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AND BEYOND**

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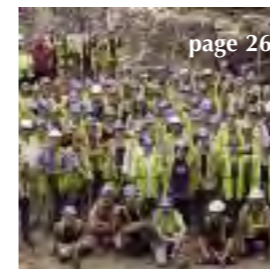
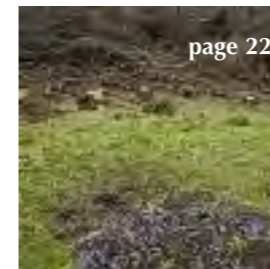
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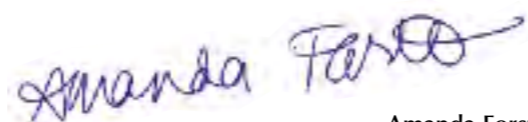
This issue of *The Archaeologist* introduces new article formats, as well as providing some more familiar content. I am conscious that, as the new editor for *TA*, I have some hard work to do to maintain the high standard that readers are used to. Alison Taylor worked relentlessly to provide interesting and diverse topics, and ensure that the magazine provided far more than a quarterly newsletter. I am keen to carry that same mantle, and hope you find this Spring edition includes something of interest.

The contributors to this issue have provided some food for thought on current topics affecting us all. Our feature article, *Southport: gateway to the future?* invites critical feedback on the relevance of the report. Responses from Scotland, Northern Ireland, Wales, the Republic of Ireland and Spain, alongside representatives from English Heritage, higher education and museums provide a glimpse of how *Southport* could have impact beyond England's planning sector. Although not all 100% positive, there is an underlying feeling that, despite criticisms there is a lot to congratulate. I would be interested to hear if you agree with the points made, or would like to add your own experience to the discussion.

Two short articles provide sector updates. Doug Rocks-Macqueen surveys the numbers of undergraduate and postgraduate students studying archaeology, picking up some critical trends. The theme of University education and other training is incredibly important – with rising student fees and a constricted job market, there is a real need to maximise any opportunities that present themselves. On the last page of this issue, Andrea Bradley provides a summary of the recent *How to build and archaeologist* event in York. The event celebrated the success of various structured training schemes which IfA has been involved in, and also presented

our latest training venture, *The training toolkit*. The need for support and guidelines is picked up by Matt Ritchie, Scottish Forestry Commission archaeologist. New UK Forestry Standard and guidelines are now available, and several Forestry Commission Scotland (FCS) online guides have been produced which aim to help forest and woodland managers in Scotland meet them. Guidelines provide woodland managers with the information they need to manage archaeological remains in woodland environments, explaining why it is essential that remains are protected and properly considered. Chiz Harward launches our first opinion article (the *TA* equivalent of an upturned soapbox) with a discourse on the current state of archaeology, focusing on field staff. Some of Chiz's points may sound familiar, but if your initial thoughts are, 'we've had this conversation before', a pertinent response may be, 'why are we still having it?' Response articles come from across the sector, with Chiz getting the last word. I will be looking for a suitable piece for the next issue of *TA*, so if you have any particular opinions you would like to air to a wider audience, please get in touch.

Finally, our interview provides a forum for showcasing projects and providing some interesting insight into how they operate. This month, we interview Richard Cuttler and Emma Tetlow, who are working with Qatar Museums Authority. I would like to hear from anyone working on projects that they have worked hard to achieve and can help inspire us all to keep working towards those dream projects!



Amanda Forster
amanda.forster@archaeologists.net

Notes to contributors

Themes and deadlines

Summer: Metamorphosis: the changing world of the heritage sector
deadline: 7 May 2012

Autumn: IfA Conference 2012
deadline: 6 August 2012

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

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SOUTHPORT: GATEWAY TO THE WORLD?

Almost nine months ago, on Wednesday 13 July 2011, the Southport Group launched the results of a one-year project and consultation which investigated the state of the UK archaeological services market. Funded by English Heritage, the report presented a reflective exploration into professional archaeology in England in the light of new planning policy, and this article reviews its potential impact beyond those borders. Our guest reviewers delve into the findings and recommendations of the report, and consider how widely it can be applied across the historic environment sector. From Spain to Northern Ireland, and including views from research and museum-led environments, the article explores the similarities and differences seen across our profession and poses the question – how relevant is it, and how much of an impact is it having?



What was the **SOUTHPORT GROUP**?

The group was formed at IfA's 2010 conference, in Southport, hence the name. They represented a group of professionals within the industry reaching the archaeology curatorial sector in England, contracting and consulting sectors, university-based archaeologists, archives and museums, the property and development sector, civic and amenity societies and groups and spatial advocacy groups.

The Group proposed ways in which we (the sector) can improve practice, to make sure we deliver consistent excellence for public benefit.

The objectives of the project were

- to facilitate the rapid improvement of practices developed under PPG 16 and the relevant elements of PPG 15 into those which are fit for purpose under PPS5
- to stimulate a more collaborative approach within the sector
- to focus the sector on understanding and enhancing cultural significance
- to find ways to promote participative knowledge creation
- to build the expectation of professionally accredited quality
- to help the property sector create opportunities for better archaeology

Within its executive summary, the final report highlights its boundaries;

"Many of the recommendations can at present only be applied explicitly to the English planning regime. When PPS5 is absorbed into the National Planning Policy Framework, it has been made clear in public Government statements that those principles are set to endure. The reform of PAN42 in Scotland [now revised as PAN2/2011] may enable some of the recommendations to have application there. Reform of PPS6 in Northern Ireland and the historic environment elements of PG Wales have been mooted, providing further opportunities for UK-wide application. But many of the findings are not restricted to a particular planning policy framework, and so many of the recommendations are of immediate relevance across the UK – and beyond."

Southport Report, p2

You can find more information about the Southport Group and a link to the final report on the IfA website at <http://www.archaeologists.net/southport>.



VIEWS ACROSS BORDERS...

SCOTLAND: Southport seen from the north

Noel Fojut, Historic Scotland

The Scottish planning system, like that of England, has been undergoing considerable change in recent years, with new structures, revised legislation and a marked condensation in the scale of top-level Planning Policy and the detail therein. This underlines a shared government-wide commitment to simplification, de-layering and better regulation, in planning and far beyond. It is unlikely that this process has been completed, and there is much in Southport which will be of relevance to that onward journey.



Putting the last touches to the M74: major infrastructure project cutting through the heart of Victorian-period industrial and residential areas of Glasgow and Rutherglen: a large project-funded community education and engagement programme accompanied conventional excavation and recording © Historic Scotland



A876 Upper Forth Crossing: recently completed after a developer-funded programme of archaeological investigation ranging from Neolithic settlement (close to the nearer shore) to the 19th century. Note the A-listed Kincardine Bridge to right of shot © Transport Scotland

Scotland has had free-standing historic environment policy for some years now, and this carries equal weight to planning policy: www.historic-scotland.gov.uk/index/heritage/policy/shep. SHEP (Scottish Historic Environment Policy) contains the Ministerial vision for the sector and sets the policy context for legislation and guidance. There is a symbiotic relationship with planning: thus national policy on listing and consents lies within SHEP, even though the provisions which deliver it are Planning Acts and secondary guidance. For the historic environment to be properly addressed, of course, requires many other policy areas to play their part, so the historic environment appears in a range of policies, such as the Scottish Forestry Strategy.

Over the next couple of years, Historic Scotland will be taking forward a root-and-branch review of

historic environment policy and legislation, to ensure that the historic environment realises its full potential in supporting the achievement of Scottish Government's aims, as set out in the National Performance Framework: <http://www.scotland.gov.uk/About/scotPerforms>. To situate this in the European terminology of the Faro Convention, this review is about cultural heritage delivering maximum value for society.

The Scottish policy review will be wide-ranging, inclusive and collaborative. We will be looking to maximise opportunities for stakeholders to contribute, although as the design of the review process is at a very early stage, it is not possible to offer details yet. However, the key descriptor for the review is 'evidence-based'. The Southport report offers an excellent model for the type of input we are hoping to see – balanced, realistic and positive in tone, looking to opportunities while not ignoring risks and constraints.

These are exciting times north of the Border and there is a real appetite to see Scotland's future shaped in ways which take full account of its rich and distinctive heritage. We want to see our engagement with that heritage go far beyond iconic sites, dates and personalities, to embrace the idea of the historic environment as a key resource and a driver of integrated, sustainable development. To that extent, the Southport agenda looks like a very good fit, addressing as it does the need to get maximum public benefit out of arrangements which, by and large, already work very well.

So while Scotland is unlikely to 'adopt' Southport in any clearly recognisable way, there is a genuine opportunity for the report, and the philosophy behind it, to be influential both in content and in tone as we consider how to put Scotland's historic environment even more firmly at the heart of national life.

NORTHERN IRELAND: realising the public benefit of planning-led archaeology

Philip Macdonald, Centre for Archaeological Fieldwork, Queen's University Belfast

The work of the Southport Group to realise the public benefit of development-led archaeology, and the report itself, has both reflected and informed the concerns of the Northern Ireland Archaeological Forum (NIAF). NIAF has a wide membership including both interested members of the public and institutional representatives from various NGOs (including the IfA), the university sector, local authorities, amateur societies, as well as the museum and voluntary sectors. This diverse membership makes NIAF the only body that is representative of the whole of the archaeological sector in Northern Ireland. In recent years NIAF has been keen to develop a vision for the future of archaeology which could form the basis of a strategy for lobbying the devolved assembly. This initiative has been prompted by the opportunities provided by the devolved administration at Stormont and a growing concern that developer-led archaeology is failing to realise the full contribution that archaeology could make to society in Northern Ireland.

The principal weaknesses of planning-led archaeology in Northern Ireland that have been identified by NIAF's membership closely reflect several of the issues addressed by the Southport Group's Report. They include inadequate opportunities for the public to engage with, and participate in, archaeological activity; a failure to publish, or make accessible, in formats attractive to the specialist and the public, the results of development-led excavation; and the inadequate provision for storage, long-term curation and access to archaeological archives.

There are many reasons for the failure to realise the potential contribution that archaeology could make to society in Northern Ireland, but key to the problem is an oversight in government policy. The BH4 Policy which deals with archaeological mitigation within Planning Policy Statement 6: Planning, Archaeology and the Built Heritage (PPS6) places a responsibility for developers to meet the cost of excavation and recording of known archaeological remains that are to be compromised by development, but not the dissemination of the excavation results, the long-term curation of the resultant archives or public participation in the archaeological process. With the support of the IfA, NIAF and other public bodies such as the Northern Ireland Museums

Council have begun to lobby Stormont for the need to revise PPS6. In recent months, well-received presentations have been made to the Culture, Arts and Leisure Committee over the lack of capacity in the museum-sector for curating excavation archives. Securing meaningful reform of PPS6 remains the priority for developing archaeology as a profession in Northern Ireland. The implementation of the new Planning Reform Bill, the concomitant revision of its associated guidance and the forthcoming transfer to local authorities in Northern Ireland of responsibility for planning represents a valuable opportunity to secure that reform. The vision for planning-led investigation of the historic environment contained within the Southport Group's Report forms a valuable resource of ideas for transforming both practice and the profession in Northern Ireland.



Excavations at the Early Christian ecclesiastical site at Kilhorne, Annalong, Co. Down © Philip Macdonald



Blundell's House, a seventeenth-century house within the lower ward of Dundrum Castle, Co. Down © Philip Macdonald

Southport and the Shannon

Gabriel Cooney, University College
Dublin



The future of the past. Children enjoying
a visit to a megalithic tomb on the
Burren, Co. Clare copyright Brendan
Dunford © Heritage Council

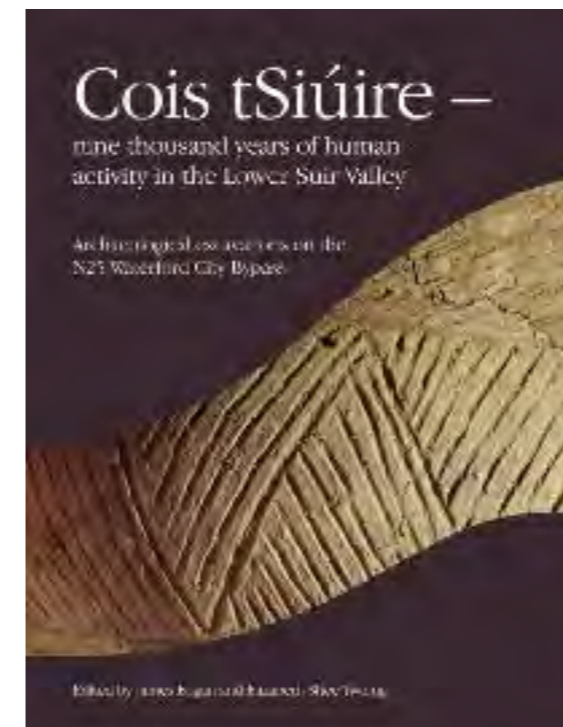
The title is intended to capture the attention of readers not familiar with the Republic of Ireland; juxtaposing the location of the genesis of the report with a central riverine feature of the Irish landscape, an airport and a synonym for a development authority! Just as the Republic of Ireland may not be familiar terrain to many, I suspect the Southport Report will not be that widely known among the archaeological profession in the Republic, or the wider range of professionals and experts whose work concerns the historic environment.

The economic travails of the country since 2008 have had a major impact on the profession, particularly on archaeologists (then the majority) who worked in the planning-led sector. Contraction in public and private building and infrastructural projects has led to a dramatic reduction in the number of professional archaeologists and the closure of some consultancies. Ironically this came shortly after a concerted effort in the middle of that decade to plan future strategies for Irish archaeology. It is also worth pointing out that there are significant differences between the Republic of Ireland and the legislative and operational systems in England. We have a centralised system, where under the National Monuments Acts excavation is licenced (by the National Monuments Service, Department of Arts, Heritage and the Gaeltacht) and all objects revealed by excavation are the property of the state (with the National Museum of Ireland having archival and related responsibilities). Hence in planning-led investigation of the historic environment there are contractual arrangements between the state, the developer and the archaeologist.

Against this background perhaps it is not surprising that the Southport recommendations on delivering the benefits of planning-led investigation of the historic environment, or indeed the mind-set change at the heart of Planning Policy Statement 5 (PPS5) on which they are based, have not been widely discussed in the Republic. However, this quiet time is precisely when we should be putting in place better policies and

practice for the future and a consolidated National Monuments Bill, currently under consideration at senior government level will if enacted be based on the central principles articulated in the report. PPS5 and Southport recognises sites and buildings as heritage assets of archaeological, historic, architectural and artistic interest. The consequent and crucial shift is from mitigation and preservation to the recognition of the need to 'offset' losses of significance by equivalent gains in terms of enhancing understanding of the past and to make these publicly available, through publication and engaging the public with the process of investigation. Quite rightly this places research and quality at the heart of what planning-led work is all about. It negates any idea that recording is sufficient, it is inadequate and simply bad archaeology. Research and understanding supersede recording as the primary objective of investigation. This is particularly important where economic conditions in Ireland have encouraged the dominance of the 'lowest price wins' approach to planning-led investigation. This has been predicated on an unwillingness to engage with the issue of the quality and research value of the work being undertaken. Southport and the proposed legislative changes here show the way to a different approach.

But the legislative system already in place in Ireland should in principle make it easier than in England to put quality control in place. As the report makes clear part of a rigorous approach to assessing quality



and reputation would be to specifically request that bidders identify how in earlier contracts they maximised value as well as limiting costs.

Many of the Southport recommendations appear to flow from the principles outlined in the previous paragraph. The principle that above-ground and below-ground elements of the historic environment are part of the same whole, with archaeology and conservation as mutually dependent disciplines, has still to be recognised here. The vision that commercial investigation and explanation of the historic environment should make opportunities for public participation the norm not the exception is an important challenge. This is particularly the case in the Republic of Ireland where alongside health and safety issues the licencing system has tended to serve not only as a bulwark of professionalism but also to distance the public from professional practice. The Irish National Strategic Archaeological Research Programme (INSTAR) is a collaborative research programme promoted by the Heritage Council which aims to bring about a transformative change in the quality of archaeological research by partnerships between the consultancy, higher education and the state sector and parallels the Southport research vision. The developing archive resource centre at Swords, close to Dublin being jointly developed by the National Museum of Ireland and the National Monuments Service has the potential to provide an integrated resource centre (records and material) but both resources and vision are required to meet the ideal set out in the Southport report that such a centre would 'provide access to all types of information on the historic environment for a wide variety of users'. At the moment a key challenge is to safeguard the archival records of the decade-long intensive Celtic Tiger phase of planning-led investigation.

Southport may be a long way from the Shannon and these locations are in very different jurisdictions where the legislative system for the historic environment is concerned. However the Southport report provides an important perspective on how we should value the historic environment and evaluate the success of planning-led investigation of it that is of wider, international relevance.

The most recent monograph in the National Roads Authority series presenting the results of archaeological investigation on motorway and road schemes © National Roads Authority

WALES: can Southport come to Swansea?

Andrew Marvell, Glamorgan-Gwent Archaeological Trust

The Southport Report could present the Welsh with something of a dilemma. Undoubtedly, there is much in the vision that would be shared in Wales both in current practice and thought. However, there is nothing that irritates the crew of a Celt more than being told by the English how to do things, particularly when there has been only token engagement and consultation. Despite this, there is much in Southport that is not alien to the delivery of planning-led investigation of the Historic Environment in Wales. Indeed, it could be argued that for some areas of Southport thinking, the trajectory was already one of delivery rather than vision.

For Wales the problem with the Southport vision and recommendations lies in the detail rather than in the headlines. Whilst some of the visions (eg 4.1.2) would be recognised in current practice, and others endorsed as being highly desirable (eg 4.1.3-4.1.7), another would need amending at headline (the structure in Wales is such that the management vision at 4.1.1 would be tri-partite with both national and local authorities, although all the underlying bullets would, I think, be endorsed) or in the detail (eg 4.1.8 given the planning cross-references). What is missing from the vision is better articulation of the need to develop the profession. Issues of training and upskilling are there, but they float beneath rather than rising to the surface. Admittedly it is difficult to proselytise that we need to have a far improved structure (cf RICS, Solicitors' Training Accounts) that allows for effective early individual professional development as well as on-going CPD for the delivery of services to satisfy regulatory requirement.

The 'recommendation' headlines would have a broad consensus (although 3 and 2 are PPS 5 specific, and 18 is Southport Group specific), the detail more problematic because of the English framework. Some however, are clearly applicable across the United Kingdom as they stand (1, 7, 17, 19, 20, 21, 22, 24, 27, 31, 32), and others might only need some additional cross-referencing (eg 13, 14 – Wales has a national panel for Archaeological Archives) to have currency. Some other areas (eg 8 Research Frameworks) would need no action in Wales. There are, however, many, which, even if it was thought desirable, could only be taken forward, by recasting to reflect or include a Welsh perspective. Cadw is a

directorate of Welsh Government, as opposed to English Heritage, which is at arm's length, and this in turn impacts on function and the routes of advocacy. The holistic regional historic environment service delivery through the Welsh Archaeological Trusts is also not paralleled in England and, as in Scotland, the Royal Commission continues to deliver to its national remit.

One problem tied to this is that some of the recommendations, if pursued, for the Institute or other bodies to amend or develop standards and guidance or similar documents will have to be implemented with care, and probably following specific consultation, if they are not to run into difficulties further down the line, or alternatively such bodies will need to produce specific national guidance that lies below existing documents. With 'devo max' a distinct future order of the day much care is going to be needed when developing sector wide guidance, if it is to be applicable across the United Kingdom.

The appendix on the Economic Analysis of the Market for Archaeological Services in the Planning Process is a welcome addition to a growing body of work that is beginning to put hard, but realistic and conservative, figures on the value of the Historic Environment and that of wider economies (eg Heritage Tourism); in Wales a report produced by Ecotec in 2010 could conclude that the 'Welsh historic environment supports 30,000 full-time equivalent jobs and contributes some £840 million to Wales's gross value added (GVA), with an annual turnover of £1.8 billion' and that was without the historic environment planning-led services and several other elements of the related markets. More is needed. Particularly, but not exclusively, in valuing how archaeological endeavour, whether investigation or preservation or engagement, supports community cohesion, social well-being and learning improvements and the related economic gains. Whether we like it or not our relevance to makers and shapers is underpinned by the demonstrated values that we can bring to the overall economic good and Southport (for all its irritants) is a big step forward.

The views expressed here are those of the author and should not be taken to represent those of any organisation or body in Wales that he is associated with.

A view from the continent: *the Spanish perspective*

Jaime Almansa-Sánchez, JAS Arqueología SLU,
and AMTTA (Asociación Madrileña de Trabajadoras
y Trabajadores en Arqueología)

When I was invited to write this article my main worry was being able to give a 'national' opinion of something that almost nobody in Spain knows about. I have no possible idea about how many Spanish archaeologists have read the Southport Report, but I am afraid the number would embarrass me. However, I consider it to be a very important text to have when you devote your life to this profession and so I have tried to promote it among my partners and colleagues.

What do I think? Spain signed the Valletta Convention less than a year ago. Our current laws are still based on traditional 'academic' research, while more than a 90% of the projects are run from the commercial archaeology sector. Most politicians still believe 'preventive archaeology' means to prevent constructors from dealing with archaeology, rather than saving heritage. Current companies are tiny, unstructured and deregulated competitors in a senseless 'price war' with very little capability to survive a crisis and, even worse, to sit down together and try to solve it. Research is not paid for and, as a result, is not conducted in the private sector. Universities do not take up the baton and, in its own way, the academic sector continues to wage its particular war against commercial archaeology. Archaeological work was precarious, unsafe and unrewarding (and I say 'was' because there is not much work nowadays), and Spanish society is light years from the British in its concern about heritage.

I could continue for a long time to point out the problems which exist in Spanish archaeology – and I would hardly be able to offer a realistic solution to any of them. However, the Southport Report is an extremely useful roadmap for the future of the Spanish heritage sector. It is unfortunate that we do

not have the background, the tools, the unity or the structure to work on it yet.

Outside of my Spanish perspective, I have to admit I cannot see much more than a piece of paper full of good intentions. Prove me wrong, please. Having said this, there is something I really value about it. The fact that it exists at all, and that there are strong institutions and associations behind its development and production (who worry for the sustainable and good practice of archaeology) inspires my full respect and support.

The recommendations in the text are not just useful for the application of PPS5, but are relevant to any other legal framework. This is the main idea I would like to conclude with. The Southport Report is a model for the profession in terms of commitment, unity and action. I strongly believe it is going to be a success, getting over any setback, and improving practice in the sector. I just hope that in Spain, we can do something with it too.



Archaeologists protesting about their precarious labour conditions during the premiere of the most recent Indiana Jones movie in Madrid © AMTTA, 200

"...the Southport Report is an extremely useful roadmap for the future of the Spanish heritage sector."

Museums and communities: the Ironbridge Gorge Museum Trust and the Southport Group Report

Shane Kelleher, Archaeology and Monuments Officer, Ironbridge Gorge Museum Trust



The Iron Bridge
© IGMT

While the Southport Group Report and PPS5/NPPF have an obvious significance and impact on the work of Ironbridge Archaeology (the museum's commercial archaeology unit), and on the commissioning of planning-led investigation within the Ironbridge Gorge World Heritage Site, the findings of the Southport Group also have a specific relevance to elements of the museum's academic, curatorial and education strategies. The Southport Group's vision and recommendations regarding public involvement and participation, research, and accessible archives and dissemination bear a particular resonance. In this sense the report is a useful point of reference.

One of the interesting challenges that the Ironbridge Gorge Museum Trust (IGMT) faces is engaging and serving local communities whilst playing a national and international role in telling the story of Ironbridge, *The Birthplace of Industry*. To this end, in addition to providing subsidised entry, free events and running successful education and volunteering programmes, we have recently instigated a new venture, the Ironbridge Archaeology Volunteer Group, which aims to provide a 'real' archaeological experience to its members. The group, supported and facilitated by the museum, is led by professional archaeologists and organised by the volunteers themselves. The group shares one of the key visions of the Southport Group Report in seeking to enable and encourage public involvement, research and the use of archived and published results. The volunteers will help organise and participate in archaeological fieldwork such as survey and excavation, assist in archive and finds management and dissemination, and carry out new research whilst revisiting planning-led grey literature reports to examine innovative interpretation and/or publication.

The adoption of a number of the recommendations in the Southport Group Report could be of enormous benefit to the organisation, reach and success of the volunteer group. The publication of best practice examples, the development and promotion of a *Standard and guidance on public participation*, and the promotion of the NVQ in Archaeological Practice to community groups would not only provide ideas, resources and goals but could also foster a degree of legitimacy and relevance for such groups within the wider archaeological world. A review of research frameworks alongside updated and new *Standards and guidance for research* would help the group to focus on carrying out worthwhile and relevant research. In turn, the research potential of existing grey literature in compiling or contributing to thematic or synthetic studies could be realised. The proposed production of improved *Standards and guidance for archive compilation and curation*, and recommendations on dissemination strategies would promote best practice amongst the group and provide examples of how best to disseminate their work. Finally, the creation of initiatives that would allow

community groups to access and contribute to the Historic Environment Record, as recommended in the report, would be motivational and give an enhanced sense of worth to the Ironbridge Archaeology Volunteer Group.



Members of the Ironbridge Archaeology Volunteer Group © IGMT



Volunteers recording archaeology at Ironbridge © IGMT

SOUTHPORT and the Higher Education sector

Rob Lennox, University of York

As an academic researcher studying the effects of policy change on the archaeological sector and historic environment management, I feel that Southport provides the clearest indication to date of the desire of the professional sector to engage significant changes in the way the discipline is managed.

The publication of PPS5 provided an opportunity for the consideration of issues of expertise and professionalism, cross-sector collaboration, dissemination of information, archives, and public participation, all of which are areas that the archaeological sector can take guidance and which have been topics discussed by self-reflective archaeological commentators for many years. These issues are certainly of significance for the research-led university sector. In fact, many of the proposals within the report are explicit instructions to the profession designed to encourage a convergence between the disparate research and development communities – long considered a problem of the organisation of archaeology in Britain today. However, academic archaeologists the academy is trapped on the other side of the ‘divided sector’ where the legislative imperatives of planning policy that prompted the Southport report do not apply. As such, it is hard to assess how research institutions are going to respond to the report. Southport’s objectives are largely focused on actions to be undertaken by professional bodies, but which aim to affect changes related to the new ethos of PPS5 across the whole

discipline. Any action on behalf of the academy to encourage closer working with the commercial sector would surely be helpful, but is not guided by the report.

It has been said by Richard Bradley that in the past, academics have been ‘slow to adapt to changing circumstances’ within archaeology, and it continues to be a persuasive image of the average university as having the turning circle of a super-tanker, making professional bodies look rather more suitable to be the engineers of disciplinary change. Perhaps a similarly voiced statement of intent from the research sector would be helpful in galvanising universities for progressive change; however, there are signs that willingness to adapt in positive ways is likely to follow naturally as Southport’s agenda is implemented.

For instance, as accessibility and digitisation of archives improves, academic researchers will be drawn to them as new and valuable sources of data. As the primary purpose of development-led archaeology under PPS5 is to increase understanding, interpretation and significance in order to mitigate loss of archaeological material, it is hoped that (where appropriate) commercial archaeologists will begin to present their work with a grander research purpose perhaps through publication of results, or by simply acknowledging more explicitly where results might contribute to the canon of archaeological knowledge.

What will unite both communities will be a commitment to garnering the greatest benefit for the public in the longer-term; the unconscious effect of this being the erosion the idea of professional duality in archaeology. There are, of course, necessary differences between university and commercial archaeology, but Southport pushes the possibility that in the future the two camps will be far less divided. Given how engrained these parallel identities are within archaeology today, this may take many years to come into fruition, but Southport will remain an important marker as the reform process progresses.

Capacity-Building: supporting the Southport recommendations

Amanda Feather, English Heritage

Capacity is developed through training, experience, discourse and the sharing of knowledge. English Heritage has formed a new Capacity-Building Team (CBT), providing a hub of expertise on training delivery, knowledge transfer (including guidance and research resources) and science advice. The CBT is both looking at external capacity building initiatives for the historic environment sector – delivered through a forthcoming Training Delivery Strategy, which will be prepared in consultation with the sector, and at in-house staff expertise development through a Workforce Development Strategy for English Heritage’s Heritage Protection and Planning Group.

The Southport report highlighted many challenges the sector faces in relation to building capacity; it has informed the development and shape of the new team and will help focus all our capacity building activities especially training delivery, knowledge sharing and commissioning and grants programmes. Capacity building in particular was referenced in the recommendations presented in the report. The response to these now needs to be seen in the context of the sector wide National Heritage Protection Plan. The Capacity Building Team will provide the necessary underpinning support for all the teams creating guidance or training products in relation to this programme of Heritage Protection (www.english-heritage.org.uk/professional/protection/national-heritage-protection-plan/).

To support wider sector needs we will be using our commissioning and grant budgets to target resources on areas which will support many of the recommendations made in the report and those identified in the associated workshops. The Training Delivery Strategy will help identify where we will target our resources.

The Southport principles and vision for realising the benefits of planning-led investigations are very much part of our core business and we have training programmes planned for Historic Environment

Records, our Historic Environment Local Management Programme (HELM), and the Heritage Crime Initiative. We are also developing a programme for those working with the built historic environment who will be managing change to traditional buildings under the forthcoming Green Deal initiative from Department of Energy and Climate Change.

The PPS5 framework referenced in Southport will this year be replaced by the publication of the new National Planning Policy Framework, and English Heritage through its HELM training programme is preparing a series of events to disseminate and support colleagues to integrate this new framework into working practices. Plus all our planning related guidance will be reviewed,

“To support wider sector needs we will be using our commissioning and grant budgets to target resources on areas which will support many of the recommendations made in the report...”

followed by a programme of updating and reissuing. One new post in the Team is the Research Resources Officer, who will in support of NHPP develop appropriate responses to planning-led research and investigation, review and support access to the range of research frameworks and engage with the sector to establish priorities for strategic synthesis of evidence.

With the creation of the Capacity Building Team we are now in a strong position to contribute to implementing key recommendations of the Southport Report.



Delegates at a HELM re-use of Farm Buildings training at Dillington House Farm © English Heritage

SOUTHPORT CONTRIBUTING AUTHORS



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Since 1980, Noel has worked for Historic Scotland mainly in the former Inspectorate. For the last year he has headed the agency's Policy and Legislation Team. In 2004 Noel spent a year in Strasbourg with the Council of Europe, working as secretary to the expert group which drafted the Framework Convention on the Value of Cultural Heritage for Society in Europe – the Faro Convention – which came into effect earlier this year in the first countries which have ratified it. Since 2004, he has assisted the Council with several events promoting the Faro 'vision':- a Europe in which cultural heritage is recognised as a central element for all aspects of policy-making in every member state.



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Philip Macdonald is an excavation director in the Centre for Archaeological Fieldwork, Queen's University Belfast. He has directed excavations at a range of sites in Northern Ireland, including the late Bronze Age promontory fort of Knock Dhu, Co. Antrim and the seventeenth-century Blundell's House at Dundrum Castle, Co. Down. As a member of the Northern Ireland Archaeological Forum he has been actively lobbying for the reform of planning policies relating to the historic environment and built heritage in Northern Ireland.



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Andrew Marvell is Chief Executive of Glamorgan-Gwent Archaeological Trust. Andrew joined GGAT in 1980, initially as a supervisor/director on a series of major rescue excavations and resulting reporting. Between 1992 and 2005 he was the head of the Trust's commercial operations, managing the team of Projects Managers and Project Officers to fulfil the requirements of the commissioning bodies, this work including overseeing Historic Landscape Characterisation and other specialist survey works for Cadw. He was appointed Chief Executive in 2005.



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Jaime Almansa is trying to complete his PhD in archaeological management while dealing with his various roles as an independent researcher, Director of the company JAS Arqueología, editor of AP: Online Journal in Public Archaeology and president of AMTTA (a professional association). Since he started working in archaeology, his involvement in different associations and projects has made him an active fighter for the rights of archaeologists and a sustainable management of archaeology. He graduated from Universidad Complutense de Madrid and got a MA in Public Archaeology from UCL.



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Shane Kelleher is the Archaeology and Monuments Officer at the Ironbridge Gorge Museum Trust. After completing his studies at University College Cork and at the University of York he took up a position as a historic buildings specialist at the University of Birmingham in 2006 where he remained until 2010. His current role involves providing advice on the care, management and interpretation of the museum's scheduled monuments, listed buildings and archaeological collections. He also runs the day to day operations of Ironbridge Archaeology, occasionally lectures at the Ironbridge Institute and is the co-ordinator of the Ironbridge Archaeology Volunteer Group.



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Rob Lennox is a studying for a collaborative doctoral award PhD at the University of York and the Council for British Archaeology investigating the processes of transition in cultural heritage policy. His research looks at how innovative planning policy is currently being adopted in the UK and the ways in which the archaeological profession interacts with government and influences its engagement with the public. You can follow his research at <http://ofarchaeologicalinterest.wordpress.com>.



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Amanda Feather is Head of Capacity Building at English Heritage and leads a new team who in support of the National Heritage Protection Plan support the delivery of training and capacity building activities. As well as training the team has a knowledge transfer section that are supporting development of guidelines, research resources and information strategies which underpins the NHPP. The team also includes nine locally based English Heritage Science Advisors. She is involved in coordinating EHs role in capacity building and ensuring that both EH staff and the sector has the knowledge and skills to understand, protect and manage the historic environment. Amanda has a background in teaching, heritage education, heritage management, traineeships, training delivery, and development of professional skills, and an interest in community archaeology and local engagement.

Any port in a storm, or full steam ahead?

Note from the editor

The reviews presented in this article have touched upon some common themes. We have some very positive responses – Shane considers the report and its recommendations as a huge benefit to those working in museums and with local communities, and both Noel, Gabriel and Philip suggest that the report can help support new developments and changes to the planning systems within which they operate. Rob sees an opportunity to push for greater collaboration between our divergent academic and commercial sectors, with the Southport report having the potential to provide the impetus for reform and change.

The Southport report seems to have a wider contribution to make, beyond the boundaries of England and of commercially-led archaeological investigation. But how do we put things into practice? Amanda outlines what English Heritage is doing to build capacity and develop a good position from which to implement key recommendations of the Southport Report, but it is implementation that appears to be one of the more common concerns. What does the road look like from vision to reality, and do the recommendations of the Southport Report go far enough to see its realisation? Do you share Andrew's view that there needs to be a greater articulation of the need to develop the profession, as well as far wider consultation, and are we ready to rise to Jaime's challenge to prove Southport more than mere good intention?

The review provides some interesting perspectives on how the Southport Report has been received across the border of its primary audience. What do you think we should and can do to realise the vision? If you have any thoughts on this topic and would like to see them in print, please get in touch with the editor by 1 May.

(amanda.forster@archaeologists.net)

STUDENTS AND ARCHAEOLOGY

The effects of higher university fees on archaeology

Doug Rocks-Macqueen, University of Edinburgh and Landward Research

With the looming increase in fees for some students wanting to move into higher education in the UK, there has been a growing fear across the archaeological world that this would result in fewer students signing up to undertake an archaeology degree. In addition, apprehension that fewer students would mean smaller departmental budgets (assuming new fees would play a larger role in those budgets) poses the very real threat that degrees would need to run more efficiently (eg cheaply) and impact on the employment prospects of both hopeful and current university based archaeologists (Sinclair 2010).

On this front there is both good news and bad news.



Students from University of Edinburgh and University of Southampton excavating at Aimsfield Walled Garden in Scotland © Doug Rocks-Macqueen

The good news is about numbers. Figures released by the Universities and Colleges Admissions Service (UCAS) this January shows that this year's undergraduate applicants to the Historical and Philosophical Studies (HPS) grouping, which archaeology is a part of, were only down 7.3% from the number of last year's applicants. These losses have mainly come at English institutions and affect students over the age of 18. At the same time EU applicants are down through all areas but Non-EU applicants are up 13%. Last year's HPS grouping received 82,988 applicants to university of which only 15,092 were accepted, meaning that with a 7.3% loss there are still more applicants than students (UCAS 2012a). In fact, the number of applicants for archaeology has been rising for the last several years, while acceptances have stayed flat (see table).

The bad news is that archaeology overall is still losing students. The Higher Education Statistics Agency data, recently released, for the 2010/2011 academic year shows that the number of students classified as archaeology students has started to decline again (HESA 2012a). This is after levelling in 2008/2009 following steep declines in previous years, as previously noted (Sinclair 2010). The number of non-UK students, both EU and non-EU, has reached the highest levels yet at 16% of the student population (EU 6% and Non-EU 9%; HESA 2012b). Overall, enrolment is down 24.5% from its peak in 2002/2003 (see graph). If trends continue, by 2020 the number of archaeology students will be below 4500 and a third of them will mostly likely be non-UK students.

The numbers presented here are only those classified as undertaking archaeology within the Historical and Philosophical Studies (HPS) grouping, and not including those found in the Forensics and Archaeological Sciences (FAS) classification in the Physical Sciences grouping. This is because archaeology cannot be separated from forensics in this grouping so it is impossible to determine the exact number of archaeology students. As noted by others, when the FAS students are calculated into the totals of archaeology students the results are greatly different (Aitchison, forthcoming).



Students from the University of Birmingham excavation a medieval and post medieval settlement in Eskdale, Cumbria © Amanda Forster

Cause and effect

Part-time students account for the majority of losses seen over the last few years, with full-time undergraduate numbers staying essentially flat and full-time postgraduate students increasing (as you can see in the graph). This fact has probably been largely overlooked as the number of full-time applications and the acceptance of new students to university has actually increased in the latter and stayed flat for the former (see table). A possible culprit in the loss of part-time students is the increase in fees. The year following the last fee increase, 2007/2008, saw a fairly significant drop in student numbers, 14%, with the greatest decreases coming from part-time students (part-time postgrads fell from 840 to 515 and part-time undergrads 2190 to 1575) (HESA 2012b). However, part-time undergraduate numbers had been falling before the introduction of higher fees and so it cannot be the sole cause of the decreasing numbers.

This decrease in overall student numbers will not be good for archaeology in general and will possibly hurt some university departments and programs more than others. While most departments work on similar funding formulas there are differences across departments, schools, colleges, and universities. Those funds dependent on enrolment numbers,

whether it is for library resources, staff time, research, etc. could suffer. That being said, the increase in non-EU students, who typically pay more, could help offset these losses. Furthermore, students classified as majoring in archaeological sciences are not included in these numbers which are only a representation of humanities based archaeology students. Departments with a greater emphases are archaeological sciences might not see any reductions.

By some estimates, 200,000 applicants this year will be denied entry into university due to enrolment caps (UCAS 2012b). This leaves roughly five applicants for every one acceptance in archaeology. Should the restrictions on the number of students allowed into university be lifted, archaeology may again see an increase in student numbers. There are surely enough potential students waiting for a spot to reverse declining trends and possibly increase overall numbers. Until these restrictions are raised archaeology departments should brace for a decline in part-time students and an increase in non-UK students.

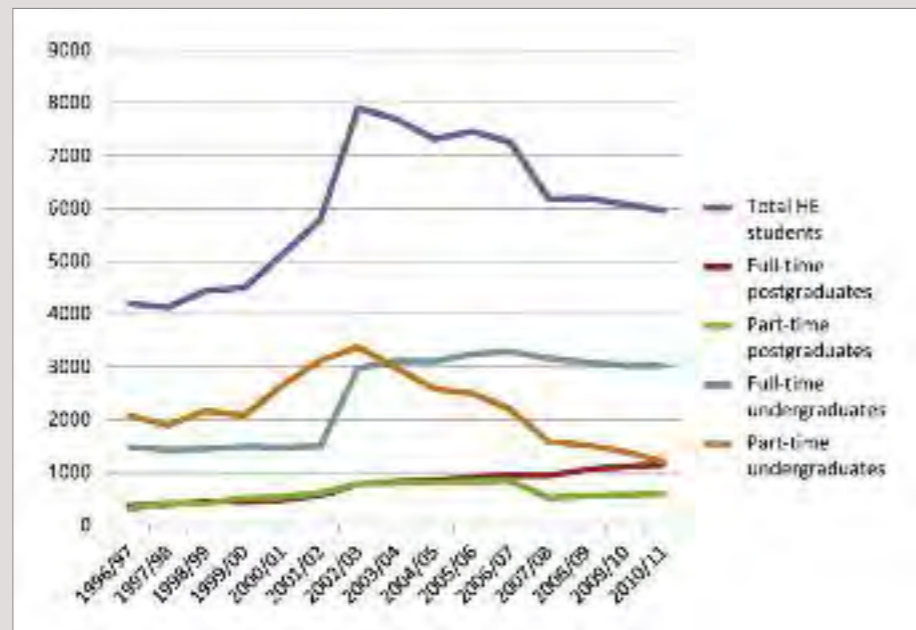
Furthermore, this reduction in students is unlikely to benefit the other sectors of archaeology. While some might see the reduction of student numbers as a blessing (it might reduce competition for jobs), this

might not be the case. Any slack in the labour market will most likely be filled by EU archaeologists, as was the case pre-recession when some commercial firms paid to fly in archaeologists from the EU to fill their labour needs. Furthermore, many non-traditional students do not undertake a degree in archaeology in hopes of employment. A loss in those numbers will not greatly change the number of new graduates looking for jobs.

In essence, archaeology in higher education is going to see some demographic changes with a reduction in non-traditional students and an increase in non-EU students. Whether this will be detrimental to university departments or trickle down into other areas such as the commercial sector has yet to be determined. A looser control of student numbers might counteract this loss.

Year	Undergrad applicants	Undergrad accepted
2010/11	2301	511
2009/10	2298	548
2008/09	2117	526
2007/08	1988	558
2006/07	2447	538
2005/06	3078	614

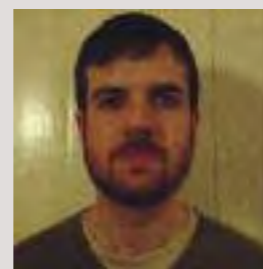
Number of undergraduate applicants to archaeology programs in UK universities (UCAS 2012a)



Number of Archaeology Students in the UK (Note 2002/2003 saw a reclassification of groups which is responsible for the jump in archaeology students)

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Doug Rocks-Macqueen is a Researcher at Landward Research Ltd. He is currently completing a PhD at the University of Edinburgh. He also created and helps run Open Access Archaeology (<http://www.openaccessarchaeology.org/>). You can find out more about some of his research and interests at his website <http://dougarchaeology.wordpress.com/>.



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Data reported for applications considered on time for 15 January deadline
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From the editor....

The impact of student fees on those taking up archaeology as a degree is something that is of obvious concern to the Institute. It is interesting that Doug's research suggests there has been minimal effect on those numbers to date – but he rightly points out that the longer term impact could well directly affect the content of the degrees being taught. The feeling that degrees already contain less than the desirable level of professional training and preparation for employment (such as background to CRM and the industry, as well as actually excavating archaeological sites) makes this threat even more disturbing. In our opinion article (on page 26), Chiz Harward highlights the experience of graduates already being a big problem – should we be worried?

If you have any thoughts on this article, or on the question of higher education in archaeology, I would love to hear from you – please email any comments to me at amanda.forster@archaeologists.net.



Edinburgh students and members of the public undertaking a buildings recording course, again at Aimsfield Walled Garden in Scotland Scotland
© Doug Rocks-Macqueen



Forestry Commission Scotland Archaeologist Matt Ritchie is all too aware of the truth that lies in the naturalist John Muir's words 'between every two pines is a doorway to a new world'. The forests and woodlands of Scotland include an historic environment which needs to be understood and protected for the benefit of all. To meet this objective, the new UK Forestry Standard and associated guidelines are supported by a range of online practice guides.

The new UK Forestry Standard and associated *Forests and Historic Environment* (2011) guidelines (replacing the *Forests and Archaeology* guidelines published in 1995) can be found on the FC website (www.forestry.gov.uk/ukfs). To help forest and woodland managers in Scotland meet the UKFS, several Forestry Commission Scotland (FCS) online guides explore the historic environment resources available. The guides promote the recognition of the historic environment and encourage its protection during forestry operations. They will also be of interest to anyone providing a commercial or advisory historic environment service to the forestry sector.

Identifying the historic environment

To help woodland managers investigate, identify and record the historic environment within their woodlands and forests, FCS and Archaeology

Ormaig cup and ring marks (© FCS): the Forest Design Plan recognises that the setting of this significant prehistoric rock art is an important consideration

"Between every two pines is a doorway to a new world"

John Muir, naturalist

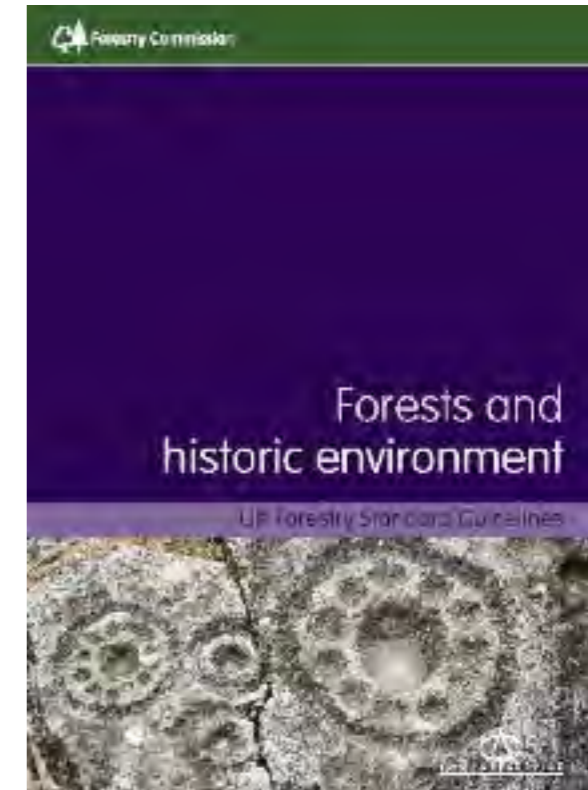
Scotland have produced a clear, concise and fully illustrated practice guide. *Identifying the historic environment in Scotland's forests and woodlands* is available free to view and download from the FCS website (www.forestry.gov.uk/scotland).

Old woodland has often protected historic features from more intensive land-uses (although roots and wind-blow can cause damage to archaeological deposits), so exploring areas where less physical intervention has occurred (such as ploughing or mounding) is likely to be more rewarding. The practice guide aims to provide an accessible introduction to exploring archaeology in the field, describing what best to look for and what the remains may represent.

If new archaeological discoveries become commonplace in any given area – or the forester is unsure of the identification or importance of a site – the forester is encouraged to seek advice from a professional archaeologist. It is also recommended that details of any new discoveries should also be supplied to the local Historic Environment Record.

Historic Environment Information & Advice

The wide range of existing resources available to consult both before and during site investigations is highlighted in a second FCS guidance note, *Historic Environment Information & Advice for Forest and Woodland Managers in Scotland*. First published in 2008, the guide was comprehensively updated in 2011, ensuring that all of the resources and case studies are relevant, contemporary and appropriate. The guide is also freely available from the FCS historic environment web pages.



UKFS 'Forests and the historic environment'

Designed specifically for foresters and woodland managers, it is a comprehensive guide to the resources available relating to the historic environment of Scotland and is a 'route map' to the most pertinent available information and advice. It includes contact details and web links throughout, including key links for early consultation. Sections include:

- core policy documents and definitions of the historic environment;
- designations and legislation that may apply to the historic environment;
- forestry operations, licensing and grant schemes;
- historic environment information resources; and
- archaeological survey and forest planning.

As well as highlighting sources of information at national, regional and local level for help in the identification of historic environment sites, there is a clear framework for archaeological survey in support of Forest Plans in Scotland.

The role of archaeological survey in Forest Plans

The historic environment record is still only fragmentary and partial. Gathering new, effective information is therefore vitally important in improving management of the historic environment. It will help in assessing the impact of any forest or woodland activity, guide any further investigation or conservation work at the site and help ensure that more significant sites are protected and that other sites are recorded appropriately.

Historic Environment Information & Advice for Forest and Woodland Managers in Scotland includes a section on gathering new information with a description of the approaches and techniques available. There is also guidance on sourcing commercial historic environment consultants – who have an important role to play in evaluating the significance of information, ensuring compliance and advising on best practice.

The section discusses relevant archaeological survey (such as desk based survey, prospective survey and protective survey) and will help guide the specification for archaeological works. Specifically, it answers three essential questions:

- When is a survey required?
- What level of survey is required?
- What sort of product can be expected from the specified survey?

The guidance recognises that a Forest Plan is a holistic statement of long-term management objectives - and that associated historic environment advice should be carefully designed in support. Historic environment advice should be pragmatic and prioritised, highlighting the most important sites in language that is easy to understand and making recommendations that are practical to adopt.

The range of archaeological survey described

Evaluating an area deemed to be archaeologically sensitive usually requires a combination of techniques appropriate to the type of landform and potential archaeology that may be encountered. The most commonly used techniques are:

Desk-based assessment – the identification of known or potential historic environment sites through examining existing records.

Prospective survey – survey undertaken to locate and define upstanding historic environment sites. Surveys can take a variety of forms: the targeted inspection and definition of known sites; the prospective (or predictive) survey of ground of high potential to locate previously unidentified sites; and the comprehensive inspection of all ground covered by a proposal.

Protective and detailed survey – survey undertaken to support agreed design solutions such as: a final walkover survey to mark out significant

archaeological remains within the proposal and fully check the area identified for planting; or a detailed measured survey to record the landscape prior to planting.

Historic Environment Information & Advice provides an easy to read introduction to the historic environment resources available to woodland managers. A properly planned archaeological survey will form the long-term historic environment foundation for the Forest Plan and is evidence of best-practice management for FC Woodland Officers and UKWAS auditors. The guide prepares the forest and woodland manager, ensuring an understanding of their needs and requirements in relation to the historic environment.

Summary

Scottish Ministers have a bold vision for the historic environment – that its full potential as a cultural, educational, economic and social resource be realised across every part of Scotland and for all the people.

This ambition is captured in the Scottish Government's *Scottish Historic Environment Policy* and is reiterated in the *Scottish Forestry Strategy*, which promotes the economic, environmental and social benefits of Scotland's forests and woodlands. Both of these documents are supported by the FCS policy document *Scotland's Woodlands and the Historic Environment*. This document recognises that Scotland's woodlands are a central part of our culture, economy and environment and seeks to encourage and advise woodland owners and managers on identifying, recording and conserving the environmental heritage resource. Both *Identifying the historic environment in*



Craig Phadrig hillfort aerial photograph (© FCS): the woodlands around Inverness boast two fine prehistoric forts. Craig Phadrig is situated at the summit of the wooded hill in the foreground, while The Ord is situated above and to the left of the Kessock Bridge

Scotland's forests and woodlands and *Historic Environment Information & Advice for Forest and Woodland Managers in Scotland* have been produced to help woodland managers achieve these objectives.

Craig Phadrig hillfort (© FCS): measured archaeological survey has informed conservation management, heritage outreach, visitor access and forestry operations such as thinning



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Matt Ritchie is the Archaeologist for Forestry Commission Scotland and is based in Inverness. He provides advice and guidance in relation to the protection, conservation and promotion of the historic environment on the national forest estate in Scotland. His particular interest is in the methodology and practice of measured archaeological survey - and its use in promoting the conservation of significant prehistoric monuments. He learned his trade at RCAHMS, Historic Scotland and Cadw. Matt also sits on the Committee for the IfA Scottish Group.



OPINION

Reskilling the Diggers*: handing over the means of interpretation

Chiz Harward

**The term Digger refers to all archaeologists who primarily work out on site, irrespective of whether they are Trainees, Site Assistants or Project Officers.*

This paper presents a bleak view of the state of commercial archaeology in Britain and suggests simple methods we can use to improve the archaeology we produce, and the archaeologists we work with. The views expressed are my own and my concerns are that we should do good archaeology, and treat archaeologists fairly and honestly. This paper is a version of one I presented at the TAG Conference in December 2011.

The shortcomings of commercial archaeology have been chronicled by many over the years; I want to concentrate on one aspect that I feel deserves more attention. It is the role of the field archaeologist and the way in which, despite professionalisation, they have become increasingly de-skilled and often disillusioned with the job they do. This observation is based on my experiences over twenty years, listening to and talking with archaeologists. It does not apply to all archaeologists, but it does apply to many. I then want to talk about what can be done to reverse this process and to put the Diggers back in the centre of the profession.

The reasons for a disengaged, disenfranchised and disillusioned workforce are complex. Partly it is due to the profession itself: over the last twenty years we have evolved out of pre-existing structures. The birthing pains have been unending and the loser in many ways has been the field archaeologist. The promises of professionalisation have not yielded rewards for most Diggers, and there is much resentment of, and unhappiness with, the structure of archaeology.

Within my career, archaeology has gone from a limited number of professionals aided by volunteers, MSC schemers and students, to a professionalised workforce of graduate entrants. We saw a massive

expansion in commercial archaeology in the late 90s; wages failed to rise and a changing society meant that the old digging circuit was no longer as sustainable. From the start of this period we experienced problems where the intake of new archaeologists overwhelmed the capabilities of employers to train them adequately.

Some blame can be attributed to the awareness of new entrants: new graduates have little idea of the realities or structure of commercial archaeology and they often do not have the skills or knowledge to get jobs. Expectations amongst graduates are often unrealistic, both in terms of wages, promotion, and their own skill level. Now we have a near 100% graduate entry into commercial archaeology we have to not only blame the employers, but also look to the universities. Surely a rounded archaeological education should include the basics of stratigraphy and formation processes, and training digs should be more than 'if it's Tuesday it must be section drawing'.

For archaeological employers there has been an apparent shift in the quality of recruits, and this has had a consequent effect on methodologies. Large sites needed 'bodies on site' and fresh graduates were hired with little experience and few skills. Overstretched supervisors lacked the time to talk through each task, and the time-honoured mentor system broke down as the old lags had either drifted out of archaeology, or were swamped by sheer numbers. Helpfully many sites were relatively straightforward: discrete cut features with little stratigraphy; large numbers of unskilled Diggers could be sent out to dig the postholes and pits according to standardised methods, and they didn't need to know much beyond how to produce a scale drawing, follow a crib-sheet and label finds bags.

Methods were developed, often using new



The team photo from Spitalfields, 1999 © MOLA

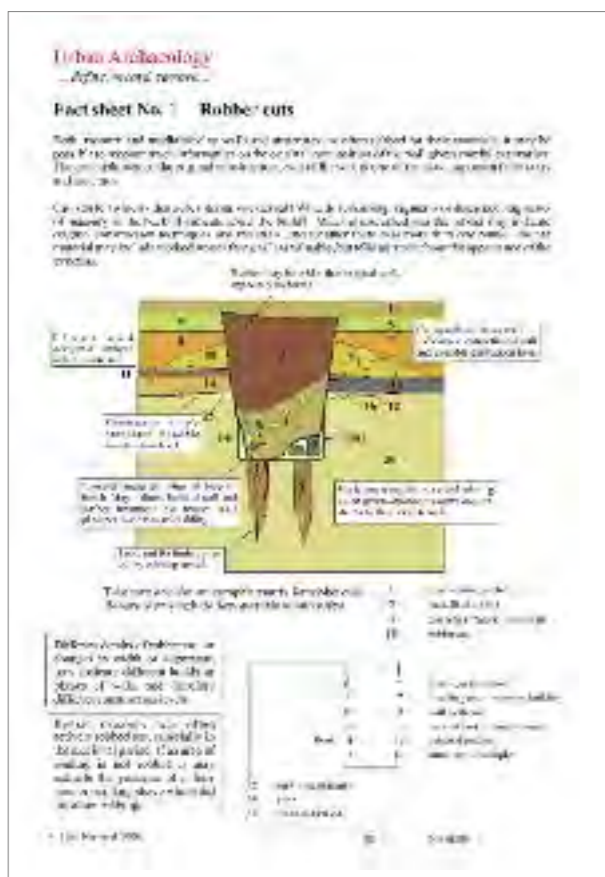
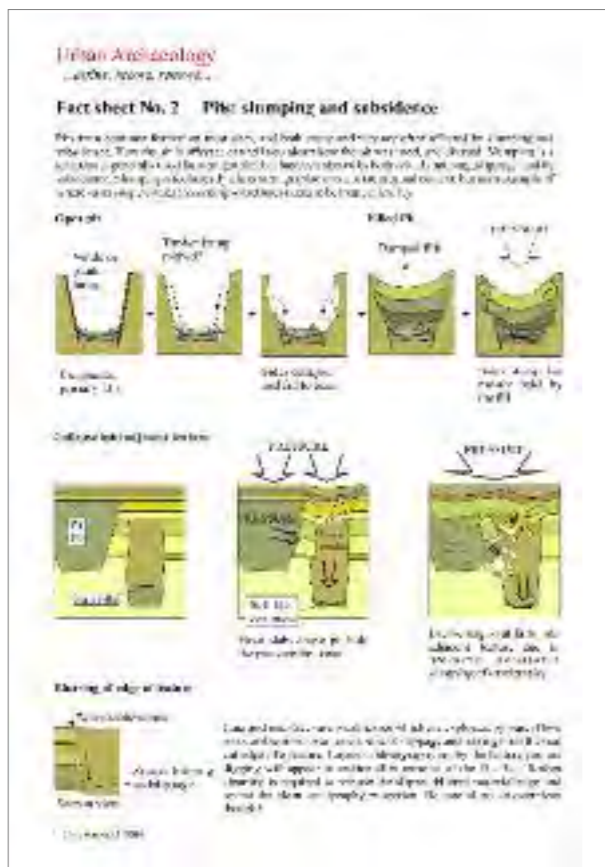
" Inclusive excavations – whether commercial or academic – are possible. They may appear to cost a bit more, but in real terms do they actually cost any more, given the possibility of re-engaging a workforce and getting a better result on all levels? Happy Diggers do better work!"

technology, to allow recording by a handful of more skilled archaeologists. Techno-savvy graduates familiar with Total Stations and GPS could quickly leapfrog Diggers with years of experience. GPS technology means the dumpy level has disappeared from many sites and all surveying, and often all planning, is done by one or two people via GPS. For many archaeologists the recording they do on site is limited to drawing sections and filling out context sheets. The 'mechanisation' of archaeology has really arrived, and it was certainly needed as there seemed no other way to cope with the amount of work. Many employers simply couldn't develop ways of training staff, or just didn't bother; from managers there was a feeling that they had coped in the past and learnt on the job, so what was wrong with the new staff?

In the worst cases digging is reduced to mechanistic half-sectioning and the digging of slots – the appropriately named Panic Holes – which are scattered around sites in the hope they will convince the County Archaeologist that there is a strategy. Features are not dug stratigraphically but are just hacked out with the contexts recorded from section; slots through intercutting features are also hacked out

with little understanding of the correct sequence and little hope that finds are correctly attributed. It seems from conversations with many supervisors that they do not even understand the problems with these approaches as it is the only system they have ever known.

Individual archaeologists can seldom make decisions about where or how to dig, and their understanding of what is being found on site and how it all interconnects is consequently poor. There is little contact with specialists, or with the results of what they have dug up. The opportunities for learning are greatly diminished. It is no wonder that in these circumstances many archaeologists become not only deskilled, but disenfranchised and disillusioned. How many archaeologists digging through yet another ditch section say to themselves 'this is not my archaeology, this is not what archaeology means to me'. The level and quality of interpretation carried out by the archaeologist has often suffered, I call this the 'Fill of pit' problem, where this is the sole interpretation on a context sheet. A vicious cycle of a lack of knowledge and understanding is combined with a lack of training and coaching, leading to



The handouts pictured above are from a series Chiz designed for site staff in response to a lack of knowledge of how to deal with more complex features – simple sheets such as these can be available during excavations to help support staff and guide them through the process.

© Chiz Harward

disengagement with the job in hand. Archaeologists just aren't aware of the potential of the deposits they are digging, so they can't record them properly.

We expect Diggers to do a professional job, yet too often we do not give them the environment in which to do this. Part of this is down to deep-seated structural problems in archaeology and the unavoidable problem of developer funding where developers don't see the value in what we do, and we won't allow the public to see that value either. Some blame must be assigned to current methodologies and recording systems, some of which are riddled with inconsistencies and basic errors. And partly it is down to training: both universities and employers have consistently failed to train field archaeologists. Undergraduates are being failed by the universities that are taking their money but neither preparing them for, nor warning them off, a profession that doesn't really exist. Employers only seem to care about training to get the essential site tasks done or to acquire health and safety skills cards. By deskilling the site processes they have reduced what is expected of Diggers, and many Diggers have a correspondingly low level of knowledge, even after years of work. In today's financial environment whether academic research sites or commercial organisations can dedicate adequate resources to proper training and mentoring is a moot point, but if we can't afford to, why are we still digging?

TOWARDS A SOLUTION?

Over the past twenty years many projects have hailed themselves as 'putting the archaeologists back into the archaeology', but on how many of these was the level of active interpretation much more than a weekly site tour or the selection of drop-down, off-the-peg interpretations from a controlled list? How much of that much vaunted GIS-ready, on-site analysis is actually done by those out digging the holes, or has really changed the way the site is dug? Usually such sites were major excavations, often with fantastic archaeology and a lot of back-up in terms of money, supervisors and kit. Great archaeology will get you so far, but at the end of the day if archaeologists on site have been de-skilled and disenfranchised then you will still end up with 'fill of pit' type interpretations. We have to get out of this rut.

The solution has to be a more democratic way of digging, a way in which all those working on site contribute to the end result, where their contributions are valued and respected, and where their individual

needs to develop as archaeologists are met and fostered. We need to develop the individual, but to the benefit of the overall team. We have to accept that we have different roles within the site, but we should not accept a deskilled role.

So how can we do this? I believe it comes down to having a system that allows archaeologists to understand what they are actually doing. We need to have a proper recording and post-excavation system that has a strong basis in stratigraphy and clear and consistent approach, we need to build in interpretation into this system so that we can capture all the evidence. We need to reverse the years of 'hacking it out and recording from the section'. We should employ stratigraphic excavation and we should aim to provide demonstrable evidence of the site sequence: if you look at the manuals of certain major employers they show a basic lack of understanding of how to dig and record features.

How we build in interpretation to a recording system is an interesting point. Firstly we have to educate archaeologists about what they are actually doing: about what they need to be capturing, and about how to go about interpreting and recording their contexts. We have to train staff to think. Diggers must be made aware of what they are trying to achieve on site and how this fits into post-excavation, of the importance of creating a robust stratigraphic framework, well-thought out interpretations and an accurate chronology. At the moment too many archaeologists do not know why they are digging that hole, or what happens to that potsherd, context sheet or drawing.

SIMPLE SOLUTIONS

In addition to having a structured and supportive system it is about spending time giving the archaeologists time to be archaeologists.

- Give a twenty-minute site-specific seminar every Friday after the safety toolbox talk.
- When specialists visit site, organise twenty-minute seminars; provide handouts that explain elements of the site, or copies of reports from similar sites.
- Run site tours, where each archaeologist fits their own area into the overall picture.
- Create reference collections of finds, produce handouts on technical recording issues and formation processes, give Diggers the back-up and background to understand what they are digging and interpret it well.

- Get spot-dates back to the excavators; use GIS to show how you are developing the strategy. Engage the staff and show them that they have a part in the whole process.
- Get the site staff engaged with what the team is doing, and get the management and back room staff involved too. Lunchtime seminars on topics such as recent sites reach the finds specialists, illustrators, and managers. Print off seminar notes and distribute them to Diggers.
- Interim fieldwork statements and copies of team photographs can be distributed to everyone who worked on the site and posted up on unit intranets.
- Formal and informal training and seminars bring teams together and get everyone talking about what they are digging, what they think, and how to approach different situations. You can almost get them to train themselves. You can create a culture where it's ok to be interested, where their long dormant interest in archaeology can be re-awakened.
- Encourage Diggers to undertake – and design – their CPD

Of course the effect of digging site after site with little or no archaeology cannot be underestimated. A good training session should break the cycle and open the eyes again to the possibilities and get Diggers thinking beyond 'fill of pit'.

All these strategies are simple and basic good manners. It's what we should all be doing whatever the system we work within. We should develop recording methods that demand interpretation within a structured evidence-based system, backed up by a manual and methodology that explain how and why we do this, and which gives the freedom to develop strategy on site as required. We need to create a system where there is an engagement with process and interpretation, where Diggers want to work on the sites that are most interesting from a research potential, not those that have shiny finds. In addition we need to forge stronger links between university departments and commercial units, allowing students to receive the information they need to make career decisions and to learn the skills required to be a good field archaeologist.

Inclusive excavations – whether commercial or academic – are possible. They may appear to cost a bit more, but in real terms do they actually cost any more, given the possibility of re-engaging a workforce and getting a better result on all levels? Happy Diggers do better work!

KATE GEARY BA MifA
Standards Development Manager, IfA

Chiz does indeed paint a bleak picture but unfortunately one that is not uncommon. Many of the early career archaeologists we have interviewed for EPPIC and HLF supported placements over the last six years have cited frustration at the lack of opportunities for intellectual engagement on site as a key motivation in seeking a training placement. The call for a more thoughtful approach to archaeology at all levels featured strongly in the discussions instigated by the Southport Group last year, indicating that the industry does recognise that there is an issue.

So what can be done? It is certainly not a universal problem and there are numerous organisations out there, operating in a commercial environment, which have resisted such a mechanistic approach and which continue to value and invest in the skills of their workforce on site. IfA is very keen to promote good practice and to show that a different way of working is possible.

As a result of our HLF and EH supported workplace learning placement programme, we have developed a wealth of resources to support employers in introducing structured workplace learning in their

organisations. The 'toolkit' will be launched in April and is designed to be adapted by employers to apply to a wide range of situations from structuring existing training provision to implementing training posts. We know that cost is the key issue for most employers and will be working with the IfA Registered Organisations and FAME to discuss how the toolkit can best be used, and supported.

The Diggers' Forum has a key role in encouraging diggers to resist disenfranchisement. The sense of negativity which can prevail among field staff, whilst understandable, often becomes a self-fulfilling prophecy and leads to opportunities not being taken up where they are available. Training initiatives don't all have to be top-down. CPD is an important tool which allows diggers to take control of their career by identifying their development needs and keeping a record of the skills they are learning, (see TA 76 for an excellent case study). Many of Chiz's solutions could be implemented - or at least suggested - by diggers and are exactly the sort of CPD opportunities that Registered Organisations should be supporting.

Despite the bleak picture, it is crucial that we shift the focus from what we can't do to what we, as an industry and as individuals, *can* do to ensure the industry has access to the skills it needs and which are fundamental to the practice of good archaeology.



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ADRIAN TINDALL MA FSA MifA
Chief Executive, FAME

First of all, we should remind ourselves that PPG16 changed the face of archaeology in this country. Without it, most archaeological businesses would not exist and most diggers would not have a job. One of its unforeseen consequences, however, has been an apparent change in the emphasis of development-led archaeology from the intellectual to the technical. There are many reasons for this: commercial pressures, changing methodologies, increased specialisation, the planning process itself.

It is also true that higher education institutions do not generally equip their graduates with the necessary fieldwork skills, and recent research by the University of Winchester suggests rising costs will see this component of degree courses reduce still further. We clearly need to build a closer relationship with the academic sector, while at the same time considering alternative entry routes to the profession and the greater use of more structured workplace learning.

The article does indeed offer a bleak view of the profession, and one which evokes strongly divergent responses. Some of our members see an element of truth in the picture it presents, whilst others don't recognise its 'disengaged, disenfranchised and disillusioned workforce', let alone its 'profession that doesn't really exist', and regard the piece as anecdotal and unrepresentative.

Certainly, those who remember the profession in the days before PPG16 will know that it has always been poorly-paid, insecure and 'undemocratic', though these tendencies may indeed have been sharpened by a market currently based on price



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Adrian is Chief Executive of the Federation of Archaeological Managers and Employers, and has been a professional archaeologist for 35 years, including twenty as county archaeologist, for Hereford and Worcester, Cheshire and Cambridgeshire. In 2008 Adrian set up Archaeological Risk Management, and has carried out development-led archaeological projects throughout East Anglia and the South West of England. He has extensive experience of planning and archaeology, and is currently leading a consultancy team developing a national Standard and guidance for local government archaeological services. Adrian has been a Member of the Institute for Archaeologists since 1983, and was elected a Fellow of the Society of Antiquaries in 2005.

competition rather than on quality.

Archaeology is not alone in compelling its frontline staff to move upstairs in order to progress – the same is true of teaching, nursing, local government, the armed forces, and any number of other professions. How many archaeologists really view being a digger as the pinnacle of their professional career?

Like any other industry, training provision is dictated by business need, and in field archaeology this inevitably means developing relevant skills and promoting safe and healthy working. Perhaps employers need to devote more effort to managing the CPD expectations of their staff?

If we have indeed lost sight of the intrinsic value of field experience, the article suggests some constructive, low-cost measures to re-engage field staff in understanding and interpreting the site on which they are working. These simply reflect a good, positive working culture, with which neither self-motivating digger nor self-respecting employer would argue.

The best projects already recognise the importance of fieldwork skills in delivering results of real archaeological worth, and there are many successful examples among larger and better-resourced projects. Framework Archaeology's T5 excavation and recording strategy, for example, was specifically designed 'to raise excavators' interpretations from the context and intervention level to the feature, entity and landscape level'.

The challenge lies in applying this approach equally effectively to the smaller-scale, everyday projects with limited budgets, which are still the staple diet of development-led archaeology in this country.

CHRIS CLARKE BSc MA AlfA
Acting Chair of Prospect Archaeologist Branch
www.prospect.org.uk/members_areas/branch/181/

Chiz's article describing the disengagement of modern field staff from the central tenets of the archaeological profession presents a dramatic yet realistic picture of the current state of the industry. As a seasoned field archaeologist myself, so much of what Chiz has written rings true and provides a strong reality check that all professional archaeologist must pay attention to. The article emphasises the fact that for many years commercial units have taken the enthusiasm and motivation of diggers, and of all field staff in general, for granted, relying on their love of the job to see past the low wages, tough working conditions, and lack of prospects.

Improved provision for training, whether it is on site or in the office, is an essential part of reengaging the work force, with better trained employees providing distinct commercial advantages. These advantages can be seen in regards to efficiency, intelligent decision making, diversification of skills sets, as well as staff loyalty. In respects to temporary staff, one argument frequently repeated by commercial organisations is that there is no point training up field staff when at the end of their current contract they will move on and end up working for one of your competitors. If simple changes, such as those as Chiz suggests, can be introduced, not only will employers get the best from their employees in the short term, but in the medium to long term such experienced and skilled employees are more likely to make efforts to return to that organisation's employ due to the more positive working environment.

Chiz's discussion focuses on training as key to re-motivating the work force by means of providing the

time and skills to allow field staff to once again intellectually engage with the chosen subject matter, but this is not the only one possible route to achieving this objective. The industry must also keep moving towards the goal of recognising the true value of their workforce and rewarding skilled and experienced members of staff with higher levels of pay. Financial reward in itself is a great motivator, and in the case of temporary staff, with higher rates of pay employers can off-set their responsibility to temporary staff by allowing temporary staff to afford both the time and cost of seeking out training for themselves. Like many other highly skilled industries, the insecurity created by short-term contracts can be off-set by higher rates of pay, so allowing a financial cushion to a potential unpredictable income stream.

The discussions so far have only focused on field staff, but many other disciplines within the industry suffer from poor levels of engagement. Many post-excavation specialists suffer too, being obliged to turn out routine reports at a high rate, and often disconnected from the archaeological resource the material derived from. Specialists frequently lack training opportunities to engaged with current research and update their knowledge, or apply their knowledge to more in-depth programme of research. This path regularly leads to total disengagement, with essential skills lost as alternative careers are found. Other industry professionals such as curators and consultants are also not exempt, with over work and limited engagement with the core subject matter also creating substantial levels of discontent.

Whatever the solution to the problem is, we must make sure professionalism of the industry does not come at the price of losing the passion for the subject which has driven us this far.



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

WIEBKE STARKE MA
Archaeological Supervisor, Albion Archaeology

I have read Chiz Harward's article with interest. Personally, I can't look back on twenty years in archaeology, but I can reflect on the job I did before and from when I entered the archaeological career path in 2001 and field archaeology in 2006. From a personal point of view, most of the occasions when I have been miserable on site were due to weather conditions and site accommodation. Throughout my archaeological career I have worked in Germany, Ireland and the UK. The UK is the only country where I have solely encountered staff with academic archaeological backgrounds of varying degrees. Both Ireland and Germany work with much less academically trained staff in field teams, utilising general operatives and labourers. Often only the Site Director and Supervisor have a professional or academic archaeological training.

Despite the fact that staff in the UK often have formal archaeological training, issues commonly arise (especially with new staff) which do suggest that they haven't had the right training. The expectations of many do not match the reality of commercial archaeology when they enter working life. I recall someone new to the field team showed me a pottery fragment, enthusiastically exclaiming that he had 'found archaeology' and disregarding the fact that the object of archaeological interest was the feature he was digging. My first improvement would be to have an academic degree that provides archaeologists with background knowledge in British archaeology that enables them to recognise and interpret what they are digging.

I think it should be clear to students that academic archaeological training (currently) does not prepare you for a job in practical archaeology – or for the

technical and physical challenges that come with it (and the weather). Practical digging is best learnt on the job. My experience from countries which operate with labourers is that, while it is not that difficult to dig a hole, it does require some background knowledge and interest to interpret it, which I would expect undergraduate archaeology students to have. However, the cushy world of university field schools cannot be compared with that of business-orientated commercial archaeology. The latter has to be aware of the customer and combine high professional standards with efficiency.

Returning to happiness and wellbeing on site, it is a management responsibility to create frameworks that enable staff to achieve 'happiness' in their job, and to see their work and skills valued. To achieve this there needs to be good communication and information flow, with exchange of idea being essential. Effort has to be made from both sides. Most companies operate a hierarchical system, where it is down to the supervisor on site to implement the site strategy – deciding where to dig – and take the responsibility for what is achieved on site. The digger in turn has the responsibility to fulfil what he/ she is tasked with and do the job to a professional standard. Often the digging strategy is affected by the curator who requires a certain percentage to be dug – may it be sensible or not. Questions of how to dig what in what way to achieve the best result/answer should be answered on site. In my understanding the supervisor is required to suggest a path but the digger is required to engage the brain, use common sense and reflect during the process if the suggested path will bring the answers and where not be able to alter the approach to get a usable result.

In my experience, the political position for archaeology in the UK is not so bad. Compared to



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Germany, for example, it is better embedded and implemented through the planning process. Sadly this is not reflected in the pay package or accepted by developers. Generally people seem to like archaeology when 'treasures' are found and they can compare it to Time Team. However, they don't want to pay for the work when they realise how much it costs and that it is not just about an archaeologist's enthusiasm and idealism.

I think that universities should provide the archaeologist with the background knowledge, the employer should provide a safe working environment offering room for development but that it is down to

the individual what to make something of it, to have the interest and drive to progress in experience and skill and to stand up for themselves. There are opportunities to have a career in archaeology that does not stop at digging holes in the ground but we need to be aware that there is only a limited amount of Supervisor, Project Officer and Management positions to go around. Any workforce needs to be larger at the base for the system to operate. More effort should be made to give feedback on results to developers, clients and the public to raise awareness about the heritage and demonstrate that every excavation contributes to our picture of the past and can be fascinating even without treasures.

PAUL EVERILL PhD FHEA MIfA

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Chiz's discussion of the de-skilling and disenfranchisement of diggers is one that finds an unhappy home amongst a raft of similar pieces published over the last 20 or maybe even 30 years. The themes he highlights will be familiar to anyone who has worked in commercial archaeology. The fact that the discipline is still discussing these topics, having failed repeatedly to address the issues, should be a cause of great concern – and no little shame – to all of us.

In response I would draw on my own research, and experiences teaching/ training the next generation. Last year, I undertook a survey of all 44 UK Higher Education Institutions (HEIs) teaching archaeology or a closely related subject at undergraduate level. Surprisingly 27% of HEIs reported either no fixed

policy on assessed fieldwork, or no requirement at all. Of those that did have a fieldwork requirement, 30% stated that it was four weeks or under over the course of the entire degree. It is not surprising, therefore, that data being produced by the ongoing *Invisible Diggers 2* survey indicates that 65.9% of respondents feel that their degree did not prepare them for a career in commercial archaeology. There is a difficulty, of course, in providing a true preparation for working in that sector, and much of that personal development should take place 'on the job', but clearly HEIs should be tackling the basic site skills far more rigorously than is currently the case. However, the average number of academic staff per department who are actively, and currently, engaged in fieldwork is only about 66%, which must lead one to question the site skills of a significant number of staff involved in teaching archaeology.

One possible solution, that Chiz also raises, is through far greater collaboration between the commercial and

academic sectors. For too long the disconnect between the two has been to the detriment of training, methodological developments, research and dissemination. While Chiz raises a series of sound and sensible possible solutions, from a personal perspective I believe the key to re-engaging diggers is to ensure that new entrants to the profession are

equipped with the right skills and mind-set during their degree. From that foundation employers need to address their responsibility to develop and support young talent, not just through often meaningless CPD logs, but through a genuine commitment to best methodological practice, on-site mentoring and a sense of personal pride in a job well done.

RESPONSE BY CHIZ HARWARD MIfA

My paper deliberately did not dwell on pay and conditions, or the details of vocational or academic fieldwork training, but Kate, Adrian, Chris, Wiebke and Paul all make interesting and valid comments many of which echo my own thoughts. The disposable nature of archaeological careers underpins all these issues and creates a feeling that only those 'in it for life' have value within the profession. I do accept that many archaeologists, particularly managers, may read my paper and not recognise their profession; in which case they are either very fortunate in where they work, or are not looking very hard! I have certainly highlighted some bleaker aspects, and passed over some of the more positive, but I suggest that most active archaeologists would agree with my penultimate paragraph which sets out what is surely a positive vision?

We do need to stop and assess where we are going as a profession, and whether we can improve it. I believe that this can be a healthy and positive process, and that we *do* need to change our ways of thinking and develop new ways of teaching, training, digging and reporting. Diggers must certainly take responsibility for themselves, but universities and employers must also recognise their responsibilities in terms of training, pay and conditions, and professional awareness and opportunity.

Any simple solutions will obviously only work in re-engaging archaeologists if they are part of a wider re-foundation of solid archaeological methodologies and an understanding by all Diggers of what they are doing on site and why: making Diggers rounded and competent archaeologists, not just technicians.

PPG16 did indeed change the face of archaeology: we could now create another opportunity to change archaeology, if we allow ourselves to seize it. Archaeologists have been their own worst enemy for too long; let's not hold ourselves back any longer.



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Chiz Harward has worked in rescue, research and commercial archaeology since 1988. He specialises in the excavation and analysis of deeply stratified urban sequences, and is an experienced archaeological illustrator. Chiz has a longstanding interest in training methods in archaeology and is currently employed as a Senior Project Officer at Cotswold Archaeology where he is developing training materials and recording systems. Chiz has just stood down as Acting Chair of the Diggers' Forum, edits its newsletter, the Forum Dispatch, and is currently on IfA Council.



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Paul Everill is a Lecturer in Applied Archaeological Techniques, University of Winchester. Paul undertook his doctoral research focusing on the motivations, experiences and perceptions of field archaeologists working in the UK commercial sector. Since completing his PhD in 2006, he has developed research interests in the history of the discipline and development of archaeological methodology; in contemporary commercial practice; and in archaeological pedagogy – particularly in relation to the teaching of applied techniques. Since 2004 he has been co-director of an excavation in the former Soviet republic of Georgia.

THE INTERVIEW



Richard Cuttler and Emma Tetlow
Qatar National Historic Environment Record and Remote Sensing Project

The first in our interview series explores a project in Qatar which I have been lucky enough to have had some involvement with and have recently visited. The QNHER project is an ambitious heritage management initiative coupled with both large-(national) scale survey and investigative fieldwork, driven by a partnership between staff from the Qatar Museums Authority led by Faisal Al-Naimi, and a multi-national team led by Richard Cuttler of the University of Birmingham. The project has been long in development, and has been nurtured into existence by persistence and hard work. Rather than being an interview about the project itself (which you can learn about at its website, (www.qatararchaeology.com)) this interview explores the route of development and asks how you go about running a project on this scale in the Middle East.

What are the main aims of the project?

RC Initially to develop a central, bilingual database with georeferenced satellite mapping which holds important data about monuments. We did not want a standard database, but something tailored for regional monument types, chronologies and data standards. A fundamental element of this was working with staff from the Qatar Museums Authority to develop regionally relevant methodologies for site survey and recording. The QNHER now forms a fundamental component of Cultural Resource Management in both the terrestrial and marine areas of Qatar. We also undertook a countrywide cultural mapping programme to enhance the QNHER. This enables heritage managers to understand the distribution of monuments, their current condition and threats. Much of the palaeoenvironmental work has focused in the intertidal zone around Wadi Debayan in the northwest of the country and aims to provide much higher resolution data regarding regional climate fluctuation. In addition to this we aimed to procure large data sets taken in advance of infrastructure development or for oil exploration. This has been very successful and has enabled us to characterise large areas of the marine environment.

How did you come about setting up the project?

RC I have been working in the Middle East for a number of years as mostly as a result of my own research and interest in the archaeology of the region. Much of my free time was spent trying to learn Arabic and preparing journal papers. Being a full-time archaeologist in British commercial archaeology leaves little time for working on such projects, but when the opportunity arose to put in a proposal to the Qatar Museums Authority, I grabbed it with both hands. When we first started the project, in 2008 it was a very specific piece of research combining marine and terrestrial survey with remote-sensing techniques to locate potential archaeological sites on a countrywide scale. When we were working on the initial project design we recognised the potential to develop something even more fundamental. With an increasing number of projects and institutions working in Qatar, we realised that without a HER in place, an opportunity to develop a national framework to document the projects, map the sites, and archive digital data was being missed. When we approached the QMA about it, they

were just as keen and viewed this as a way to manage the historic environment in the face of rapid development in the region. The result of this was the creation of the Qatar National Historic Environment Record in 2009.

Has it been difficult to get moving?

RC I would be lying if I said it was easy every step of the way. Setting up an international project, finding the right staff, getting two big institutions on board, and finding ways to practically run the project have all had their moments. The big advantage has been the people who have been involved with the project – without the vision and support of key staff at the QMA it would never have got off the ground and, without the passion, dedication and the individual skills of staff making up the project team, it wouldn't be the success it has become.

The project is a collaborative project with the Qatar Museums Authority – what are the main advantages of working in partnership?

RC Working in the region with people who understand the cultural heritage of the area and know the archaeology well is a huge advantage. Cultural mapping and survey makes up a large part of the project and it is important not to assume that, just because you have been surveying archaeology for years in northern Europe that you know everything. In archaeological terms, working in the region has been a learning curve. In that respect having local experts on the team has been invaluable. In addition the Qatar Museums Authority is very dynamic and their input has made it possible to procure large tracts of archaeologically-relevant geophysical data from infrastructure surveys.

What about you, Emma? You came to the project a bit later – did you find it easy to settle in to life in Qatar?

ET I love it here – the people are great and you can't complain about the weather (until it gets too hot!). Richard is right about having to re-tune though. Having trained and worked in Britain,

you can't help but be more used to the site formation processes and sedimentation of Northern Europe – working in a team with QMA staff helps you re-learn some basic principles and get properly tuned in to the region. One of the fundamental steps to understanding the archaeology of any region is getting to grips with the geomorphology and taphonomic processes. We spend an enormous amount of time familiarising ourselves with the modern environments to better understand those of the past.

RC As a British or European archaeologist it's easy to come into places like the Arabian Peninsula and think your experience is equally relevant, but CRM as a profession just isn't as developed here. Without regional experience it's very easy to make silly mistakes – one consultant working with an engineering company recently suggested a topsoil strip and watching brief prior to development, which would probably be accepted in the UK. The fact that much of Qatar is a deflated desert makes that sort of approach completely meaningless! If you work with local archaeologists, you avoid such basic mistakes and you really build a partnership which makes for a more sustainable and long-lasting impact.

Does your background in British commercial archaeology contribute much to the project?

RC The methodological approaches of commercial archaeology combined with a good appreciation of project organisation really helps. I used to manage large projects in the UK which gave me the necessary experience for both logistics and financial planning. This is a big project across a whole country and needs to be tightly managed. We can import the best bits of British archaeology and project management but with the advantage of being able to cherry pick. In Qatar the archaeological profession is in its infancy, which means they don't have to settle for, or work with, systems which have emerged haphazardly over decades. We have the opportunity to build a robust heritage management process alongside field investigation methodologies which are regionally applicable for the archaeology, the QMA and for Qatar.

Background: excavation of the Ubaid related site dated to approximately 7,500 years ago at Wadi Debayan, northwest Qatar
© Amanda Forster



Excavation of a mid-Islamic homestead to the south of Wakra, southeast Qatar © Amanda Forster



Partially-excavated prehistoric burial cairn which has been robbed in antiquity (central intrusion) © Amanda Forster

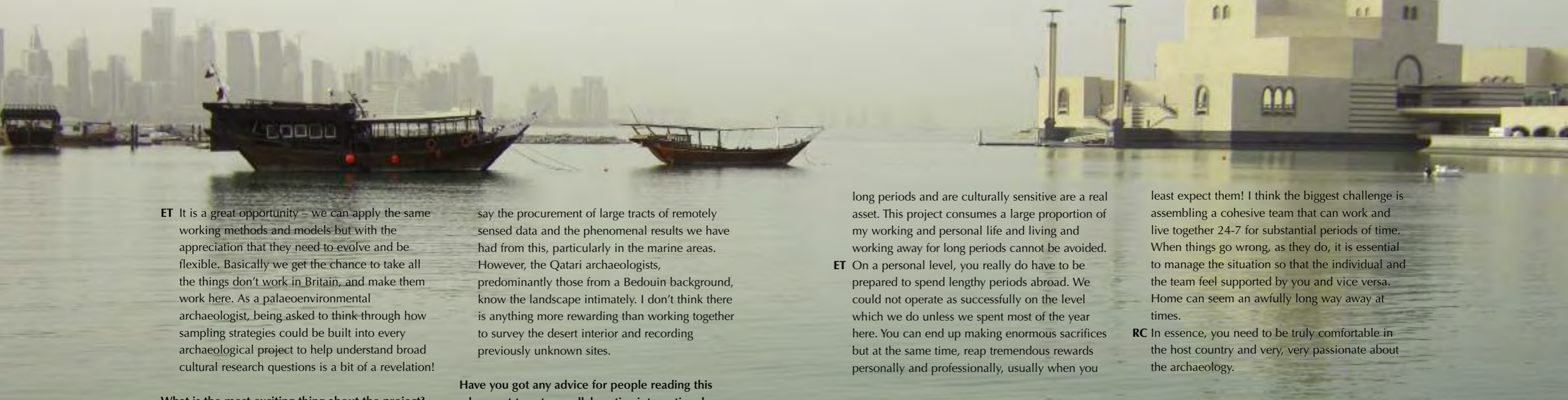


House from the abandoned coastal Islamic village of Mafjar, northeast Qatar © Amanda Forster



Faisal Al-Naimi, Qatar Museums Authority, on-site with colleagues © Richard Cuttler

Background: the bay of Doha showing the Dhow Harbour and the Museum of Islamic Art in the foreground, and the Doha skyline in the background. The Museum of Islamic Art was designed by Chinese-American architect I. M. Pei and was opened in December 2008 © Amanda Forster



ET It is a great opportunity – we can apply the same working methods and models but with the appreciation that they need to evolve and be flexible. Basically we get the chance to take all the things don't work in Britain, and make them work here. As a palaeoenvironmental archaeologist, being asked to think through how sampling strategies could be built into every archaeological project to help understand broad cultural research questions is a bit of a revelation!

say the procurement of large tracts of remotely sensed data and the phenomenal results we have had from this, particularly in the marine areas. However, the Qatari archaeologists, predominantly those from a Bedouin background, know the landscape intimately. I don't think there is anything more rewarding than working together to survey the desert interior and recording previously unknown sites.

What is the most exciting thing about the project?

ET You feel part of something truly pioneering – we are trialling new techniques in the region and undertaking ground-breaking work together with a multi-national team of specialists and regional archaeologists on a pretty massive scale. It is a really positive feeling. Rather than simply reaffirming the work of earlier specialists we are working on the development of new chronologies, looking into areas that are essentially unknown – especially working with the palaeoenvironmental research as there are significant gaps in our knowledge of the changing paleoenvironment of the region.

RC On the one level I would be tempted to say the setting up the QNHER, and seeing Qatari archaeologists taking ownership for regional heritage management. On another level I would

Have you got any advice for people reading this who want to set up collaborative international projects on a similarly big scale?

RC Large international projects rely on a good infrastructure and backing from the UK organisation (in this case the University of Birmingham). This provides the project with support in terms of insurance, cash-flow, legal issues and skilled archaeological staff. In addition, close relations and understanding with the support organisation in the host country cannot be understated. Getting team members with the necessary skills is not particularly difficult, but finding a team that is prepared to be based semi-permanently in the region can be a challenge. Most people relish the opportunity to work on such projects short term, however, to ensure continuity, team members that are passionate about their work, are prepared to live away for

long periods and are culturally sensitive are a real asset. This project consumes a large proportion of my working and personal life and living and working away for long periods cannot be avoided.

ET On a personal level, you really do have to be prepared to spend lengthy periods abroad. We could not operate as successfully on the level which we do unless we spent most of the year here. You can end up making enormous sacrifices but at the same time, reap tremendous rewards personally and professionally, usually when you

least expect them! I think the biggest challenge is assembling a cohesive team that can work and live together 24-7 for substantial periods of time. When things go wrong, as they do, it is essential to manage the situation so that the individual and the team feel supported by you and vice versa. Home can seem an awfully long way away at times.

RC In essence, you need to be truly comfortable in the host country and very, very passionate about the archaeology.

Richard Cuttler BA MfA (1652)

Richard is a Research Fellow for the Institute of Archaeology and Antiquity, University of Birmingham. With over 25 years' experience in archaeology he has worked across Europe, and managed many projects in the UK as well as directing research projects in Libya, The United Arab Emirates, Kuwait and Qatar. In April 2005 he received an award from His Excellency Sheikh Nahyan bin Mubarak Al Nahyan, Minister of Education, Abu Dhabi, for his contribution to scientific research in the United Arab Emirates. Richard's research is primarily concerned with the impact of climate and landscape changes across the Arabian Peninsula during the late Pleistocene and early Holocene. On-going research also includes the use of GIS for Cultural Resource Management and the investigation of paleoenvironments for the development of regional chronologies of landscape change.

Emma Tetlow BSc MPhil PhD MfA (6139)

Emma has worked as a commercial environmental archaeologist since completing her PhD in the field of palaeontology in 2004. Emma has extensive commercial experience and has worked as both an environmental specialist and excavator in the UK and abroad. Her research interests include intertidal and alluvial archaeology, palaeoecology and geoarchaeology. During early 2010, Emma became involved in the continued development of the Qatar National Historic Environment Record on behalf of Qatar Museums Authority. She is now based in Qatar as a project manager, her role gives her direct responsibility for all aspects of the environmental programme including project design and evolution, field work, analysis and publication. She also acts in a specialist advisory role to the QMA field team.

Members news

Alan Saville BA (Hons) FSA FSA Scot MIfA (53)

Alan Saville, Senior Curator of Earliest Prehistory at National Museums Scotland in Edinburgh, was recently elected to serve for three years as President of the Society of Antiquaries of Scotland. The Society of Antiquaries of Scotland is the oldest and foremost antiquarian body in Scotland, founded in 1780, and currently has over 2500 members, including many who like myself are members of the Institute for Archaeologists. The Society is actively involved in all aspects of Scotland's heritage in line with its vision to promote the research, understanding and conservation of the archaeological and historic environment of Scotland for the benefit of all. Apart from its annual Proceedings, published continuously

since 1854, the Society has now become a major publisher of monographs and open-access online reports. Information about all of the Societies activities and its publications can be found on its website: www.socantscot.org.



Alan Saville



John Dillon

John Dillon MIfA (446)

John Dillon has joined Cotswold Archaeology's senior management team as Head of Development. John brings with him a wealth of experience in commercial archaeology, including 14 years in a variety of senior posts at Wessex Archaeology. John is responsible for spearheading Cotswold's

business development activities and, building on the opening of its office in Milton Keynes in 2010, is placing particular emphasis on growing the number of projects undertaken in the eastern half of England, including new partnerships with other Registered Organisations.

John will also lead Cotswold's well regarded consultancy department which now provides a complete marine archaeology service. John will work between offices in Cirencester and a newly opened one in Andover.

Kenneth Aitchison MIfA (1398)
kaitchison@icon.org.uk

Kenneth Aitchison has been appointed Skills Strategy Manager for Icon, the Institute of Conservation, a new post responsible for the delivery of the National Conservation Education and Skills Strategy 2012-16, a five-year programme to ensure the provision of education, training and research in the conservation of mobile cultural heritage. He will be initially prioritising qualification development, workforce research and apprenticeship delivery.

Kenneth also continues to be Executive Director of Landward Research Ltd, who have recently been appointed by English Heritage to undertake Profiling the Profession 2012-13, updating labour market intelligence for the archaeological sector. The company will shortly be publishing his book *Working in Archaeology: professional archaeology in the UK since 1990*, a contemporary history based upon his PhD thesis.



Kenneth Aitchison

Niall Oakey MIfA (1025)

After more than 30 years as an archaeologist and historic environment consultant, Niall has decided to take a rather dramatic change of career path. He and his wife Gail took over The Swan Inn, Enford, Wiltshire SN9 6DD just before Christmas 2011.

There seems no escape from archaeology, however, as much of their passing trade is visitors to Stonehenge (about 8 miles away) and their best selling real ales are Heel Stone (Stonehenge Ales) and Flintknapper (Ramsbury Brewery)! All IfA members and archaeologists welcome.

The benefits of an AIfA upgrade

Eoin Fitzsimons is a Project Supervisor at John Moore Heritage Services. Readers may remember him as he was profiled in our promotional booklet in 2008 after he had joined the Institute at Practitioner level. Below he explains why he upgraded to Associate and how it has benefited him.

I had decided to upgrade my membership from PlfA to AlfA in December 2011 as I wanted to make the jump from my role as a Supervisor to a Project Officer. After reading the *Applicants handbook*, I realised that I had the relevant skill set to upgrade; I was involved with both pre-ex and post-ex project work, and had experience managing small teams carrying out duties on different parts of a project. I put forward my application to the Validation committee and was upgraded in January 2012.

The benefits of upgrading my membership have been numerous so far – not least due to having received a pay rise and a promotion as a result. The IfA minimum salary rates relevant to the level of membership which I now am have meant that my salary is now a lot healthier than it was prior to achieving AlfA status! I was also summoned into my Director's office and offered a promotion to the role of Project Officer. By upgrading my membership I was able to demonstrate to my Director that I was capable of carrying out the role of Project Officer, both to the standards of the company and to the standards required by the IfA.

I have also been able to define which areas I wish to concentrate my career on. My next goal is to get the required experience to be able to upgrade to MIfA, and using both my CPD and PDP, I will be able to set out certain goals that I can complete so that I can eventually achieve MIfA grade. Also were I ever to seek out new employment, stating that I have attained AlfA status should demonstrate that I have

the right skill set to carry out the role of Project Officer in another company, and it shows that I have been able to progress beyond PlfA level, therefore showing that I can progress within an organisation.

Upgrading my IfA membership has been an enormous step in my archaeological career path. Through updating and working to my CPD and PDP, I have been able to correlate my goals of setting out to achieve AlfA, which in turn has enabled me to earn more money and earn a promotion. Also knowing that I am a step closer to becoming MIfA has given me more determination to achieve my goals. Whilst it is free to upgrade, I would thoroughly recommend it to anyone who feels that they have the skills needed to attain AlfA.

Eoin Fitzsimons AlfA (5354)



Eoin Fitzsimons

IfA Groups

The Institute has a number of special interest and area groups, which allow members to work to advance their own particular specialisms or areas of interest within archaeology, and to learn more, and to meet other professionals with similar interests. The groups have a number of functions, from advising Council on matters relating to their specialism, through to organising CPD events, promoting IfA membership and acting as specialist advisors for membership validation purposes. A full list of our current Special Interest and Area Groups can be found on our website at www.archaeologists.net/groups – and it's growing all the time.

Spring has been a busy time for all of our Special Interest and Area groups. Many of our groups have either had, or will have their AGMs during March and April. The Archives group had their first AGM since formally becoming a group on 6 March 2011, followed by a tour of the London Archaeological Archive and Research Centre (LAARC) and a chance to see some of its treasures at the Museum of London. The event was a great success allowing the group to discuss its first year in operation and highlight some forthcoming events, such as the session they are running at Conference in April. The biggest venture for Archives SIG will be the Good Practice Workshops, planned for late Summer/Autumn of this year – if you have an interest in archaeological archives and their management in your area, look out for look out for up and coming workshops on the IfA eBulletins. The Archives SIG AGM was followed by a training session on digital archiving *Visualising the Digital Archive*, where speakers from ADS, Museum of London and Wessex spoke about how we manage and archive our digital data, discussing both case studies and hopes for the future.

The Buildings Archaeology, Forensic Archaeology, Graphic Archaeology, Information Management, Maritime Affairs and Voluntary and Community Archaeology groups will all be holding their AGMs during the 2012 IfA conference. If you are a member of any of these groups and are coming to conference, make sure you check the timetable and go along. If you are not going to conference but would like to attend any of the AGMs, you can still do so and should have been sent details by email or post.

The Forensic Archaeology group held a day event in Bradford in February, focussing on training, accreditation and CPD. The event was attended by a number of students as well as established forensic professionals who were able to pass on their invaluable advice. Caroline Sturdy-Colls talked about what a forensic archaeologist is, who they are, and the routes to entry. Andy Holland discussed the importance of professional accreditation and the role of the group's Expert Panel, and Kathryn Whittington gave a short presentation on CPD.

Another important role of our SIGs is to keep members up to date with news and information pertaining to that specialist area. The Diggers Forum, Voluntary and Community Archaeology group, Scottish group and Graphics Archaeology Groups have all recently circulated newsletters to all their members.

Groups are also keen on understanding more about their members and how they can help practitioners in their specialist field. Such research is makes an important contribution to how we understanding our profession more widely. The recent Diggers' Forum *Away Work Survey* is a prime example of how questionnaires and surveys can help us really understand how the profession is developing and functioning – and subsequently gives a far clearer picture of you, the members. The *Away Work* survey can be downloaded from their webpage (www.archaeologists.net/groups/diggers).

The Information Management Special Interest Group (IMSIG) is carrying out a survey on Computing in British Archaeology. The last survey IfA conducted on this topic was 25 years ago, so this is a timely update! Unlike the earlier survey which targeted organisations this survey has sought individual responses from those who work with IT in the heritage sector and those in the IT sector who have been involved in heritage projects. The results of the survey will be presented and discussed at the IMSIG's session at the IfA conference on 18 April in Oxford.

If you happen to see a survey or questionnaire request drop into your inbox, please take a look and see if your involvement could help – with up-to-date information provided by our members, the groups can really start to provide the service and information you want to see.

All IfA groups are free to join for IfA members, while non-members pay a £10 fee for each year. For more information please see the groups section of the website (www.archaeologists.net/groups).

THE REGISTERED ORGANISATION SCHEME

The object of the scheme for the Registration of Organisations is to ensure that organisations carry out historic environment work in accordance with the *Code of conduct* and other by-laws of the Institute for Archaeologists. The principles of the *Code of conduct* are upheld through the development and implementation of Standards and guidance.

The scheme continues to grow and there are currently 72 Registered Organisations with 6 new applications currently being assessed. Organisations and activities range from sole-traders, solely curatorial organisations, to large commercial units.

The scheme will continue to develop as it grows, and we are continually improving it for both new applicants and currently registered organisations. As part of this ongoing development, the application form has been redesigned to make it easier for all types of organisations to demonstrate to the Registered Organisation committee how they adhere to the *Code of conduct* and its supporting by-laws and *Standards & guidance*, and how quality management systems ensure that compliance. The new form will be used from 1 April 2012, when it will be available to download from the website at <http://www.archaeologists.net/join/organisation>.

Watch this space for further developments to the Registered Organisation scheme....

New Registered Organisations

At the March 2012 Registered Organisation committee meeting AB Heritage Limited (www.abheritage.co.uk) were added to the growing list of Registered Organisations.

AB Heritage is an archaeological consultancy with offices in Taunton and Glasgow, set up by Responsible Postholder Andy Buckley (MIfA 2515).



In last winter's TA82 we informed how the company had recently won the Somerset Small Business of the Year Award, recognising their hard work and success. Since then they have expanded further and the award of Registered Organisation status reflects their high level of skills, competence and commitment to professional standards in the historic environment sector.

Andy Buckley (Principal Heritage Consultant at AB Heritage) was thrilled to be informed that the company had gained Registered Organisation status, explaining:

'This is fantastic news and testimony to the commitment, dedication and exceptional professional standards of our staff. AB Heritage have always been there, operating as the first step in building project success. By becoming an IfA Registered Organisation we are providing our clients with the added confidence and a clear statement of our reliable, high-quality and comprehensive consultancy service.'



Registered Organisation News

Cotswold Archaeology has launched a marine archaeology service to deliver both desk-based and survey functions. This is a natural progression, building on its existing expertise in assessing the cultural heritage effects of proposed developments. The marine team will operate out of Cirencester and a new office in Andover, Hampshire.

Chief Executive, Neil Holbrook, said 'This is an exciting step and a further sign of Cotswold Archaeology's rising status within the archaeological profession. It has been a longstanding aspiration of the company to develop a marine archaeology capability, and I am thrilled that we have now achieved this. This gives us access to a whole new world of fascinating and important archaeology, and I can't wait to get going.'

Initial enquiries relating to the new marine archaeology service should be directed in the first instance to Neil Holbrook on 01285 771022 or enquiries@cotswoldarchaeology.co.uk.

If you have any news or updates about your Registered Organisation, please get in touch with Amanda by emailing her at amanda.forster@archaeologists.net.



Steve Webster, Cotswold Archaeology's new Principal Heritage Consultant for Marine Archaeology
© Cotswold Archaeology



New members

Member (MfA)

Shane Delaney
David Hopewell
Nicola Smith
Gareth Talbot
Andy Wigley

Associate (AlfA)

Lindsay Farquharson

Practitioner (PlfA)

Charlotte Douglas
Jacky Sommerville
Gemma Stewart
Nicholas Taylor

Affiliate

Peter Banks
Charlotte Bossick
Jema Bull
Diana De Leon
Charlotte Dixon
Izabela Dykowska
Emma Fishwick
Alex Harris
Amal Khreisheh
David Klingle
Eirnin Lindsay
Catherine Macfarlane
Brian Milford
Douglas Mitcham
Terence Newman
L Nidderly
Craig Parkinson
Philip Pollard
Orlando Prestidge
Helen Robertson
Jane Stevens
Sophie Thring
Hannah Ventre
Elisenda Vila Baste
Kathryn Ward
Virginia Wood

Student

Richard Alexander
Jon Allison
Callum Allsop
Emma Beardsley
Kirsty Beecham
Lisa Bond
James Bonser
Angelos Boufalis
Peter Butterworth
Sirio Canos Donnay
Emily Carroll
Catherine Caseman
Gary Dunsford
Zoe Edwards
Bruno Figueira
Steven Froud
David Garner
Steffan Golby
Christopher Goodwin
Lorna Gosling
David Green
William Griffiths
Brandy Hale
Janette Henderson
Marcia Hendry
Denise Hillier
Simon Hinchliffe
Charlotte Howe-McCartin
Paul Howlett

David Kerrison
Alex Kingswell-Cleave
Nikolay Kolev
Rob Lennox
Matthew Maries
Sophie Mills
Colin Mitchell
Claire Newick
Kathryn Nicholls
Dario Oggioni
Ron Organ
Benn Penny-Mason
Carla Piper
Jamie Pithie
Zoe Sheard
Caroline Sloan
Dav Smith
Zane Stepka
Philip Taylor
Dave Tooke
Daria Tsybaeva
Anna Walsh
Stewart Wareing
Sian-Louise Weinstein
Peter Wheeler
Robin Whitman
Neo Williams
Kathrin Winzer

Formal review of IfA's disciplinary procedures

Kirsten Collins
IfA Standards Compliance Manager

The IfA Disciplinary Regulations require a regular review by an external authority of the allegations dealt with under IfA disciplinary procedures. Mr Peter Savill (Counsel, of 12 College Place, Southampton) carried out a review on the 14 December 2010 of the files and reports of all allegations processed since the previous review in 2008.

Mr Savill produced a report to summarise the findings of the review which found that 'the system is robust and works well' and that 'IfA staff and members...were doing a good job in processing and managing the cases. He considered that the cases reviewed had been dealt with fairly and transparently and in compliance with the IfA disciplinary regulations.

Upgraded members

Member (MfA)

Jennie Anderson
Mark Beattie-Edwards
Jonathan Bedford
George Geddes
Catherine Grindey
Rod LeGear
Owen Raybould
Freddie Scadgell

Associate (AlfA)

Alexander Beeby
Eoin Fitzsimons
Alice Hobson
Simon Hughes
Oliver Russell

Practitioner (PlfA)

Tim Johnston
Sarah Louise Woodget
Jemima Woolverton

Affiliate

Susan Bolster
Mark Borlase
Kate Boulden
Michelle Brooker
Debbie Brookes
Christine Bunting
Ruth Butler
Alice Cannings
Chris Chinnock
Helen Daniel
David Dearlove
Charlie Enright
Lisa Fisher
Thomas Frankland
Rene Friedrichs
Adam Frost
Mark Fussey
Christopher Gait
John Gates
Joanne Gould
Jeremy Hallatt
Rowena Henderson
Rebecca Hunt
Sarah Irwin
Luke Jarvis
Emma Jeffery
Gwilym Jones
Alexandra Key
Sun Woo Kim
Joshua Le Cheminant
Matthew Leonard

Sophie Lord
Gail Mackintosh
Samantha Matthews
Zoë McAuley
David Mennear
Amanda Moore
Jessica Murray
Luke Paton
Laura Pearson
Jennifer Petrie
Deborah Pitt
Liam Powell
Sascha Priewe
Benjamin Raffield
Thomas Richardson
Sam Riley
Philip Riris
Amy Roberts
Joanne Robinson
Nadine Ross
Katie Ruffell
Alice Samson
Rachel Sharland
Gavin Smithies
Kathryn Temple
Tess Till
Helen Vowles
Eileen Wade
Elli-Maaret Winterburn
Rachel Wood

Building on the improvements made since the previous review further recommendations were made which included using template letters for clarifying the procedure, and producing more detailed guidance for those members involved in the process. It was also recommended that one member of staff was the designated person to deal with all allegations that were received to ensure consistency.

Mr Savill also agreed with IfA staff that the role and potential findings of the investigator should be reviewed to simplify the process.

IfA Council has been notified of the recommendations and the by-laws are currently being reviewed for alteration and Guidance Notes expanded.

The next review will take place early 2012.



NOTICEBOARD

How to build an archaeologist: 2020 vision

Andrea Bradley

IfA has been encouraged to develop new training pathways into the sector and new ways for professionals to develop their careers. This mandate was given at a day conference in February 2012, where delegates from across the sector also reviewed and commented on the IfA's new 'Training Toolkit' for developing structured training or providing structure to current training in archaeological organisations.

Delegates from across the sector, including FAME, ALGAO, CBA and Creative&Cultural Skills, the Universities of York, Salford and UCL, presented us with a clear vision: a flexible entry process to the profession, through the university system and through the NVQ; and support (from the IfA) for sector employers to develop structured training in archaeological organisations, at career-entry level and beyond.

So how will archaeologists be trained in 2020 on the route to Chartership, or to other professional

status? Will we follow the structured training approaches of RICS (www.rics.org/studentsapc), RIBA (www.architecture.com/EducationAndCareers/BecomingAnArchitect/Becominganarchitect.aspx) or the legal profession (www.lawcareers.net/Solicitors/TrainingContract.aspx)? Have a look and see whether you think these structures or something like it would work for us. We have put our IfA Training Toolkit online so you can have a look through this as well (<http://www.archaeologists.net/h2b>) and leave us some feedback!

Key to our success as an industry is the question of how academia and industry will be working together in 2020 to ensure that we have the right skills to produce the best research and contribute in the most effective way to our knowledge of the human past. In the next issue of TA we will report on the results of the day conference and present our Vision for training in the sector, defining the tasks and steps we will pursue to achieve it.



Delegates at the day conference discussing their vision for training in 2020 © IfA