme gives trainees experience in research, as well as both intrusive and non-intrusive site experience and an understanding of the context and organisation of site work.



Josh Frost, NVQ holder and Senior Community Archaeologist for schools, MOLA. © MOLA

NVQ holder: Rob Hedge PCIfA (8441)
 Finds Specialist and Public Archaeologist,
 WAAS

I confess: I was sceptical. I began my NVQ in 2012, on joining WAAS as part of the CBA Community Archaeology Bursaries Project. Many fellow CBA trainees were recent graduates or came from other professions such as teaching or museum studies. I came from commercial archaeology, I had a degree, I'd worked in archaeology for years. At first glance, I couldn't see what the NVQ could offer me that I didn't already have. But once I got it — thanks to my assessor's patience and diligence — it was brilliant for structuring my development as a public service archaeologist. The reflexive approach compelled me to document my progress and address my shortcomings. And, once the NVQ was complete, I was able to dust off and finally submit my long-dormant CfA application form.



Rob Hedge, NVQ holder, now Finds Specialist and Public Archaeologist at Worcestershire Archive and Archaeology Service.
 © Worcestershire Archive and Archaeology Service

Assessor/employer: Edmund Lee
 MCIfA (934)
 Knowledge Transfer Manager, Historic
 England

To achieve the 'A1 certificate in Assessing Learners', I had to gather a portfolio of evidence against a list of requirements, like you do for the NVQ itself. My A1 remains my only nationally recognised qualification since leaving university, and, along with my driving licence, is the clearest evidence I have of transferable skills and competencies from a 30-year career in archaeology. (At the time of writing I see there are 52 jobs paying £40,000+ requiring an A1 certificate on a popular jobs website). Like my A1, the NVQ not only has value in the historic environment sector, but also in the wider world, giving people a recognised way out of archaeology and into another field if that's the way they choose to go.



Ed Lee, NVQ Assessor and Knowledge Transfer Manager, Research Group, Historic England.
 © Edmund Lee



Employer: Robin Jackson ACIfA (747)
 Senior Archaeological Project Manager,
 WAAS

The WAAS award-winning Training Programme for Field Archaeologists was developed in 2014 to help recruit field staff. By offering a properly waged and structured training programme with external validation and a nationally recognised and readily transferable qualification, we distinguished our offer from other employers — and were inundated with high quality applications in our first round of recruitment. We employ all seven ex-trainees; one is now in our outreach team and another has been

Robin Jackson, employer and NVQ supporter, receiving the Archaeology Training Forum Award for the Worcestershire Archive and Archaeology Training Programme for Field Archaeologist 2017. Also pictured, Natasha Powers of Allen Archaeology. © Worcestershire Archive and Archaeology Service

promoted on a fast track to Supervisor. Our recruitment issues have been solved and we now have a staff with a flexible skill set and professional perspective, invaluable for our relatively small organisation where agility is often needed.

NVQ holder: Nina O'Hare PCIfA (8520)
 Archaeologist, WAAS

The strength of the NVQ is that it requires you to develop a range of experience in all aspects of practice, not just fieldwork. During my traineeship I participated in building recording, a museum archive transfer and attended the CfA conference. I also wrote an evaluation report and had a go at some GIS work. All of this helped me understand the planning context and what happens once off-site in the office, museum and HER. As a result, when I temporarily became restricted to the office for health reasons, I was able to help with other tasks including report writing. Since August I have moved into a part-time outreach post, and continue to write commercial reports as well, a transition that would have been difficult without the NVQ.



Johanna Roethe (right) with colleague Joanna Smith of Historic England undertaking historic area assessment of central Peckham in 2008. © Historic England, photograph: Derek Kendall

NVQ holder: Johanna Roethe
Architectural Investigator, Historic England

I completed the NVQ while training with English Heritage’s Architectural Investigation team. It helped to structure the activities in my training programme, formalising my learning and providing me with a tangible outcome and sense of achievement at the end of the year. If I could change one thing it would be the title: ‘Archaeological practice’ doesn’t reflect the breadth of the qualification, and might be off-putting for those who still think in terms of a dichotomy between archaeology and architectural history. I personalised my NVQ, using buildings-related projects and transferable skills to fulfil the requirements.

Assessor/employer: Sadie Watson
MCI(A) (5532)
Project Officer, MOLA

In 2015 MOLA took ten trainees into an NVQ-based training programme. Basic fieldwork training was conducted in a public park (kindly supported by Tower Hamlets Council), allowing trainees to learn the fundamentals of excavation and recording. In January 2016 I was working on a major excavation on the London waterfront and the majority of the candidates then joined me and the MOLA team on site. Working closely with the candidates and having them together made assessing straightforward. Several of the successful trainees are now employed in various roles within the company. The combination of expert-led and classroom-based learning, as well as the requirement for focused mentoring, are what makes the NVQ work so well.



NVQ holder: Jacob Scott PCIfA (8928)
Director Heritage4D and Director of the Research Guild at Rochester Cathedral

Since completing my NVQ in 2015, I have helped to produce over 30 standing building reports, submitted my first peer-reviewed article to *Archaeologia Cantiana* and presented my work at the University of Kent. While still full time at the cathedral, I am also in the last year of my distance learning BA at Leicester, a course I started on the back of

Jacob Scott, NVQ holder and Director at Heritage4D and events team member at Rochester Cathedral. © Joseph Miller

finishing my NVQ portfolio, and will go on to a Master’s. I’m continuing to direct Heritage4D Ltd and have presented my work recently at UCL. I took the fast-track option to get PCIfA accreditation a year ago and am currently pulling together my application for Associate membership.



Sadie Watson, NVQ assessor and Project Officer at MOLA. © MOLA

New professional practice papers for ClfA members

In 2017 we released three new publications from our Professional Practice Paper series. One is a completely new paper developed by a working party of the Advisory Council and the other two are updates of previous ClfA practice papers.

Professional Practice Papers offer in-depth guidance on specific areas to support ClfA's *Code of conduct* and *Standards and guidance*. All practice papers are free of charge to ClfA members. PDF versions are available on the website at www.archaeologists.net/members/downloadpapers and for printed copies please contact admin@archaeologists.net.

'Having guidelines that specify what should be included in a skeletal report helps to ensure that sufficient time and funding are allocated by clients engaging the services of a commercial archaeological service.'

An introduction to professional ethics

Gerry Wait MCIfA

This practice paper is a starting point to help archaeologists develop awareness of ethical issues in the profession. It examines what ethics are and what comprises ethical behaviours, and then, using specific case studies relevant to archaeology, sets out a series of questions and discussion as to how these issues could be addressed. The case studies cover topics such as gifts and hospitality, equality and diversity, conflicts of interest, and archaeology.

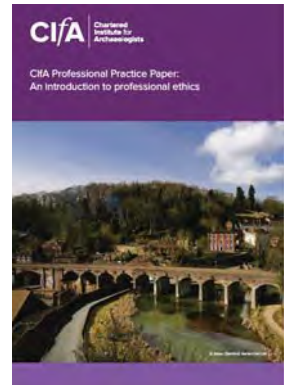


Image credit: Adam Stanford/Aerial Cam



Image credit: Lesley Collett

An introduction to drawing archaeological pottery

Lesley Collett MCIfA

Originally published in 2012, this updated paper reflects the advances in digital and computer technology, and describes how traditional methods of producing pottery drawings can be integrated with and enhanced by digital technology.

Aimed at the beginner, especially students, community groups and others who are new to the practice, it attempts to give a step-by-step guide to the arcane skill of producing pottery drawings, with a general introduction to most of the different types of material which might be encountered, and different approaches to the treatment of texture, decoration and complexities such as handles. It also includes guidance on bringing drawings into publication graphics packages such as Adobe Illustrator, and outputting for final publication.

Updated guidelines to the standards for recording human remains

Piers Mitchell and Megan Brickley

This BABAO guidance, produced as part of the Professional Practice Paper series, is primarily targeted towards the needs of osteoarchaeologists in Britain, but is also of use to those excavating and analysing human skeletal remains across the world.

There have been advances in research methodology and changes in ideas since the original practice paper was published in 2004, and this update is a refresher on all that is cutting edge in the field. It also includes an additional chapter on the topic of sampling human burials for the eggs of parasitic worms that caused gastrointestinal infection when the individual was alive.



Image credit: Cambridge Archaeological Unit

Feedback: We'd welcome your feedback on these new practice papers, or on any of the others in the Professional Practice Paper series. Are there other practice papers you would like us to produce, or would you be interested in being involved in writing new guidance for ClfA members? Please get in touch by emailing alex.llewellyn@archaeologists.net

ANNUAL REVIEW OF ALLEGATIONS OF MISCONDUCT MADE AGAINST MEMBERS

Alex Llewellyn MCIfA (4753), Head of Governance and Finance



All Registered Organisations and accredited members of ClfA have signed up to adhere to our *Code of conduct* and to carry out work in accordance with the regulations and *Standards and guidance*, and are accountable for their actions. Enquiries into a member’s actions or formal allegations of misconduct can be lodged with ClfA and we will investigate.

Between February 2016, when we last reported in *The Archaeologist*, and December 2017 the Institute has received

- six formal allegations against individual members of ClfA
- five formal complaints against Registered Organisations
- fifteen non-formal enquiries or pieces of correspondence

A total of 186 hours of staff time was invested in dealing with complaints, a total cost of £6,499. Fees from our legal advisors who assist with potential allegations of misconduct that go forward for further investigation after initial assessment amounted to £28,436.

In accordance with our regulations, a review of our systems for dealing with allegations and complaints was carried out by Rosslyn Stuart, Director of Professional Standards and Development at RTPI, in September 2017. Rosslyn reviewed four cases against individual members that had been completed since December 2015 when the last review was carried out. She found that both complainants and respondents have been fairly treated, but in the interests of improvement recommended that ClfA

- streamline procedures, thereby reducing the resource demand on staff and members and enhancing responsiveness to complainants and respondents
- review effectiveness of existing Terms of Reference and Scheme of Delegation and amend if necessary to enable the recommendation above
- improve records management to support best practice in process and procedures
- reframe and refocus correspondence to explain not only process but purpose and value of the *Code* and Regulations
- develop new guidance that assists the complainant to better marshal and focus their evidence

The recommendations have been reported to the Board of Directors and will be implemented in the handling of future allegations.

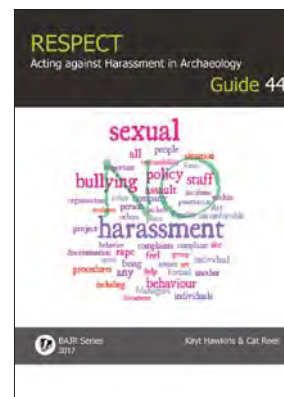
A review of the systems for complaints against Registered Organisations will be carried out next.

BAJR Guide – Respect: acting against harassment in archaeology

ClfA welcomes the publication of the latest BAJR guide, *Respect: acting against harassment in archaeology*. The guide is primarily aimed at field archaeologists, whether they be volunteers, students, or those employed within the commercial sector and the organisations who run excavations. It provides an initial point of reference and is designed primarily to signpost services and create procedures to prevent cases of bullying and harassment, including sexual harassment.

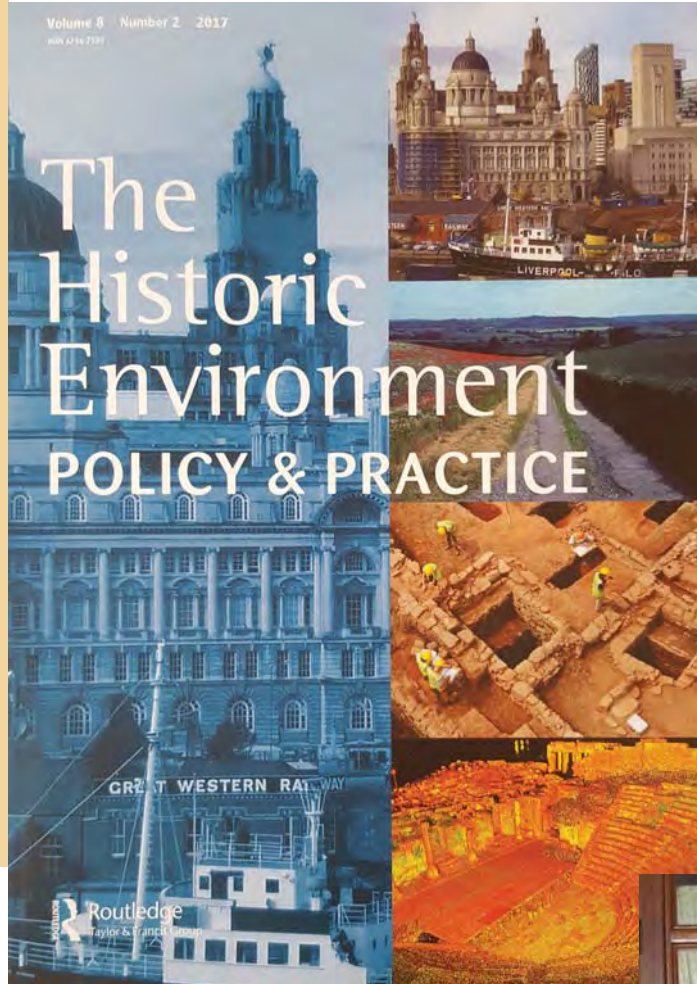
We would encourage members to be aware of this guidance and the routes open to individuals who feel they have been subject to any form of harassment.

In addition, our professional conduct procedure exists to raise allegations against accredited members of ClfA who may have breached the *Code of conduct* in relation to their professional and ethical behaviour in relation to the study and care of the historic environment. This can also relate to professional conduct in relation to employees, colleagues and helpers. A professional conduct allegation may not be the most effective way of achieving resolution in the event of perceived harassment, and where there is any anticipated or actual civil or criminal proceeding it would take precedence over our own conduct procedures. We would, in the first instance, encourage anyone who thinks they have been subject to harassment to seek support from the organisations identified in this BAJR guide.



Changing places: new editor appointed for *The Historic Environment: Policy and Practice*

Launched in 2010, *The Historic Environment: Policy and Practice* was an ambitious step by ClfA intended to capture the wide diversity of the historic environment and to reflect the complexities and variety of heritage at home and around the globe. In a challenging environment of political change and heritage under constant pressure, the journal, through the editorship of Roger White, has covered a wide spectrum of heritage issues and has developed as a forum for debate, communication and dialogue.



The journal has helped situate the work of members of the now Chartered Institute for Archaeologists firmly within the context of national and international practice. A swift survey of the range and scope of the journal over the past few years reveals the extent of the Institute's reach through the media of academic publishing. Articles on places as disparate as Liverpool, the Trent Valley, Ecuador, Turkey, Lincolnshire, Austria, the Severn–Wye Valley, Sweden, London, Spain and Romania, and subjects as varied as conservation and communities, archives and research, urban conservation, World Heritage, indigenous interest, authenticity, energy conservation, salterns and setting confirm the importance of heritage in national and world affairs.

The New Year promises to continue the range of important papers, with subjects including a review of Historic England's changing role following years of funding reduction and the effects of Brexit. Papers are also in preparation looking at the urban heritage in Iran and reflecting on the adaptive strategies in the recent UNESCO Recommendation on the Historic Urban Landscape (HUL).

This short note, therefore, is both a call for papers from members of the Institute, to continue the exemplary record of publication to date, and to introduce the new editor. Mike Dawson, Director at CgMs and former Chair of the Institute, who took over from Roger in the New Year.

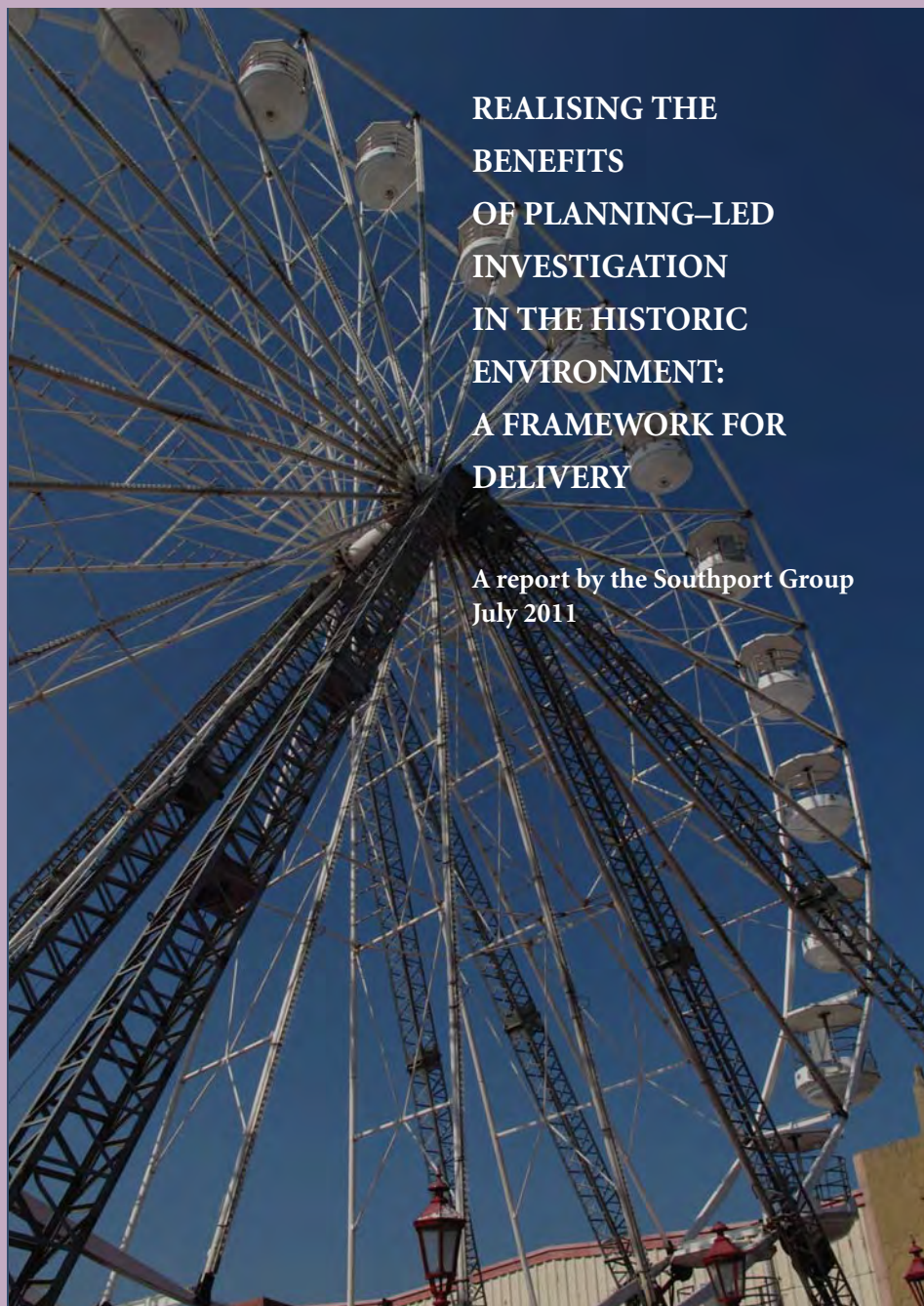


Mike Dawson MCIfA (20)

If you have an essay or case study, article or survey, book review or key assessment with implications for policy, please contact Mike at editorHEPP@archaeologists.net

We would also like to take this opportunity to express our thanks to Roger White for the huge amount of time and effort he has put into selecting and editing content for the journal since its first release in 2010.

Spotlight on... ClfA guidance on written schemes of investigation



REALISING THE BENEFITS OF PLANNING-LED INVESTIGATION IN THE HISTORIC ENVIRONMENT: A FRAMEWORK FOR DELIVERY

A report by the Southport Group
July 2011

Southport Report released in July 2011

The 2011 Southport Report, *Realising the benefits of planning-led investigation in the historic environment: a framework for delivery* made recommendations that ClfA (then IfA) revise its *Standards and guidance* to advise that written schemes of investigation (WSIs) should include explicit statements on public benefit, dissemination and community participation, research and the expertise of the project team and on archive creation, care and deposition. It also recommended that guidance on the scope of WSIs be revised to create a more standardised bidding document and promote the weighting of quality criteria in the procurement process.

ClfA responded to the recommendations and, in 2014, revised guidance was produced following discussions with key sector stakeholders including FAME and ALGAO. The guidance was incorporated into the ClfA *Standards and guidance* for field evaluation, for excavation and for watching briefs and has been in operation for nearly three years.

The recommendations of the Southport Report and subsequent revision of ClfA guidance recognised the instrumental role of the WSI in determining the standard and quality of any archaeological investigation.

So what does the guidance say?

The revised paragraphs on Briefs, specifications and WSIs¹ recognised that different terminology might be used in different circumstances but referred to a document which

set out the proposed scheme of investigation in sufficient detail to satisfy the planning archaeologist or monitor that it is an appropriate response to the brief and that works will be appropriate and proportionate to the known/potential remains and the level of impact. It should also contain sufficient detail to provide a benchmark against which the results of the work may be measured and must be agreed by all relevant parties before work can commence.

The guidance goes on to advise that a WSI should

- be prepared and implemented by suitably accredited and competent persons, using specialist advice where necessary
- specify how the project team meets ClfA standards. It should set out how individual and corporate competences will be maintained and enhanced through training and CPD built into the project where appropriate
- set out the research objectives of the project. It should include where appropriate and possible explicit reference to existing research frameworks, and draw upon advice from appropriate specialists from within the proposed project team to ensure that the investigation will appropriately address national, regional and local objectives
- be suited to the project under consideration; any methods advocated should reflect the nature of archaeological remains likely to be found and should not become inflexible irrespective of site conditions or context. Standard templates should therefore be used with care

- identify relevant data standards for record organisation and content that will be used in information recording systems employed by the project
- set out how public benefits may be achieved by means of engagement, participation and/or dissemination of the results both during and after the project, as appropriate to the scale, nature and circumstances of the work. Health and safety issues, public liability and commercial confidentiality, while important considerations, should not be used as a barrier to public engagement without clear justification for doing so
- set out where and how it is proposed that the answers to the project's research questions will be disseminated to both professionals and to the general public, during and after implementation. In addition to conventional publication, innovative forms of public engagement should be considered
- make suitable provision for archive deposition, and include an appropriate retention and disposal policy for digital, photographic and paper archival materials, as well as artefacts and ecofacts
- make clear that the proposed project team has access to appropriate specialists to assess the archive's significance

A series of workshops were held in England in 2016 to help members to understand and comply with the new guidance, and examination of WSIs has been a focus of the Registered Organisations inspection process in 2017. Supported by Historic England and ALGAO, they were designed to link the new guidance directly with the emphasis on public benefit articulated in planning policy and guidance. Further workshops are planned in Scotland and Wales in 2018.

ClfA Standards and guidance

- Define good practice, expanding and explaining general definitions in the *Code of conduct*
- Define a required **outcome**: the **Standard**
- Advise on how the outcome may be reached: the **guidance**
- Are formulated **by the sector**, based on current understanding of good practice
- Are used when commissioning or designing archaeological work in order to define measureable **quality standards**
- Are not optional: compliance with the Standard is a **professional obligation** for ClfA members and Registered Organisations



To ensure best practice and disseminate information an Oxford Archaeology Project Officer on the Bexhill to Hastings Link Road Scheme discusses methodological approaches and the latest discoveries with a group of visiting prehistoric/flint specialists from other professional organisations. Credit: Oxford Archaeology

¹ See, for example, section 3.2 in the *Standard and guidance for excavation*



Registered Organisation news

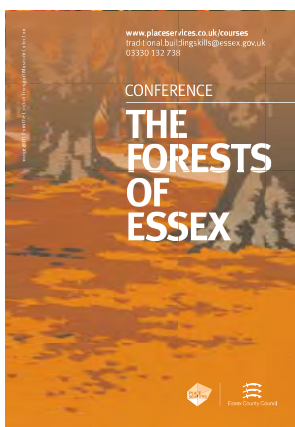
Place Services

Tim Murphy MCIfA (5780) IHBC, Historic Environment Manager

*Crossing Temple Barns
in Braintree, Essex.
Credit: Place Services*



Place Services are very pleased to be awarded 'Registered Organisation' status, which provides us with an audited and recognised accreditation we can confidently present to our clients.



*Place Services
conference information*

Place Services is perhaps not typical of the type of organisation that would apply for registration but, being at the forefront of historic environment service provision to the public sector, we consider our membership an important message; that we promote good practice, work within Cifa's *Code of conduct* and sustain a well-trained, professional workforce.

Who are Place Services and what do we do?

Place Services is a multi-disciplinary consultancy within Essex County Council, comprising three teams – Historic Environment, Natural Environment and Built Environment. We combine our public-sector know-how with a pragmatic, commercial approach and in doing so partner over 30 local authorities within the east of England, London and the South East, supporting them to deliver their role in sustainable development.

The main core of our historic environment work is the provision of specialist advice to local planning authorities, including archaeological advice to the majority of authorities in Essex. We also provide historic buildings advice to councils in Essex, Hertfordshire, Cambridgeshire, Suffolk and London. Through our services, we help to ensure local planning authorities, property owners and developers effectively meet their responsibilities to the historic environment under legislation, national planning guidance and local planning policy.

In addition to specialist planning advice we also undertake historic environment research and conservation projects for a range of public sector clients, including Historic England, and charities such as the National Trust. Another important facet of our work is the enhancement of our clients' HER data, including curation of the Essex HER, which is a valuable resource used by our team to inform strategic plan making and development management. The data also feeds into developers' archaeological desk-based assessments and heritage statements. The Essex HER contains more than 38,000 records from the earliest occupation of the area

through to the Cold War, and is made available to researchers, including university students and academics. HER data can be obtained by contacting enquiries@placeservices.co.uk.

For over 25 years Essex County Council has delivered a well-regarded syllabus of traditional buildings skills, conservation courses and lectures as part of an annual educational programme that is managed by our team. The courses are designed to give historic environment practitioners, contractors, and owners and managers of historic buildings and sites the opportunity to increase their knowledge and skills in the assessment, conservation management and repair of historic buildings and the wider historic environment.

All our courses and lectures are delivered by leading craftsmen and experts in their specialist fields, and are important in helping to address recognised skill shortages. Ideally we aim to provide training that also contributes towards the repair, recording or enhanced understanding of the historic buildings, archaeological sites and historic landscapes we work with. Next year's syllabus will see our most diverse programme yet, and we are keen to work with ClfA to promote best practice and CPD. We run many of our lectures from Cressing Temple Barns in Braintree, Essex, with practical courses held on historic sites that require attention. In the last year these have included Stock Windmill in Essex and the magnificent Hatfield House in Hertfordshire.

In addition to our syllabus of courses we also aim to promote the historic environment through an annual conference. Our 2018 conference pertains to the Forests of Essex and is being held in memory of Oliver Rackham. It will explore the cultural and natural heritage of the forests, and issues surrounding the understanding and future management of trees, woods, forests, and woodland archaeology, reflecting our integrated approach towards management of the historic environment. Further information about our courses and conferences can be found at <https://www.placeservices.co.uk/courses/>

Place Services represents a unique and successful model for the delivery of local authority historic environment services. In the face of ongoing financial constraints and skills shortages, local planning authorities can benefit from the economies of scale offered by our long-established pool of excellence. Going forward we aspire to continue to promote good practice and to deliver a diverse range of historic environment training and CPD. RO status will be our 'kite mark' for excellence within our team, the quality of the work we do, and the good practice we promote.

An Introduction to Traditional Brickwork Repairs for Beginners: Stock Windmill. Credit: Place Services



Place Services team photo. Credit: Place Services



Tim Murphy

With a background in both the private and public sectors, Tim has extensive experience working as an archaeologist and historic building consultant throughout the United Kingdom and Ireland. Tim has been involved in a diversity of projects and these have often concerned informing the management of change to the historic environment, or enabling sustainable and viable reuses of heritage assets. Tim is also committee Chair of ClfA's Buildings Archaeology Group.

The MOD heritage team

The previous issue of *The Archaeologist* highlighted the requirements of managing heritage on Ministry of Defence land. Now meet the team responsible for performing these tasks! Any enquires on MOD estate matters should be addressed to them.

Richard Osgood MClfA (2722)
(richard.osgood273@mod.uk)

Richard leads the archaeology team and has Salisbury Plain and Northern Ireland as his bailiwick, also working on the government targets of minimising the Department's holdings of Heritage At Risk. He directs Op Nightingale – using archaeology as a recovery aid for service personnel. MOD work also resulted in the opportunity of dodging snakes and tarantulas in Belize amongst Mayan temples.



Richard Osgood



Chris Daniell

Chris Daniell MClfA (4951) AIHBC
(chris.daniell114@mod.uk)

Chris leads the historic buildings team and advises on all listed buildings, built scheduled monuments and registered parks and gardens across the whole of the MOD estate. The sites range from RAF and naval bases to army barracks and training areas. He also liaises with the statutory bodies regarding new designations and complex assessments involving the disposal of large MOD sites.

Guy Salkeld ACIfA (4694)
 (guy.salkeld100@mod.uk)

Guy joined the MOD from the National Trust and his portfolio includes the Welsh estates and southern Britain – from Cornwall over to the American bases in East Anglia. He leads on the Protection of Military Remains Act (including crash sites) for the team. Guy also works on sites in Kenya and Gibraltar.



Guy Salkeld

Phil Abramson



Phil Abramson MCIfA (4656)
 (Phil.Abramson789@mod.gov.uk)

Phil covers the north of England and Scotland and provides heritage advice to colleagues in Cyprus. He co-ordinates Intergrated Rural Management Plans for northern training areas, with complex sites like Otterburn, which includes Dere Street, earthwork defences of a Roman fort, two fortlets, two marching camps and an engraved image of the native war god Coci dius!

Alex Sotheran ACIfA (9009)
 (Alexander.Sotheran100@mod.gov.uk)

Prior to joining the MOD, Alex worked in commercial and community archaeology. He covers northern Britain, utilising his knowledge of British and military archaeology. One of his important role requirements is the condition monitoring of Scheduled Monuments on the estate and assuring commercial assessments. He liaises closely with ecology and forestry team members, as many areas with heritage assets are designated as SSSIs.



Alex Sotheran

Member news

Michaela Schauer ACIfA (9243)

Michaela began studying archaeology in Munich and Kiel in 2010 and finished her Master's Degrees with focus on the transition of the Mesolithic to the Neolithic in 2015. She has experience of working in Germany (with a Bavarian archaeological commercial company in Munich since 2009), Romania and Azerbaijan. She is also working towards her PhD 'Das westeuropäisch-kontinentale Frühneolithikum unter besonderer Berücksichtigung der La-Hoguette-Gruppe' (The western European continental early Neolithic with special consideration of the La Hoguette group) and is supervised by Prof Dr Carola Metzner-Nebelsick at Ludwig Maximilian University of Munich (LMU). In her

PhD she will focus on pXRF analyses. Michaela continues working with a Bavarian commercial company and will give lectures about pXRFA at LMU.

Michaela has recently been appointed as ClfA's German Coordinator to assist with recruitment in Germany and to support the establishment of a new area group, 'ClfA Deutschland'. Before this opportunity arose she had been interested in a professional association as a way to improve the archaeology sector in Germany for a number of years, and has therefore developed a considerable amount of background knowledge.



Michaela Schauer
© M. Schauer

Damien Boden MCIfA (9340)

My career in archaeology began in 1981 when I was given the opportunity to work as a volunteer on the Baulksbury excavations near Andover, Hampshire, with the old Central Excavation Unit. I settled in Winchester where I completed a year's fieldwork experience and training on a Manpower Services Commission (MSC)-funded excavation in the city. I was employed by Winchester City Council Museums Service as a Site Assistant and then Supervisor. During this time I was active with the group



Damian Boden © D. Boden

ACT (Archaeologists, Communicate, Transform), a short-lived attempt to form some kind of union body specifically for archaeological field staff.

Following this I worked in various places including North Devon District Council, Essex County Council, and as a self-employed specialist. I now work with Canterbury Archaeological Trust as a Project Officer. My job is a rewarding and enjoyable one. I am fortunate to work with fellow project officers, senior site staff, managers and the unit director, who, like myself, all have their roots in fieldwork. My duties are varied and include involvement in all stages of a project from the initial setting-up, directing the excavations and supervising and training staff of all abilities, through to the processing of site data and the preparation of texts and figures for publication.

I was delighted to be accepted as MCIfA, partly to be able to obtain a CSCS card but more importantly for the recognition of my fieldwork experience – proving it is possible for 'old diggers' like myself with no academic qualifications to be recognised for the very important role they play in archaeology.

I have always thought that the work of the 'diggers' is so often overlooked, with hardly a mention in the finished reports. To me, the excavation and retrieval of the initial data and the finds – the evidence on which the results depend – is the most important part of any project. I was told once by a project manager of mine that 'anyone can dig'. Yes, anyone can dig holes and remove vast quantities of soil but it takes the skill, diligence, an understanding of stratigraphy and sometimes, in my opinion, the integrity of the excavator to do the job properly. If the data and records are flawed, the results, the conclusions and, at the end of the day, the entire story of the site, will also be incorrect.

Through CAT's RO status with ClfA my CPD has become an important and valued aspect of my role within the organisation. I have recently completed courses in CAD, Asbestos Awareness and Confined Spaces Training, First Aid, and the Site Supervisor Training Scheme, all of which are employer funded and in work time. I also have access to both external and in-house courses on many subjects including report writing and Roman pottery, most of which are presented by our own in-house specialists.



Antony Francis
© A. Francis

Antony Francis MICfA (9421)

I am a Project Officer at MOLA, responsible for running sites and writing them up. I am also the Prospect union Chair for the national Archaeologists Branch and for MOLA. CSCS card changes meant I had to join our industry's professional body to continue working on construction sites. Fortunately for me, MOLA is an enlightened employer that pays 100 per cent of ClfA joining fees and subscriptions (I think more should do so). To join, I compiled a list of my reports and publications, offered five examples of my work and persuaded three referees to vouch for my competence. I was appointed MClfA in October, which has the added bonus that I can now join Diggers' Forum for free.

Our industry is changing and so is ClfA. The influx of those who are more at the sharp end of archaeological work will shift the centre of gravity of our professional body, and that is no bad thing. ClfA has been best for our industry when ordinary archaeologists have made their voices heard and I am glad to be part of that.

Peter Spencer MICfA (6388)

Peter's recent work has focused upon the documentation of heritage assets in southern Iraq with the University of Manchester and as a Project Officer for Headland Archaeology in the UK. During his career in archaeology he has maintained a strong emphasis on the vital role that fieldwork continues to play within modern archaeology while exploring the application and benefits of new technologies. His work comprises the development and resourcing of archaeological projects, ranging from initial advice and assessment to field investigation, post-excavation analysis, and publication.

Peter joined ClfA in 2008 and the organisation has always played an integral role in his career. The *Standards and guidance* have provided a clear baseline for the development of one of the world's leading heritage industries, while the work of Special Interest Groups, such as the Digger's Forum, have ensured the practical concerns of field staff have remained a central focus of debate and development. Professional accreditation means ensuring that the experience and skills of archaeologists are recognised both within the profession and



Peter Spencer © P. Spencer

wider private and public sectors, while the implementation of pay minima and in-house training schemes for Registered Organisations have begun to address staff concerns regarding professional development.

For Peter, attainment of MClfA has raised his professional competency while providing an objective viewpoint, giving him the skills and confidence to approach new challenges and opportunities as they arise.

Obituaries

Obituary: John Brown PCIfA (5353) (1939–2017)

Amanda Clarke

John Brown, field archaeologist, died on 12 April 2017 following illness. John's legacy lies not just in his contribution to three sites – Butser Iron Age farm, West Liss Roman Villa and Silchester Roman Town – but also in the personal support, guidance and motivation he gave to generations of archaeologists, mainly through his long-time involvement with the Silchester Field School, the University of Reading's training excavation.

In 1998, John joined the Silchester Town Life project, where he made himself indispensable, not just as a competent excavator, but also as site 'handyman'. His biggest contribution was to the student experience, where he mentored small groups and taught them the nuts and bolts of supportive excavation.

John excelled at construction (flotation tanks, replica pottery kilns, Neolithic houses), putting things back together, rebuilding tents after Hampshire hurricanes, holding conversations late into the night, etc. He took fashion cues from no one. His signature everyday look was all his: a checked shirt or

a T-shirt with a pithy saying, worn with trousers which were more pocket than material, topped off by a high-visibility jacket. His tent was a firm fixture, as was our belief that he had an extensive wine cellar hollowed out beneath it!

Early retirement gave John the opportunity to indulge his passion for archaeology at West Liss. His vision was for a project that engaged and inspired the whole community, and under John's leadership a successful Heritage Lottery bid was made and Liss Archaeology was formed. This led to four seasons of community excavation, followed by subsequent smaller projects. He retired as Archaeological Director in 2010, but continued to be the driving force behind many community-led enterprises.

Once met, never forgotten, John held strong views, certainly, but he cared very much for every project he was involved with. He amassed a following of all ages during his archaeology life, and the outpouring on Facebook after his death is testament to this. As one student said, 'He always had time for anyone who needed help – the world is a duller place without him'. A true renaissance man, John's practical skills were only one facet of a wonderfully richly skilled person – and we miss him.



John Brown
© Kevin Standage

Obituary: Phil Clarke MCI fA (1450) (1953–2017)

Paul Gilman MCI fA (6653)

Phil graduated in Archaeology and Religious Studies from Lancaster University in 1977, and subsequently joined Essex County Council's Archaeology section. He was appointed Principal Archaeologist of the newly formed Field Archaeology Unit in 1992. Following the introduction of PPG16 in 1990, Phil steered the Unit as it adapted to the new regime of contract archaeology. Above all, he was an excellent field archaeologist and he directed a number of significant projects. He was also heavily involved in securing English Heritage funding for the major excavations of the Romano-British 'small town' at Elms Farm, near Maldon.

Phil loved field walking, and especially the discovery of prehistoric flints. He also had a great passion for encouraging greater public participation in field archaeology. After leaving Essex County Council in 2003, he moved to Dorset, where he was able to develop his ideas further through a self-funded doctoral research project based

around large-scale survey. In 2006 Phil set up Arrowhead Archaeology, offering consultancy and field archaeology services. He was elected a Fellow of the Society of Antiquaries of London in 2009.

Most recently Phil worked extensively on behalf of Dorchester Town Council, writing management plans and obtaining Scheduled Monument Consent through Historic England for Maumbury Rings, The Walks and Borough Gardens in Dorchester. Phil was great company and he loved to discuss archaeology and his many other interests, including travel, religion and spirituality, and the writings of C S Lewis. He is much missed by his wife Theresa, his three children Francesca, Benedict and Harriette, and by his many friends.



Charles Philip
Clarke (Phil)
© Theresa Clarke

Obituary: Barry Horne ACIfA (1010)
(24 November 1949–1 July 2017)

Bernard Jones

Barry John Horne died peacefully after a long illness on 1 July 2017 at the age of 67.

Those who knew him personally will remember his struggle with the effects of having contracted polio when he was just seven years old. Despite his physical disabilities, he led a very full life and devoted much of his spare time to archaeology, which was his passion.

He was one of those amateur archaeologists who left a mark through the organisations he belonged to, the offices he held, and most importantly his fieldwork and publications. He played a central role in several groups and societies in Bedfordshire and beyond over many years, including the Manshead Archaeological Society of Dunstable, the Dunstable Local History Society, and the Leighton Buzzard and District Archaeological and Historical Society, which he chaired for its first five years from 2006.

Barry was an Associate member of ClfA, joining in 1991. Barry joined the CBA South Midlands (then CBA Group 9) committee in 1978, typesetting the *South Midlands Archaeology* journal since 1989 and editing it since 1995, only standing down last year due to ill health.

His interests extended beyond archaeology and included meteorology and astronomy; despite his disabilities Barry travelled the world to witness eclipses of the sun. Before his early retirement due to ill health he worked for the Open University, where he became an expert in computer programming.

Barry's strong personality enabled him to live a very full and, within the constraints of his disabilities, a very active life. He will be greatly missed.



Barry Horne © Bernard Jones

New members



Member (MCIfA)

9355 Enid Allison
 9113 Sarah Barrowman
 9570 Matthew Bishop
 9340 Damien Boden
 9438 Mark Burch
 9200 Alistair Douglas
 9331 Colin Dunlop
 9421 Antony Francis
 7622 Seren Griffiths
 9219 Daniel Harrison
 9419 Neil Hawkins
 9221 Ray Holt
 9201 Christopher Leonard
 9159 Lauren McIntyre
 9361 James Miles
 9244 Cath Neal
 9581 Mark Phillips
 5057 Alexander Smith
 9443 Diana Swales
 9031 Christopher Sykes
 9344 Paul Thrale
 9561 Jess Tipper
 9176 Helen Webb
 9580 Daniel Young
 2094 Jenny Young

Associate (ACIfA)

9278 Neil Chaney
 9436 Rachel Cubitt
 9422 Amy Farrington McCabe
 9558 Adam Fellingham
 9437 Steven Graham
 9434 Shane Maher
 9501 Philip Mayne
 9435 Rachel Morgan
 9568 Charles Morris
 9240 Astrid Nathan
 9401 Susan Porter
 9424 Zbigniew Pozorski
 6131 Jeremy Rogers
 9247 Aurelian Rusu
 9243 Michaela Schauer
 5991 Michael Sims
 9055 Gillian Sneddon
 9423 Tiffany Snowden
 9223 Stephen Thomson
 9402 Aileen Tierney
 9482 Abi Tompkins
 9141 Konstantinos Trimmis
 9042 Adam Williams

Practitioner (PCIfA)

9508 Francesca Allen
 9445 Marco Aloï
 9250 Vanesa Alvarez
 9357 Linda Amos
 9550 Mary Andrews
 9520 Bryan Antoni
 9521 Christopher Ayers
 9296 Alexander Batey
 9446 Kath Bentley
 9514 Mihai Bica
 9469 Mike Birtles
 9297 Charlotte Black
 9433 Christopher Blatchford
 9395 Anne-Laure Bollen
 9551 Ro Booth
 9582 Paul Bracken
 9293 Rebecca Bridge-Pridmore
 9405 Thomas Brook
 9426 Thomas Brown
 9321 Florencia Cabral
 9462 Joshua Cameron
 9343 Benjamin Camp
 9583 Julia Cantarano
 9403 Alessandra Capocéfalo
 9392 Eleonora Carminati
 9418 Frederico Caruso
 9218 Giuseppe Castelli
 9277 Francesco Catanzaro
 9509 Laura Caygill-Lowery
 9470 Jedlee Chapman
 9325 Sasathorn Charoenphan
 9347 Stephen Clarke
 9417 Paulo Clemente Vidal
 9513 Carmen Coch Ferriol
 9463 Steven Cole
 9261 Alfonso Collazo Martinez
 9439 Alexander Coogan
 9428 Luca Coppola
 9429 Tristan Cousins
 9481 Martha Craven
 9272 Stephenie Dalby
 9472 Lexi Dawson
 9098 Elie De Rosen
 9440 Sarah Deacon
 9279 Peter Dearlove
 9512 Rene Della Canonica
 9475 Matti Dochat
 9448 Jonathan Dodd
 9282 Neus Esparza Nogues
 9258 Marta Estanga Lopez de
 9596 Thomas Etheridge

9274 Simona Falanga
 9326 Aidan Farnan
 9522 Theo Fautley
 9210 Emmet Fennelly
 9287 Alex Fisher
 9450 Monica Fombellida
 9266 Petros Fountoukidis
 8967 Ivo Fox-Cooper
 9548 Dejan Gajic
 9267 Tommaso Gallo
 9407 Jacopo Gelmi
 9300 Rita Goncalves Pedro
 Casimiro Da Costa
 9254 Francisco Gonzalez
 9451 Rosa Greco
 9394 David Green
 9211 Adam Griffiths
 9259 Matevz Groselj
 9262 Sonia Guerrini
 9574 Camille Guezennec
 9575 Rebecca Hall
 9327 Samuel Herbertson
 9099 Richard Hilton
 9393 Jessica Horton
 9563 Joshua Hunter
 9464 Gordon Hutchinson
 9452 Alaina Kaiser
 9564 Faidra Katsi
 9573 Alexander Kisslinger
 9576 Andrea Kreuzberg
 9523 Rhiannon Lanosky-
 MacFarlane
 9516 Thomas Lawrence
 9465 Rachel Legge
 9454 Nuria Lopez
 9404 Laura Lopez Herradon
 9408 Tamara Lucchetti
 9212 Robbie Luxford
 9353 Hannah Maisey
 9256 Antonio Martinez Rodriguez
 8404 Stephanie-Adele
 McCulloch
 9359 Jim McKeon
 9276 Sheryl Mckimm Watt
 9524 Andrew McLean
 9409 Chiara Meneguzzi
 9275 Patricia Mereniuk
 9309 Aeneas Michalopoulos
 9360 Alexandra Miller
 9260 Sergio Moron-Munoz
 9252 Ramon Navas Losada
 9290 Julian Olmos Sanchez
 9263 Miguel Palacios Ramos

9473 Luke Parker
 9281 Tom Parker
 9598 Rebecca Parr
 9456 Domenica Pate
 9410 Antonio Pavez
 9255 Valerio Pinna
 9283 Jeannette Plummer Sires
 9342 Przemek Polakiewicz
 9517 Daniel Pond
 9476 Emma Powell
 9515 Blazej Prus
 9500 Francesco Puzzo
 9457 Katie Ray
 9554 Anna Rebisz-Niziolek
 9257 Pinheiro Ricardo Jorge
 9397 Alessandra Riva
 9566 Jane Roberts
 9294 Micaela Rocha
 9427 Diego Rodrigo-Maganto
 9264 Sofia Rojas Miguel
 9458 Guilia Rossi
 9441 Oliver Rusk
 9299 Carol Ryan Young
 9311 Francesca Santini
 9284 Karolina Saxerbo Sjoberg
 9312 Gioia Serra
 9459 Pedro Silva
 9432 Ilkka Sipila
 9466 James Skelton
 9471 Ian Smith
 9313 Rafael Soler Rocha
 9567 Christopher Sopp
 9270 Jose Soto Aboal
 9291 Matilda Stevens
 9286 Davis Strubergs
 9182 Adelina Teoaca
 9467 Harvey Tesseyman
 9474 Kalliopi Themeli
 9460 Nikiforos Tounousidis
 9549 Paula Velasco Tomeo
 9324 Cristina Verderame
 9320 Luis Verdu-Martinez
 9584 Alec Wade
 9461 Francesca Ward
 9505 Bj Ware
 9518 Katherine Webster
 9468 Jessica White
 9352 Jonathan Whitmore
 9442 Rachel Wood
 9511 Enrica Zambetta

Affiliate	Student	Student	Student
9128 Russell Almond	9496 Ashleigh Airey	9486 Rosie-May Howard	9545 Theresa Peters
9655 Kevin Barber	9588 Monika Baczek	9538 Maria Kneafsey	9499 Andreas Puhl
9593 Jens Barke	9536 Shay Barkham	7596 Matthew Knight	9614 Victoria Rathmill
9497 Ewa Belkowska-Kaminska	9610 Leslie Bode	9605 Isobel Knight	9617 Nikolett Schmidt
9543 Jann Beresford	9537 Nicholas Clarke	9609 Mark Learey	9591 Lia Schurtenberger
9547 Valerie Boudet	9616 Eleesha Davis	9590 Anna Lound	9607 Nicholas Siemens
9492 Richard Broadhead	9494 Christian Day	9542 Ye Myat Lwin	9544 Lu Stanton-Karczewska
9611 Iwona Brodzka	8502 Greer Dewdney	9498 Eleanor March	9491 David Taylor
8418 Aaron Clarke	9529 Robin Downing	9589 Shannon McGall	9606 Amy Taylor
9535 Jordan Clinch	9615 Kate Dudgeon	9592 Phelim McIntyre	9489 Jack Thomas
9654 Meghann Connolly	9612 Amie Eames	9608 Lucy Mclay	9525 Dryw Tingey
6561 Eleanor Cowle	9653 Antzela Efthymiadou	9541 Adam Mead	9490 Susan Walker
9485 John English	9526 Joelle Eversdijk	9367 Alba Menendez Pereda	9539 Benjamin Wiese
9527 Cassandra Fallowfield	9487 Lesley Fraser	9625 Allen Mikulski	9613 Elizabeth Wilcox
9380 Georgia Foy	9604 Amelia Halls	8275 Sarah Peacop	9483 Teagan Zoldoske
8145 Afifa Khan			
9650 Hlib Khandryha			
9652 Kristina Lee			
9577 Duncan Macer			
9528 Catriona Macfarlane			
9579 Heidi Mattei			
9546 Kristin Oswald			
9495 Astrid Otte			
9534 Adam Praoline			
9533 Jerome Ruddick			
9618 Katrin Schreiner			
9484 Jessica Scott			
9594 Claire Tsang			
9531 Emily Westlake			
9488 Noah Woodhouse			

Upgraded members

Member (MCIfA)	Associate (ACIfA)	Practitioner (PCIfA)
7472 Lianne Birney	8451 Harriet Bryant-Buck	8473 Thomas Cochrane
7837 Fay Bowen	6535 Jonathan Kaines	8512 Edmund Cole
2027 Michelle Collings	7688 Charlotte Mecklenburgh	8917 Rachael Doyle
5120 Hugh Corley	7877 Conor Ryan	8511 James Hathaway
4790 John Davey	7662 Andrew Souter	7774 Elizabeth Knox
5516 Peter Dudley	6591 David Thompson	8639 Kate Mawson
7974 Rebecca Aroon Enlander	2749 Guy Thompson	6433 Robert McIntosh
5741 Alice Hobson		8886 Jack Portwood
4695 Iwan Parry		8417 Ernesto Rizzo
5047 Kathryn Sather		8019 HollyMae Steane Price
6388 Peter Spencer		8848 Jessica Waterworth
5269 Elli-Maaret Winterburn		
724 Andrew Young		

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There will also be a wide range of **CPD workshops** – developing a new standard for ‘grey literature’ reports, discussing occupational health and action plans to tackle issues, and testing a new toolkit for selection and retention for archaeological archives. And we’ll be hosting the first ethics tournament where teams will debate solutions to ethical dilemmas that archaeologists face in practice.

Social events will include a wine reception and dinner at the sea-front restaurant Alfresco, a buffet at The Brunswick, and Hippocampus (aka John Schofield) will be back to DJ the disco.

You can find all the latest updates, news and a full timetable of sessions on our conference website:
<http://www.archaeologists.net/conference/2018>

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

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Yearbook amendments

Individuals

NEWSOME Miss Sarah BSc MA MCifA (5068) 2006/2011

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Cambridge, CB2 8BU Tel 01223 582771
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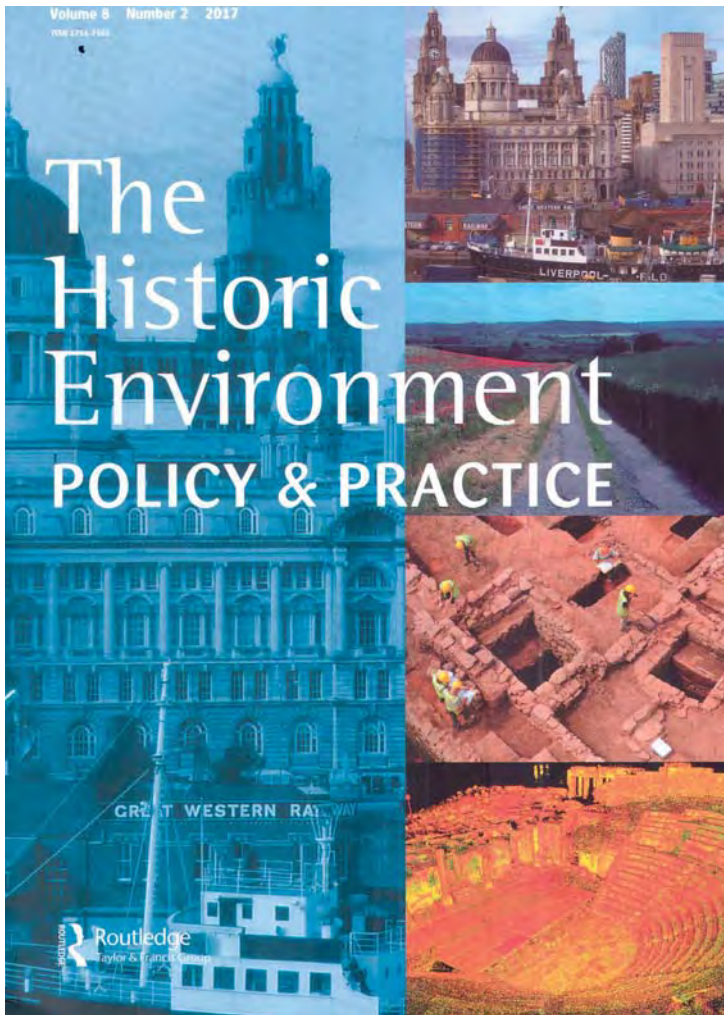
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