

# The Archaeologist

Issue 98  
Spring 2016



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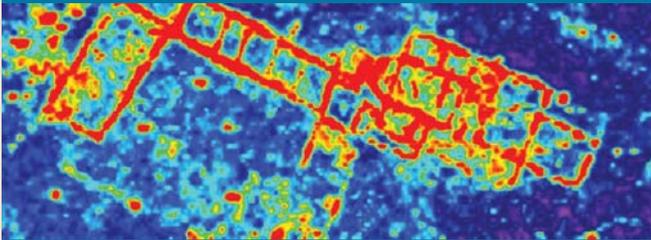
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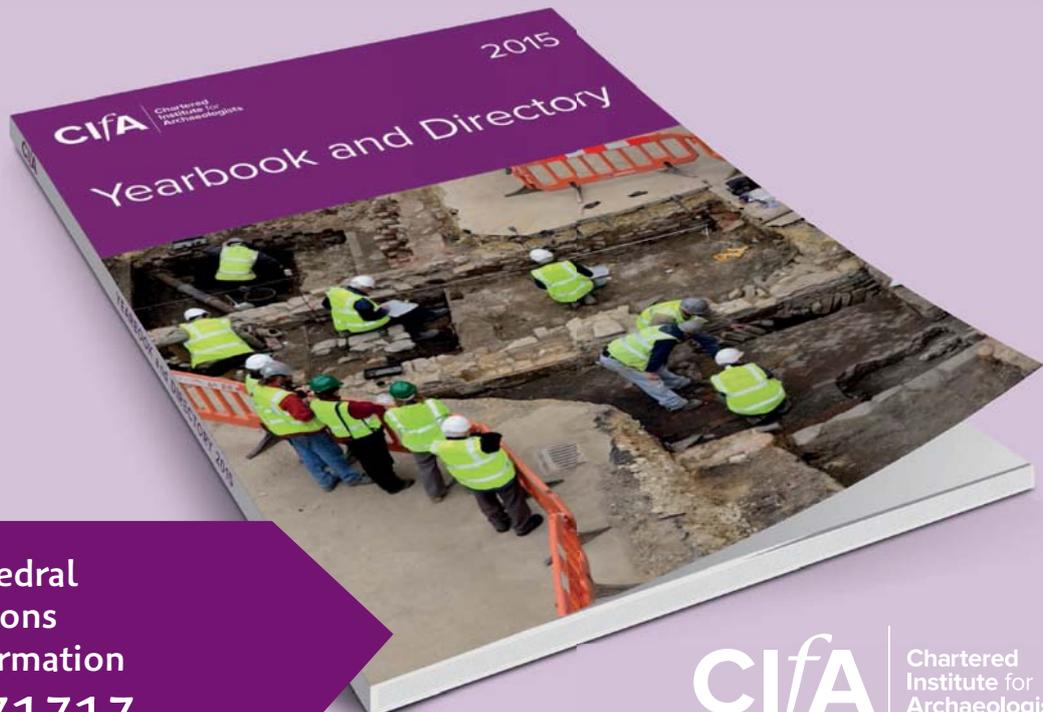
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Themes and deadlines

**TA99:** will celebrate the depth and breadth of the many types of work that archaeologists do in museums. We are looking for short case studies about research projects, new approaches to display/interpretation, the outcomes of education, training and volunteer activities, or an account of the changing role of a curator and the challenges they face today. For further information, see the 'Noticeboard'.

*Deadline for abstracts and images: 1 August*

**TA100:** Are you helping to deliver the aims and objectives set out within Scotland's Archaeology Strategy? We are looking for ideas, examples and opinions – how best to deliver a Scotland where archaeology is for everyone?

*Deadline for abstracts and images: 1 December*

Contributions to *The Archaeologist* are encouraged.

Please get in touch if you would like to discuss ideas for articles, opinion pieces or interviews.

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

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

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*Cover photo: ULAS investigating the base of ceramic kilns in Warwickshire, in advance of housing development.*  
*Credit: Adam Stanford, Aerial-Cam*



# EDITORIAL



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## Building the Future, Transforming our Past

Celebrating development-led archaeology in England,  
1990-2015



Major anniversaries encourage both retrospection and looking ahead. November 2015 saw the 25th anniversary of the publication of *Planning Policy Guidance note 16 on Archaeology and Planning* – almost universally known as ‘PPG 16’. PPG 16 was a slim document: its main text consists of only 31 paragraphs, occupying less than seven pages. Relative to its size, though, PPG 16 had the most profound impact of any archaeological publication ever produced in England. It generated a huge (more than ten-fold) increase in resources for archaeology, created a new industry, shaped the archaeological profession as we know it today, and produced extraordinary quantities of new information and knowledge about the past throughout the country. This issue of *The Archaeologist* marks this anniversary by bringing together contributions which look back to the world as it was pre-1990 and at what happened after, but which also reflect on what may lie ahead.

Of course, ClfA is a UK-wide body, whereas the letter of PPG 16 only applied in England. Scotland, Wales and Northern Ireland produced their own equivalents between 1994 and 1999; the twentieth anniversary of Scotland’s ‘NPPG 5’ in 2014 was celebrated in *TA 91*. There was naturally a great deal in common between the approaches adopted

Roger M Thomas MClfA (255)

*Publication produced by Historic England to mark the 25th anniversary of PPG 16. Available to download from Historic England website (<https://historicengland.org.uk/>). Cover photo credit: MOLA.*

in our home nations: a clear place for archaeology in the land-use planning process and a ‘polluter pays’ principle, under which the developer – not the state – is responsible for dealing with the impacts of a development. In this, PPG 16 was reflecting wider trends in environmental protection, and also the terms of the Council of Europe’s *Valletta Convention on the Protection of the Archaeological Heritage*, published in 1992 (PPG 16 was developed in parallel with the Convention, with some of PPG 16’s authors also involved in drafting the Convention).

The contributions in the following pages reflect a range of perspectives. Jan Wills and Stewart Bryant, both former local government archaeologists, review how archaeology in England developed between 1950 and the present, and look ahead at what the future may hold (some of it very worrying). Gary Brown of Pre-Construct Archaeology shows how the policy allowed new, commercial, archaeological organisations to develop, and Quinton Carroll outlines its effect on local government archaeology. Tim Darvill explains how the *Archaeological investigations project* (Bournemouth University and Historic England) tracked the patterns of PPG 16-based work from 1990 to 2010. Steve Trow looks at the archaeological role of Historic England, against the background of the change in 1990 from a state-funded to a developer-funded system of archaeological work. Rob Lennox draws attention to the current severe pressures on the system of local authority archaeological advice, and describes ClfA’s advocacy work on this topic. We also include a small selection of vignettes, provided by a range of archaeological organisations, of some significant development-led archaeological discoveries. This is important. In the end, we do archaeology because it is interesting, and these discoveries remind us of this; it is surprisingly easy to lose sight of the point in the busy-ness of our working lives.

# 25 years of PPG 16

Any practising archaeologist under the age of about 40 will probably have little direct knowledge of how things were before 1990. Whatever the weaknesses of the present system, and the threats facing it, there is absolutely no doubt that we are in a hugely better position now than we were in the 1980s (let alone the 1960s and 1970s). Even in the 1980s, important sites could be lost without record through lack of evaluation, or through lack of state funds to pay for rescue excavation. So, if we look back, we have much to be thankful for.

And what of the future? What might development-led archaeology look like in another 25 years' time? The picture is mixed. Funding pressures on central and local government bodies seem unlikely to abate for some years, at best, and changes to the planning system pose serious challenges. Against these rather gloomy prognoses, one can also see some potential grounds for optimism. We have a very skilled and capable archaeological sector. Digital technologies offer scope for innovation in our recording methods, and for sharing information in ways that are much more 'seamless' than at present. Major university-based synthesis projects are proving beyond doubt the scope for development-led results to transform understanding of England's human past. The value of the historic environment, including archaeological remains, for contributing to place-making and quality of life is increasingly recognised. Perhaps the biggest challenge we face is that of making sure that 'development-led' archaeology remains vibrant and exciting, both for us as professionals and for the wider public who, in one way or another, are paying for it. The solutions to that important challenge lie in our own hands.

We can, then, look back with satisfaction on what we have achieved since 1990, recognise that no system is perfect and that there are always areas for improvement, and look forward with anticipation to what the next 25 years will hold for us.



*PPG 16 led to major investigations in previously unexplored areas. Excavations beside the A1, North Yorkshire, 2014. Credit: Dave MacLeod. © Historic England. Image number 28535\_025*



*Without PPG 16, many extraordinary objects would have been lost. Medieval devotional panel, London. Credit: Andy Chopping/MOLA*



*PPG 16 resulted in the growth of a strong archaeological profession. Excavations at Ysgol Bro Dinefwr on behalf of Carmarthenshire County Council in 2014/15, by AB Heritage with Rubicon Heritage. Credit: AB Heritage Ltd/Rubicon Heritage Services Ltd*



## **Roger M Thomas MCifA (255)**

Roger is a member of the Historic Environment Intelligence Team at Historic England. He led the production of Historic England's *Building the Future, Transforming our Past* publication, launched in November 2015 to mark the 25th anniversary of PPG 16.

# Before, during and after: life pre-PPG 16, its impact after 1990, and the current struggle to retain its legacy

Stewart Bryant MCIFA (83)  
and Jan Wills MCIFA (188)

*PPG 16 articulated the importance and the vulnerability of archaeological evidence, setting out a simple process for assessing the impact of proposed development and securing the preservation or recording of the archaeological remains affected depending on their significance.*

## Before: 1950–1975

The years between about 1950 and 1975 saw enormous expansion in housing, industry and infrastructure. The impact of all this on archaeology provoked widespread concern, leading to the formation of *Rescue*, the publication of many studies on the archaeological implications of development – especially in urban areas – and pressure on government to address both the lack of funding and the organisational capacity to respond. For most of this period, responses relied heavily on voluntary efforts and on tolerant developers allowing access to sites in advance of the commencement of work. Prior to 1981, when the Ancient Monuments and Archaeological Areas Act 1979 came into force, even scheduled monuments had only limited protection from damaging activities. Many known sites were destroyed without record. From what we now know about the density of archaeological sites in the English landscape, an even greater number of unknown ones must have suffered the same fate.



*(above, left) Emergency recording in Worcester City, 1960s. Credit: Thanks to the late Phil Barker*

*(above) Worcester medieval city wall during the ring road construction, 1970s. Credit: Jan Wills*



*Jan drawing Anglo-Saxon wooden buildings in Durham, early 1970s. Credit: Jan Wills*

Encouraged by a far-sighted government circular of 1972 (focused on threats to rural archaeological sites), some local authorities began appointing staff (often museum-based) to address these issues. Embryonic Sites and Monuments Records (SMRs) were established, but coverage was patchy and funding limited. In 1974 the Department of the Environment (DoE) announced the establishment of 13 new regional archaeological advisory committees, led by a national committee, to advise on priorities for excavation, with a budget of just over £1 million. Following this initiative, the mix of local authorities, new committees and 'units' sought to respond to threats to archaeology through annual bids to the 'rescue archaeology budget' for excavations in advance of development. There was never enough money, and funding for post-excavation was almost always squeezed.

### **Before: the 1980s**

The DoE's rescue archaeology budget was supplemented in the 1980s by funding from various government job-creation schemes that supplied large numbers of workers for excavations – but not necessarily skilled people. The best of these projects were good and launched a number of archaeological careers; the worst left behind a trail of unpublished material. The 1980s also saw the beginning of developer funding, but it was wholly voluntary and almost entirely a London phenomenon; developers in other parts of the country were more often persuaded to supply some support in kind rather than cash.

Although it had now been established that archaeology was a material consideration in the planning process, there was no clear basis in policy for the identification and recording of archaeological sites affected by development. The term 'evaluation' had begun to enter the archaeological lexicon, but the concepts of pre-determination and phased programmes of evaluation to characterise the archaeology and assess the impact of development were not used before the late 1980s. Nor was it easy through the planning process to secure mitigation. Where planning conditions were used it was mainly to secure unfunded watching briefs, although PPG 16-style 'Grampian' conditions were pioneered, and some more ambitious attempts were made to use voluntary Section 52 (now Section 106) planning agreements to secure archaeological recording.

Local authority services had continued to expand, often proactively supported and part-funded by the DoE, so that by 1980 there were county archaeologists and SMRs in almost all counties in England, although full national coverage was not achieved until 1989.

Pre-1990, only a very small proportion of developments (invariably where archaeology was already known to be an issue) had provision for any investigation other than unfunded 'watching briefs'. This included many major developments: most notably the M25, the largest single infrastructure project of the 1980s and carried out with very limited archaeological recording.

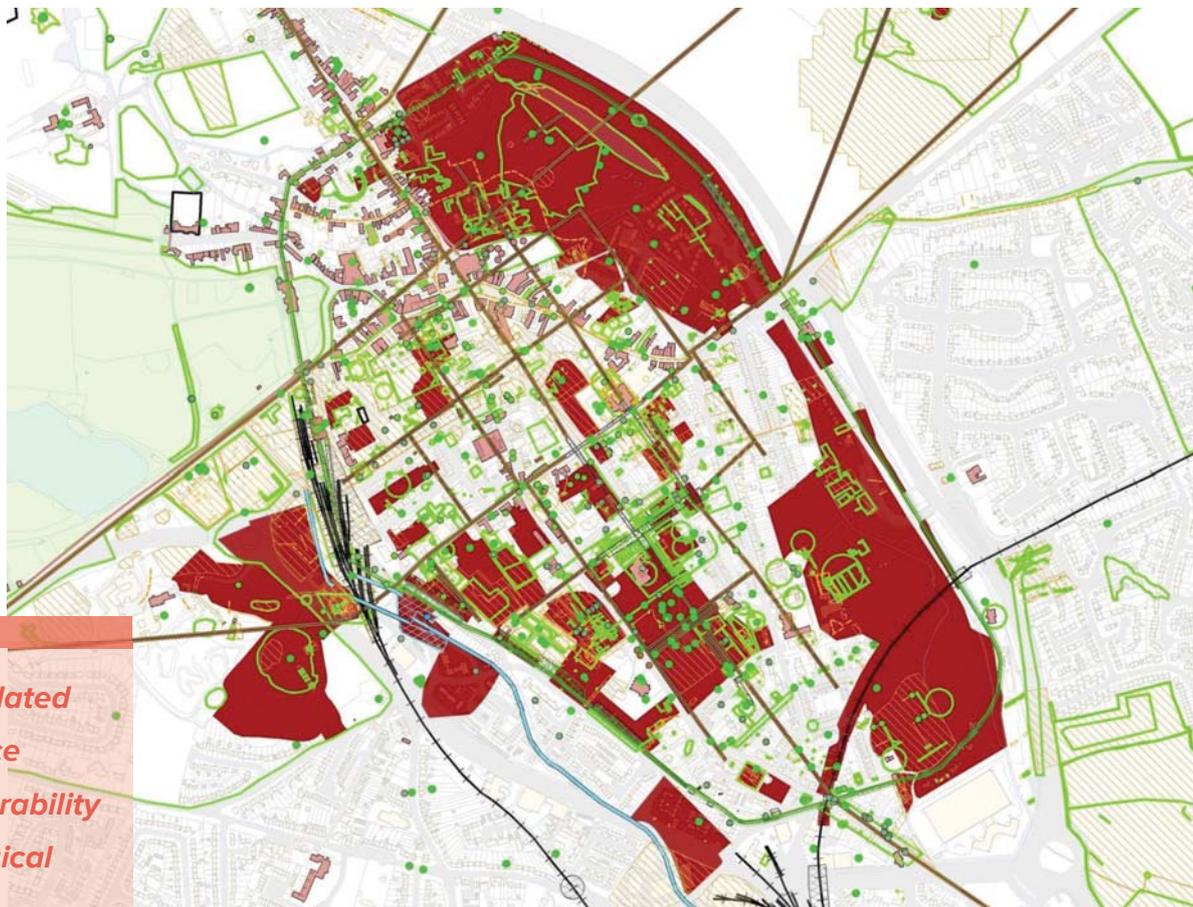
### **During: PPG 16 and its impact**

PPG 16 had a long gestation, but its eventual publication in 1990 was prompted by a number of archaeology and development *causes célèbres*, culminating in the discovery of the remains of Shakespeare's Rose Theatre in London and the subsequent campaign to save it. This caused much political embarrassment, and government was finally persuaded that archaeological considerations needed to be properly integrated into the planning system in order to avoid similar difficulties in future.



*Machining, early 1980s style. Credit: Jan Wills*

Cirencester urban deposits. Credit: Gloucestershire County Council



**PPG 16 articulated the importance and the vulnerability of archaeological evidence...**

Existing patchy, voluntary and discretionary arrangements for dealing with archaeology *via* the planning process were now replaced by a mainstream responsibility for all planning authorities. PPG 16 articulated the importance and the vulnerability of archaeological evidence, setting out a simple process for assessing the impact of proposed development and securing the preservation or recording of the archaeological remains affected depending on their significance. Responsibility for funding this work fell on the developer (Bryant and Thomas 2015, 9–10, provides a more detailed summary of PPG 16's provisions<sup>1</sup>).

The seemingly simple and logical processes introduced by PPG 16 were to have a profound impact on the structure of the archaeology sector, would lead to a dramatic increase in its size and also fundamentally affect the nature of the power relations within it, as well as transforming understanding of the extent and complexity of archaeological evidence within the English landscape.

The requirement for developers to fund the costs of evaluation, excavation and post-excavation led to the exercise of choice over the provider, and to the subsequent growth of a private sector of archaeological consultants and contractors with budgets that far exceeded the previous levels of state funding. In addition, a clear separation was found to be necessary between the organisation requiring the archaeological work to be carried out (the local planning authority advised by a county or district archaeologist) and the organisation that undertook the work on behalf of the developer (the contracting field unit). Developers naturally looked to minimise their costs and used the then highly controversial process of competitive tendering as a means of doing so. Thus began the splitting of the profession into parallel strands of public/private, curatorial/contracting – a structure that persists today.

The immediate impact of PPG 16 was variable across England. Professional practice evolved slowly across the decade that followed, there being little formal advice or guidance on implementation until this was developed by the profession's own organisations such as the Association of County Archaeological Officers (later the Association of Local Government Archaeological Officers), the then Institute of Field Archaeologists, and the Standing Conference of Archaeological Unit Managers (now the Federation of Archaeological Managers and Employers). There were also significant cultural and institutional barriers to change amongst planners, developers and archaeologists, especially in the large parts of the country that had little or no prior experience of planning-based archaeology.

After 1984, English Heritage continued the previous DoE support for local authority services, helping to fund the appointment of SMR officers and archaeological planning advisors if these did not yet exist. This recognised the crucial curatorial role of providing advice within the planning system: advice that determined archaeological planning policy at a local level, initiated the process of establishing the archaeological implications of individual development proposals and followed this through by specifying what archaeological work was needed and monitoring it.

By 2000, the planning system, through the application of PPG 16, had become by far the most important means of managing change affecting the 90 per cent of the archaeological resource that is not designated. In parallel, after the end of English Heritage's Monuments Protection Programme in about 2000, very few archaeological sites were scheduled, there being some consensus that management via the planning system was generally more appropriate.

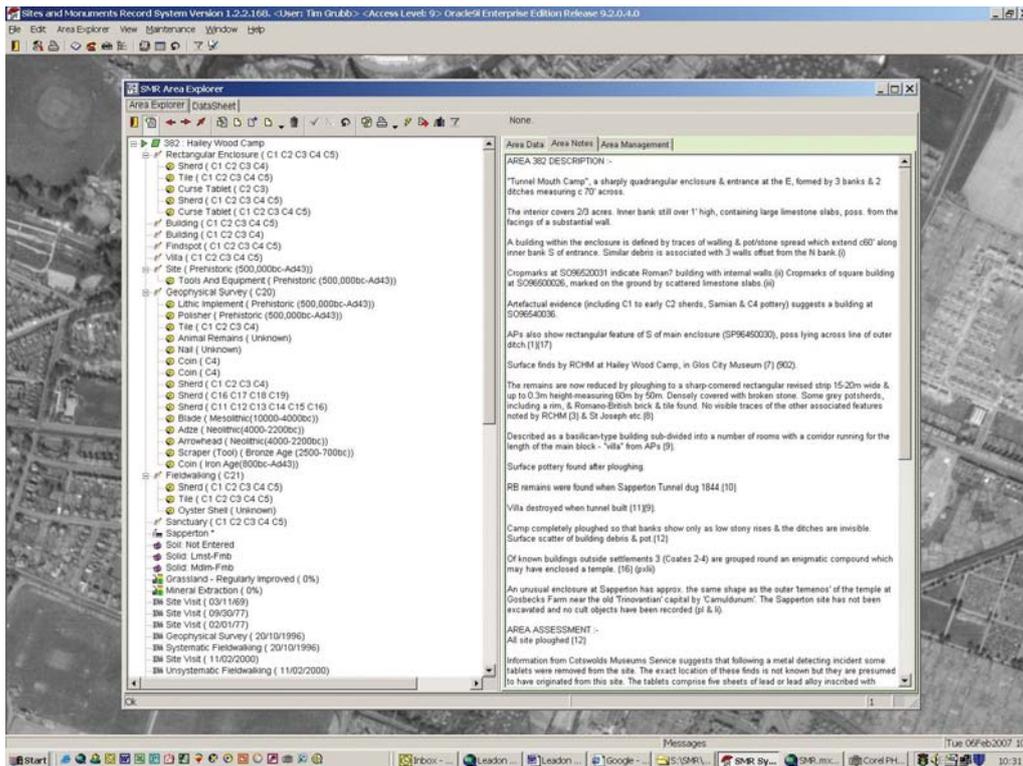
Perhaps only now, 25 years after the introduction of PPG 16, are we beginning to see the full impact of the extensive assessment, evaluation and excavation of those years on our understanding of the past, through the synthesis of this material in nationwide research projects such as the *Roman rural settlement project* and the *EngLaid project*, amongst others.

**Aftermath: heading back in time – the current crisis for planning and archaeology**

PPG 16 was the longest-lived of the 25 or so PPGs in operation from the 1980s until 2012, and was widely regarded as one of the most

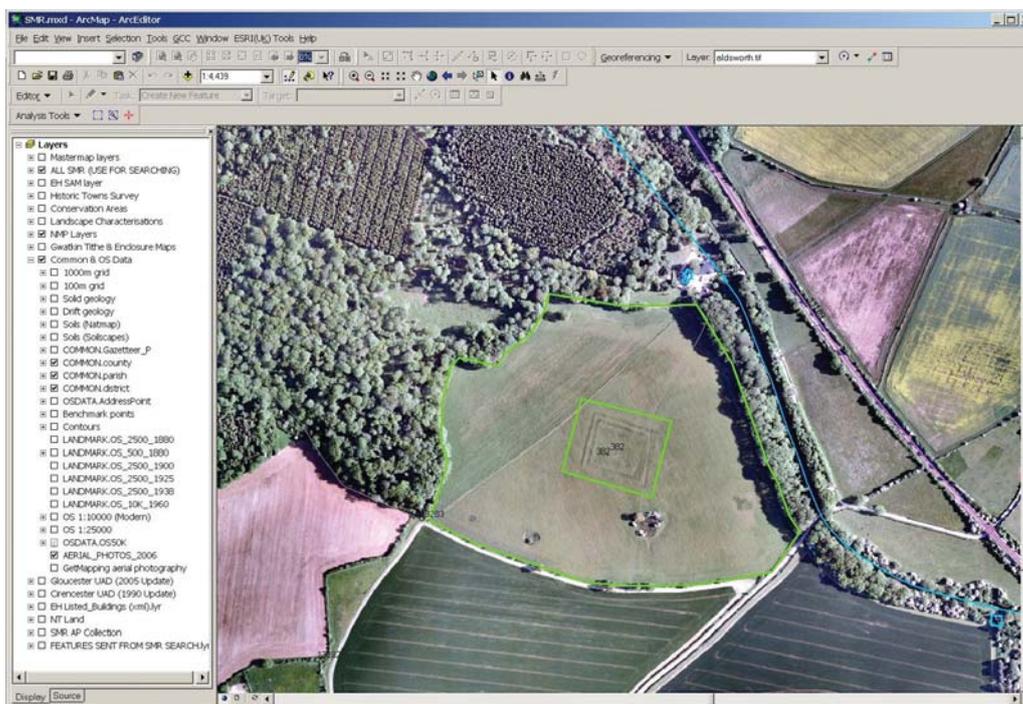
successful. It protected and conserved archaeology affected by development, enabled a dramatic increase in the understanding of our past, was a major factor in the growth and development of the profession, and has been regarded very positively by the planning and development sectors (including within government) in that it has not imposed constraints or costs that have affected the viability of developments, or unduly delayed them.

PPG 16's success also enabled a relatively smooth transition when planning policy on archaeology and the built historic environment was merged as Planning Policy Statement 5 *Planning for the historic environment* in 2010. The short-lived PPS5 was superseded by the *National Planning Policy Framework (NPPF)* in 2012, which gives the



*Cirencester. Credit: Gloucestershire County Council*

*Perhaps only now, 25 years after the introduction of PPG 16, are we beginning to see the full impact of the extensive assessment, evaluation and excavation of those years on our understanding of the past.*



*Roman temple site in Gloucestershire. Credit: Gloucestershire County Council*

historic environment a mainstream role as one of the elements of sustainable development, on an equal footing with other planning issues.

However, the policies for undesignated archaeology in the NPPF are not (unlike those for scheduled monuments and listed buildings) underpinned by specific protective legislation, meaning they are relatively vulnerable and subject to changing government policy. The current government's approach to planning policy and legislation reflects a general desire to de-regulate, and a specific objective to facilitate house building; the planning system is felt to impede the latter. Consequently, a succession of measures has sought to increase the scope of permitted development (i.e. developments that can be carried out without obtaining planning permission, such as house extensions below a certain size). The latest – and undoubtedly the most dangerous – phase in this process has been the Housing and Planning Bill 2015–16, which introduces a new two-stage planning application process of 'permission in principle' (PiP), followed by

'technical details consent'. It is not currently clear how assessment of archaeological impact will be possible under this new system. PiP is expected to apply to the development of sites on the new Brownfield Register and to local plan development allocations: in other words, to a high proportion of medium- and large-scale development. In parallel with these changes in the planning system, the network of archaeological staff that advises local authorities on proposed development is being rapidly eroded due to local authority budget cuts, especially in the north of England. This trend seems likely to continue.

These changes raise the prospect of a return in part to the pre-PPG 16 period, greatly increasing the risk that developments will go ahead without proper assessment or mitigation of their archaeological impacts, with all the potential problems of unexpected discoveries revealed only after planning permission has been granted. Once again, effective lobbying by the sector is essential if the legacy of PPG 16 is to be sustained into the future.



*Bourton-on-the-Water Iron Age settlement, 1990s. Credit: Jan Wills*



*Post-PPG 16 evaluation in Hertfordshire, 1995. Credit: Stewart Bryant*

<sup>1</sup> Bryant, S & Thomas, R M, 2015 Planning commercial archaeology and the study of Roman towns in England, in M Fulford & N Holbrook (eds) *The Towns of Romans Britain, the Contribution of Commercial Archaeology Since 1990*. Britannia Monograph Series No. 27, 7–19.

### Stewart Bryant MClfA (83)

After graduating from Cardiff in 1979 Stewart worked for the Greater Manchester Unit before moving to Hertfordshire in 1986 as assistant to and then as County Archaeologist until 2014. Stewart has also represented ACAO and ALGAO variously as Secretary, Vice Chair and Chair. In these roles he became heavily involved in the failed Heritage Bill and then the production of the archaeological content of PPS5, followed by the NPPF and subsequent guidance and planning advice. Stewart is currently working part-time as a policy advisor for ClfA and he is a council member of the Society of Antiquaries of London. He is also Honorary Research Associate with the *EngLaid* project and is actively pursuing his other research interest – the later Iron Age.



### Jan Wills MClfA (188)

Jan worked on rescue archaeology projects in the Midlands and north of England during the early part of her career, before moving to a succession of local authority posts where she has managed both curatorial and fieldwork teams. As a county archaeologist she advised on archaeology and development under PPG 16 and its successors. A former Executive Committee member and Chair of ALGAO, and now Honorary Chair of ClfA, she continues to work with sector partners to influence the development of legislation and policy affecting archaeology and the historic environment, most recently the *Historic Environment Good Practice Advice in Planning* notes and the current proposed changes to the planning system.



*Jan Wills, pre-PPG 16. Credit: Jan Wills*

# Pre-Construct Archaeology: a child of PPG 16

Gary Brown, Managing Director, MCIfA (1218)

Pre-Construct Archaeology (PCA) commenced trading on 6 September 1993, a little under three years after the publication of PPG 16.

PPG 16 made it the responsibility of the developer, rather than local authorities or the state, to deal with any archaeological conditions imposed by the local planning authority. The necessary corollary of this was the opportunity for the developer to select their archaeological contractor, for the most part on the basis of a competitive tender.

It was through the opportunities afforded by the opening up of the archaeological market that PCA came into existence. At this time PCA's legal form was that of a partnership comprised of Brian Simmons, Colin Palmer-Brown and myself. The first office was in Silk Willoughby, Lincolnshire and all three partners had backgrounds in Lincolnshire archaeology. I also had several years' experience of working in London, which was to prove of considerable importance subsequently.

PCA was not the first post-PPG 16 commercial organisation to provide services to the development community (there were actually several organisations providing them pre-PPG 16). The commercial archaeological landscape was still at this time dominated by independent archaeological trusts and by field units based in local authorities. Funding came mostly from English Heritage and local authorities.

Private organisations like PCA brought competition to the market, providing greater choice for the developer or their agent. Allied to the growth in commercial archaeological contracting organisations was that of archaeological consultancies, some self-standing, others embedded within larger environmental or engineering practices, but all acting on behalf of the developer. The landscape of professional archaeology had been transformed in a few short years.

The PCA partnership dissolved in 1994 and the main emphasis of the company turned to London and its hinterland. From relatively humble beginnings it has grown into one of the largest commercial archaeology companies in England. This was not achieved by me alone, and it would be unfair to claim so. A number of key staff (too many to list individually) joined PCA from 1995 onwards, the majority of whom are still with the company. The success of PCA is as much to their credit as it is to mine.

Growth initially involved expanding the geographical locations covered, including Bristol, Chichester, Glasgow, Manchester and Norwich (to say nothing of the island of Príncipe, off the West African coast!), and increasing the



*Timber corduroy dated AD 62 at Drapers' Gardens. Credit: Pre-Construct Archaeology*

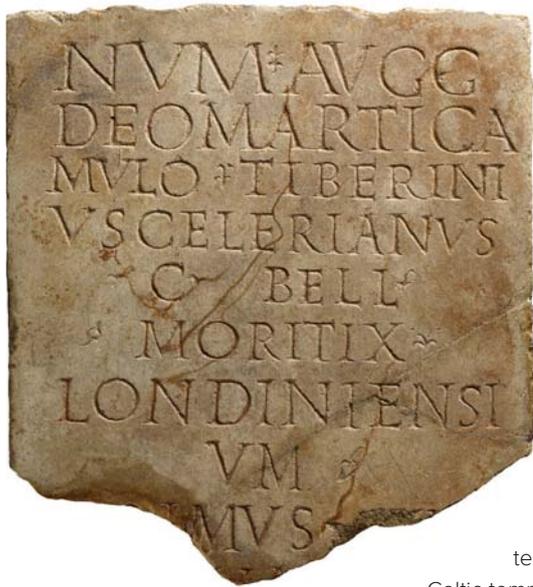


*Remains of the northern Romano-Celtic temple at Tabard Square. Credit: Pre-Construct Archaeology*

range of services offered. However, operating from a single base within a price-sensitive market was not a long-term option and led ultimately to the setting up of staffed regional offices in Durham, Cambridge, Market Harborough and Winchester.

Like other organisations in the sector, PCA provides services to clients including desk-based and environmental impact assessments, historic building recording, watching briefs, evaluations and excavations

**PPG 16 made it the responsibility of the developer, rather than local authorities or the state, to deal with any archaeological conditions imposed by the local planning authority.**



Tabard Square, Southwark. Mars Camulus inscription. Credit: Museum of London

(both big and small), as well as a suite of off-site services leading to production of grey literature or full publication of results. Whilst much of this work might be considered ‘bread and butter’ projects, there have been some startling results over the years. Limited space allows mention of only two.

In 2002 extensive excavations (1.2ha) were undertaken at Tabard Square, Southwark, transforming our understanding of *Londinium*’s ritual landscape and the importance of the landscape in general south of the

Thames in the Roman period. A major temple complex consisting of two Romano-

Celtic temples with plinths, altars and columns was uncovered in an area that was previously thought to be largely unsettled. Amongst the myriad finds were two of international importance: a tin-alloy canister with its contents of probable face cream still intact and an inscription to the god Mars Camulus set up by a trader (*Moritex*) and which refers to the inhabitants of the settlement (*‘Londiniensium’*). The results of the investigations have recently been published as a PCA Monograph.<sup>1</sup>

In 2006–7 excavations at Drapers’ Gardens in the City of London revealed dense Roman occupation either side of a road. The remarkable remains preserved in the waterlogged deposits included a timber corduroy built in AD 62 (ie immediately after the Boudican revolt), a children’s cemetery, a timber palisade, and a hoard of copper-alloy and pewter vessels deposited in a late-4th-century well.<sup>2</sup>

It is my contention that, despite what some detractors might say, PPG 16 and its successors have served both the archaeological and development sectors well. The results have provided abundant new information, which is new research material for our universities and within our sector itself. The most high-profile of such projects to date is the *Roman rural settlement project*, a collaborative venture between Cotswold Archaeology and the University of Reading. The profession has also matured, and many organisations, including PCA, have been involved in partnerships to deliver large and complex projects, which for us include the Olympic Park and Thameslink (London), M74 link (Glasgow), and Cabot Circus (Bristol).

<sup>1</sup> Killock, D, Shepherd, J, Gerrard, J, Hayward, K, Rielly, K and Ridgeway, V, 2015. *Temples and Suburbs: Excavations at Tabard Square, Southwark*. PCA Monograph 18.

<sup>2</sup> PCA, 2009. *Secrets of the Gardens: Archaeologists unearth the lives of Roman Londoners at Drapers’ Gardens*. PCA Popular Book.



Tabard Square, Southwark. Hoard of vessels in 4th-century well. Credit: Pre-Construct Archaeology

## The changing role of the local authority archaeologist: the view from ALGAO

Quinton Carroll,  
ALGAO:England Chair

***The Association of Local Government Archaeological Officers (ALGAO) is the national body representing local government archaeology services at county, district, metropolitan, unitary and national park authority level. These provide advice to nearly all the district, unitary and other local government bodies in the country, focusing mainly on ‘non-designated’ archaeological remains, ie unscheduled monuments.***

PPG 16 saw the creation of the role of planning archaeologist, or curatorial archaeologist. The role of professional advisor to a planning authority was suddenly thrust onto the existing function of county archaeologist, and the rest as they say, is history.

Prior to 1990, the network of county archaeologists, as created in the 1970s and 1980s, had introduced a group of very knowledgeable individuals into defined shire territories. Many of these officers had remained in post since their original appointment – some still are – and had built up a wealth of knowledge, networks and information about ‘their’ areas. The PPG recognised the importance of this information and made the county archaeologist and the Sites & Monuments Record (SMR) a key consultee.

In the early 1990s, a ‘typical’ county archaeological function may have consisted of one or two paid officers, with a part-

computerised record that still relied on index cards, paper maps and, to be completely honest, local expertise. GIS, linked searches and standardised recording terms were all still to come. The function of the county archaeologist was very much aimed at public engagement and benefit; commercial excavation was in its infancy, and the relationship between these and a planning advisory function was a challenge as the profession rose to meet the sudden demands placed upon it by its important new role.

Each local authority service evolved in its own way; since archaeology services tend to be small in local government terms, from the outset there was a need to work 'cross-border' for mutual support and benefit. This gave rise to the Association of County Archaeological Officers (ACAO) and Council of District Archaeological Officers (CDAO), which in 1996 merged to form ALGEO. Originally focused on England and Wales, in 2006 it merged again with Scotland's Association of Regional and Island Archaeologists to form one of the few UK-wide heritage organisations.

Membership is institutional only: local authorities (not individuals) are members, represented by their senior archaeological professional. In 2015 membership covered 108 local authorities that through various agreements provided planning advice to almost all of the 360 local planning authorities in England, advice to farmers and landowners on agri-environment schemes and management of heritage assets, and some educational and community-based advice. This is 'curatorial archaeology', not to be confused with 'archaeological curators' in museums.

PPG undoubtedly changed the profession, not least in local authorities. With the emergence of commercially minded fieldwork units came the requirement for local government archaeological functions to become more professional in their approaches, and to embrace curatorial archaeology. This has brought in ClfA standards for work, benchmarks for SMRs and the transition to Historic Environment Records (HER), plus an increasing awareness of archaeological and heritage issues in other areas of local authority work, such as public health and education.

Conversely, it has also resulted in many challenges, not least from the sheer volume of archaeological material currently being

excavated but not synthesised. We have seen a rapid expansion in the numbers of professional archaeologists in this country (recession notwithstanding), along with increased diversification, with curatorial/contract/museum/academic archaeologists, and so on. Not everyone thinks this is a good outcome, although some level of recognised specialism is common in other professions, like engineering. There is also a vulnerability to the profession: archaeology today is predicated on three pages of planning guidance, implemented by a declining workforce of ALGEO members. Remove either of these and the profession will suffer.

Local authority archaeological services today typically comprise an HER service and one or more dedicated archaeological planning advisors, mostly based in upper-tier local authorities (counties and unitary authorities). The number of staff employed by those authorities has been affected by the recent economic recession. In 2006, members employed 410 staff in England, falling to just over 300 in 2015, a decline of about 25 per cent.

Archaeology in planning has survived, and even been enhanced, in two reiterations of planning policy (PPS5 in 2010 and the NPPF in 2012). It seems ironic that today we have a very high profile, strong public support and a solid policy basis, yet have to face up to declining staff numbers from local authority cuts.

The past 25 years have seen a massive change for local



authorities, but we suspect the next few will see more dramatic developments, not all good. ALGEO will continue to champion local authorities in their requirements for archaeological services, working with our colleagues across the sector to secure the best outcome we can for Britain's past.

*Toby Catchpole (Gloucestershire County Council), Dinah Saich (South Yorkshire Archaeology Service, and Frank Green (New Forest National Park) looking at finds. Credit: Alex Llewellyn*



*Following their AGM, ALGEO: England members take the opportunity to visit an Archaeology South-East excavation in Aldwych, London. Credit: Bob Croft*

# What's been going on?

## Archaeological investigations in England since 1990

Timothy Darvill MCIfA (246), Bournemouth University

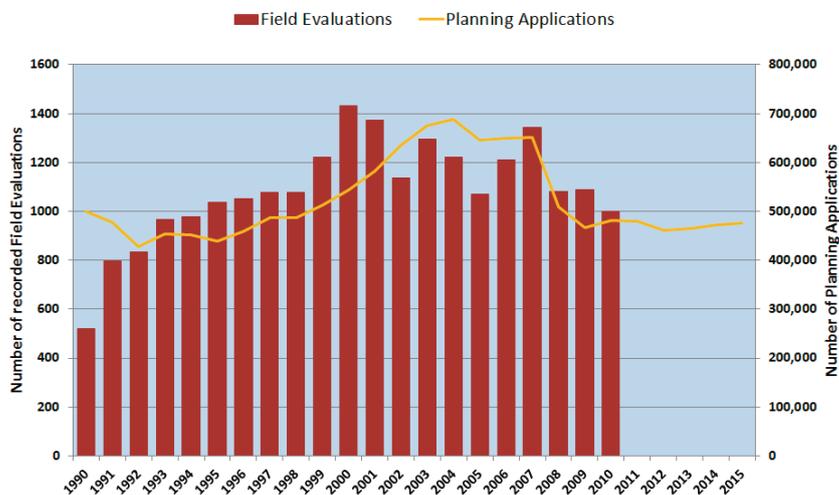


Fig 1: Recorded field evaluations per year and compared with the number of planning applications

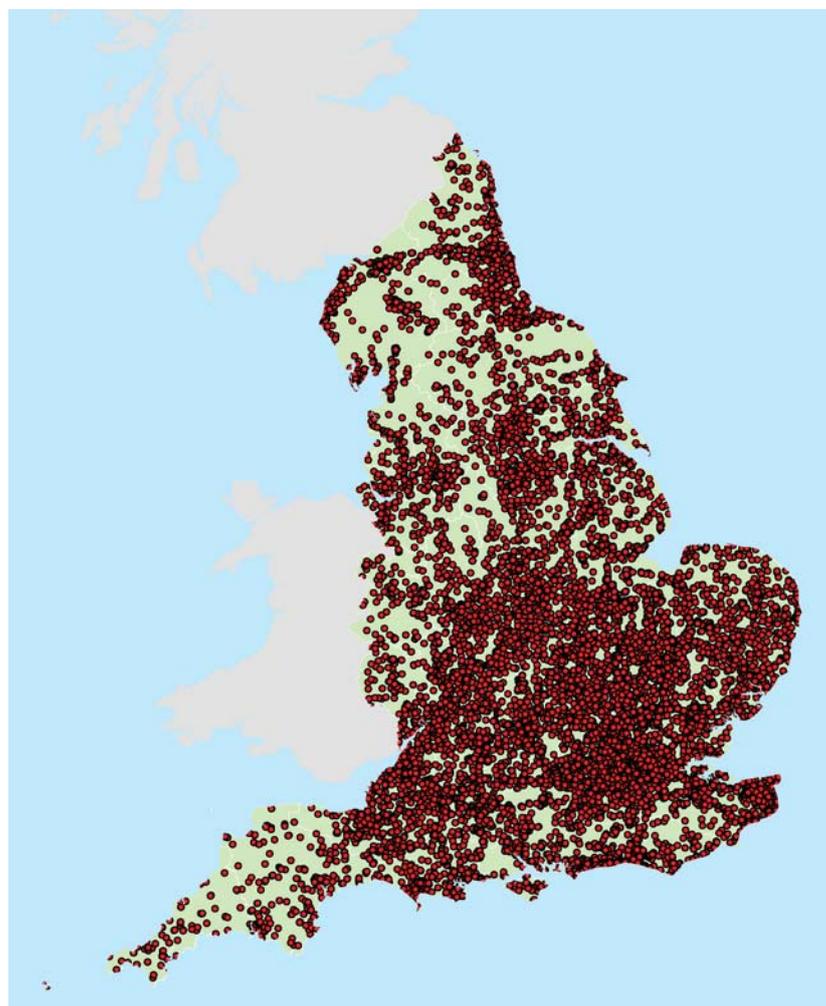


Fig 2: Distribution of recorded post-determination investigations

Recording the nature, extent, and distribution of archaeological investigations as they are unfolding is more difficult than it might seem. Many attempts have been made over the last century or so, starting in 1903 with the annual reports of the Earthworks Committee of the Congress of Archaeological Societies. More recently, *Discovery and excavation in Scotland*, published since 1955, and *Archaeology in Wales*, published since 1961, have provided valuable annual listings for two parts of Britain, but it was not until the expansion of planning-led archaeology in the 1980s that a systematic approach developed to document on-going work in England. Initially, the focus was on assessment investigations of various kinds (Darvill *et al.* 1995) but, following the introduction of PPG 16, a wider palette of events was documented. Between 1990 and 2010, English Heritage funded the *Archaeological investigations project* (AIP), based at Bournemouth University, to record archaeological activity across the country. Over that period more than 86,000 investigations were logged through visits to public and private organisations. Annual gazetteers were published in printed form between 1990 and 1999, and as online gazetteers and a searchable database from 2000 onwards (<http://aip.bournemouth.ac.uk/index.htm>). Data was exchanged with other online sources including OASIS, the English Heritage Excavations Index, and the British and Irish Archaeological Bibliography (BIAB). A summary of activity between 1990 and 1999 was published (Darvill *et al.* 2002), and a detailed report looking at trends and patterns throughout the PPG 16 era will be available shortly (Darvill *et al.* in prep.).

The framework established by PPG 16, and carried through into successor guidance PPS5 and now NPPF, effectively partitioned archaeological activity into three broad categories: 'pre-determination', 'post-determination', and 'non planning-related' investigations. The first two of these account for about 79 per cent of all the events recorded by AIP.

Pre-determination investigations such as desk-based assessments, field evaluations, and environmental statements are the easiest to record as they are usually undertaken quickly, reported in standardised documents, and the outputs become public documents within the planning system. About 42 per cent of recorded investigations were pre-determination works, although they relate to less than 0.1 per cent of all planning applications. Field evaluations, second-stage pre-determination works involving destructive sampling of archaeological deposits, were recorded for a wide range of development types

including urban residential (17%), urban commercial (7.6%), small-scale housing (6.5%), mineral extraction (4.2%), and road schemes (4%). Since field evaluations feed directly into the planning system there is a close relationship to the pattern of planning applications submitted year on year, as Figure 1 clearly illustrates.

Although intended to provide information for decision-making rather than archaeological knowledge as such, pre-determination reports are valuable documents. Longitudinal studies of completed archaeological projects show that where further work is undertaken the results of pre-determination investigations (and the substantial volume of 'grey literature' that they generate) are generally fully incorporated into the final report.

Post-determination investigations, essentially components of mitigation or compensation strategies that may also include preservation and conservation measures, are hard to record because they are often lengthy, involve protracted post-excavation phases, and may not produce any public documentation until the final report. They account for about 37 per cent of all recorded investigations, and just over half took place in urban areas. The spread of these projects across the country is impressive (Fig 2), the main gaps being protected landscapes where development is minimal. It is also easy to see the effect of extensive designations such as the Hadrian's Wall World Heritage Site and the impact of major developments such as HS1 from London to the Channel Tunnel and the M4 corridor west of London. Around 88 per cent of post-determination investigations comprised or included watching briefs, but the frequency of excavations per year more than doubled from around 50 in 1990 to 123 in 2010. Recording of standing buildings also expanded during the PPG 16 era, but was geographically patchy.

Approximately 21 per cent of recorded investigations were not planning-related. This is certainly an underestimate because any work that is not reported or made visible in the public domain is impossible to document. More than 40 investigations per year by amenity groups and over 30 a year by university departments contribute to the picture. Projects linked to television programmes or funded through special initiatives such as the Aggregates Levy Sustainability Fund, the Heritage Lottery Fund, the Portable Antiquities Scheme, and Treasure investigations also contribute. Much of this work involves excavation, and when added to the number of pre-determination and post-determination events that include excavation the scale of activity is impressive. As Figure 3 shows, the number of excavations undertaken per year since 1960 provides a useful proxy of the immense impact that PPG 16 has had on the scale of archaeological endeavour in England.

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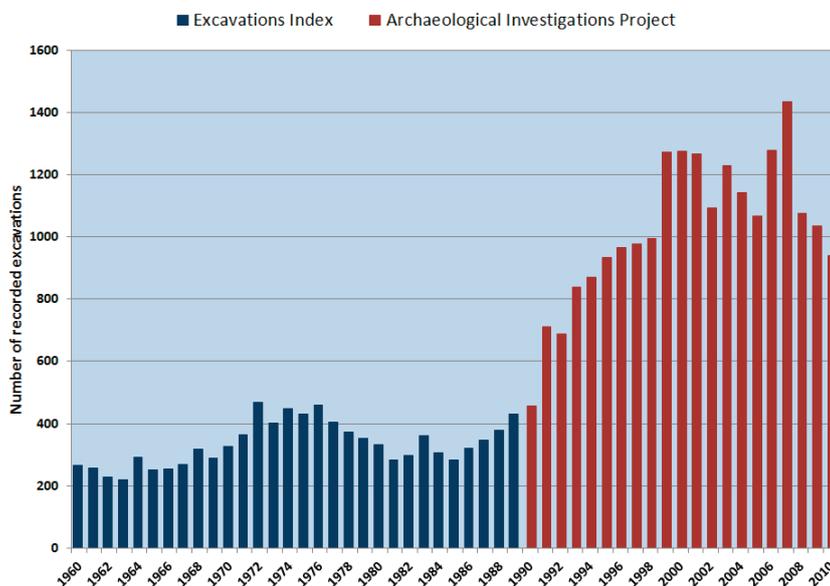


Fig 3: Archaeological events comprising or including excavation 1960–2010.

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## Acknowledgements

The *Archaeological investigations project* and its forerunner the *Assessment of assessments project* were funded by English Heritage and I am grateful to Steve Trow, Barney Sloane, Keith May, Roger M Thomas, and many others for their comments, encouragement, and support.

## Timothy Darvill MClfA (246)

Timothy is Professor of Archaeology in the Department of Archaeology, Anthropology and Forensic Science at Bournemouth University. He is a former Chairman of ClfA and has served on many of its committees and panels. His research interests focus on the Neolithic of northwest Europe, and on archaeological resource management. Timothy has directed excavations at sites in England, Wales, Isle of Man, Malta, Russia, and Germany, a highlight of which was his investigations within the central setting of Stonehenge, Wiltshire, carried out with co-director Geoff Wainwright.



# Archaeology and Historic England

Steve Trow MCIfA (542)  
 Director of Research,  
 Historic England

On 1 April 2015 English Heritage changed its name to Historic England and licensed a new charity, the English Heritage Trust, to manage the National Heritage Collection of more than 400 historic properties and their collections on its behalf. This was arguably the most significant change to the way government organises its engagement with England's historic environment since English Heritage was created in 1984.

In November 2015, we marked the 25th anniversary of PPG 16, which, with its emphasis on the informed understanding of development risk to the archaeological resource and its acceptance of the 'polluter pays' principle, provided the philosophical and methodological underpinning for the subsequent development of archaeology in England and far beyond. 2015 also saw two other important developments: the very welcome achievement of chartered status for our professional institute, and the release by Historic England of a set of government-endorsed Good Practice Advice notes (see: <https://historicengland.org.uk/advice/planning/planning-system/>). This marked a notable success in a protracted dialogue with government that is seeking to ensure that the key principles of PPG 16 remain intact within the new streamlined National Planning Policy Framework.

This happy conjunction of events provides a good opportunity for us to step back and reflect on the way that Historic England engages with the management of the nation's archaeological resource. It is arguable that we have not done this particularly systematically

since the publication of *Exploring Our Past* in 1991. In the interval, archaeologists have embedded their profession firmly within the wider canvas of the historic environment, developing it as an investigative discipline that applies equally to buildings, landscapes and buried remains. This approach is reflected within the structure of Historic England, where archaeology is the business of all our departments – not the preserve of one – and where it is dealt with by cross-disciplinary teams, whether these are dealing with research, designation, advice or policy.

This seamless approach to the historic environment is appropriate and effective, but should not obscure a number of key differences that pertain to the management of the buried and submerged historic resource, and that pose challenges of a different character to those facing the built heritage. The buried archaeological resource is, for example, generally less readily apparent than the built, requiring different techniques of prospection and evaluation. The protective legislations for buried and submerged remains are discretionary and more selective than for historic buildings, requiring a greater proportion of the nationally important resource to be managed solely through the planning (rather than heritage consent) system. Mitigation of development impacts on buried remains creates a significant material archive, as well as documentary and digital material. And processes outside the influence of the planning system – such as agriculture, erosion and hydrological change – arguably pose a similar or greater threat than development.

The transition wrought by PPG 16, from a state-funded to a market-led archaeology, has brought tremendous advantages, but it has also created or coincided with challenges, some of which currently seem to lie beyond the ability of the market to correct. These include a significant erosion of local authority archaeological services; issues of capacity in the face of a major wave of infrastructure and housing development; problems of archive storage; and the need to assimilate the great mass of developer-generated information.

Against this background, and faced with significantly diminished resources as the scale of public expenditure has rapidly – and probably permanently – reduced, it is important to reflect on what role in archaeology Historic England should play.

For the foreseeable future, we will continue to deliver our statutory role in designation

and planning advice and we will seek to bolster the historic environment aspects of the planning system in order to reduce risks for developers and secure protection for the archaeological resource. We will continue to act as the agent of last resort where nationally important remains are unavoidably threatened, as we have recently with the spectacular Late Bronze Age site at Must Farm. We will continue to focus on those damaging pressures on the resource which are outside the control of the planning system and we will build new partnerships with higher education institutions in order to deliver research and development in the sector.

Perhaps less obvious is our role with respect to an archaeological market which, like all markets, experiences booms, busts and challenges. It is clearly in the interests of both society and our profession that the system does not fail and it is therefore legitimate for public authorities to intervene to address those challenges the market seems unable to resolve itself. But what are these? And what should we prioritise when resources are limited?

Archaeologists recently celebrated their achievements in the quarter-century that has elapsed since PPG 16 (see Thomas page 2). This period has witnessed the true coming of age of our profession. But the world around us has changed dramatically and continues to do so and we must now set our minds to how our discipline responds. Over the next year, therefore, Historic England proposes to co-sponsor a series of round tables with ClfA in order to bring a renewed focus to some of these key challenges.

## Steve Trow MCIfA (542)

Steve is a board member of Historic England and leads its Research Group. He joined English Heritage in 1987 and has worked as the organisation's Head of Rural and Environmental Policy and as an Inspector of Ancient Monuments. Prior to that Steve worked for The British Museum and the Museum of London.





Historic England still acts as the 'agent of last resort' where appropriate planning procedures fail to protect archaeological discoveries of national importance, such as the late Bronze Age site at Must Farm. Credit: Cambridge Archaeological Unit.

'the world around us has changed dramatically and continues to do so and we must now set our minds to how our discipline responds'



Historic England also has a role where important archaeological remains are threatened by processes other than development, such as cultivation and coastal erosion. Above: We have recently funded the recording and analysis of the Bronze Age Holme II timber circle. Photo: David Robertson, Credit: Norfolk County Council

(below) Cultivation impact trials on a replica round barrow, jointly undertaken with Cranfield University and Oxford Archaeology. Credit: Oxford Archaeology



# ClfA, advocacy and local authority services: 25 years on from PPG 16



Rob Lennox, ClfA Policy Advisor (7353)

Supporting the role of local authority historic environment services in developing sustainable models of service delivery is a major priority for ClfA.



*ULAS investigating the base of ceramic kilns in Warwickshire, in advance of housing development. Credit: Adam Stanford, Aerial-Cam*

**By embedding archaeology firmly in the planning system, PPG 16 brought an end to the ‘rescue’ era, in which archaeologists often had to battle for time and resources to investigate and record sites before the bulldozers moved in. Now, in the era of austerity, the situation has flipped 180 degrees from that which existed before 1990: today, we are struggling with the fact that the local authority-based system for implementing archaeological planning policy is under severe pressure from budget cuts.**

### **Context**

Specialist local authority archaeologists, the backbone of the system, are in decline at a time when we are seeing

rising levels of development. In some areas, the system is being dismantled, with HERs under threat of closure and large areas faced with lacking archaeological planning advice altogether.

The disappearance of archaeology services affects the quality of the historic environment by:

- undermining the planning system’s ability to ensure effective, sustainable development
- decreasing the direct public benefit of development-led archaeology
- decreasing the potential to seek added-value benefits resulting from public engagement with archaeology, and public access to information held in HERs.

Furthermore, museum closures are compounding issues of archive storage and creating problems with access to and analysis of collections.

Reductions in services are also a real threat for the professional interests of many ClfA members. Poor archaeological advice or decision-making in local authorities can lead to the erosion of the reputation of archaeology amongst other stakeholders. Furthermore, the market for contract work will be affected if local authorities fail to screen planning applications and apply archaeological conditions, having a knock-on effect on commercial archaeological organisations.

### ClfA advocacy

Supporting the role of local authority historic environment services in developing sustainable models of service delivery, including seeking a statutory duty for planning authorities to have access to a professionally supported and maintained HER service, is a major priority for ClfA. The introduction in the Historic Environment (Wales) Act 2016 of such a duty (albeit placed on Welsh Ministers) following lobbying from ClfA and other stakeholders shows what can be achieved, and ClfA continues strongly to advocate the enactment of similar duties elsewhere in the United Kingdom.

Cuts are a central part of the current government's plan to tackle the nation's deficit, and with a significant proportion of these falling on local government, further cuts to heritage services across the country will be a reality in coming years. ClfA aims to ensure they are carefully considered and applied in a way that preserves at least a minimum level of acceptable service function that provides continuing protection for heritage. As part of a long-term plan to identify that minimum level, ClfA worked with ALGAO UK to produce its *Standard and guidance for archaeological advice by historic environment services*, one purpose of which was to allow local government archaeologists to indicate to their authority when cuts to a service might force them to behave unprofessionally, using a benchmark produced by an independent chartered body.

Strategically, ClfA is working with sector partners to undertake research and gather data to support more effective and sustainable service models. These aims are supported by Historic England, whose Corporate Plan identifies the need to 'work with others to provide time-limited support for local authorities to develop new ways of delivering their heritage advice and services.' ClfA has lobbied hard, and effectively, for the recently published Culture White Paper (<https://www.gov.uk/government/publications/culture-white-paper>) to provide Historic England with a ministerial mandate to support local authorities seeking to develop more resilient ways of delivering historic environment services with partners. The need for such practical and financial assistance (as well as for statutory HER services) was consistently identified in the evidence presented to the review of local-authority archaeology commissioned by the Minister of State for Culture and the Digital Economy, Ed Vaizey, and conducted by Lord Redesdale and John Howell MP.

ClfA funded the secretariat for this review from its reserves.

ClfA has encouraged The Archaeology Forum – invaluable allies – and the Heritage Alliance to adopt the protection of local authority services as advocacy priorities. With CBA and ALGAO, we have written to every local authority in England emphasising the importance of expert archaeological advice to the authority, and have sent a report highlighting the triumphs of 21 years of planning-led archaeology in Scotland to every member of Scottish local authority planning committees ([www.archaeologists.net/sites/default/files/short%20booklet.pdf](http://www.archaeologists.net/sites/default/files/short%20booklet.pdf)), urging them to recognise and continue what they have achieved.

We continually promote the value of local authority archaeology services and HERs in meetings with DCMS ministers and with the staff of DCMS, DCLG and their equivalents elsewhere in the UK, and with our partners in the national bodies. We bang this drum in numerous consultation responses, most recently through our response to the government's Productivity Plan and the resulting provisions of the Housing and Planning Bill. We seek to convince local decision-makers that these services are not in practice discretionary (notwithstanding the absence of a direct statutory duty to maintain such services outside Wales) – there is a strong emphasis in the NPPF on conserving the historic environment and on using HERs, and this requires adequate services. We have always fought hard – sometimes against strong opposition – to ensure that guidance supporting planning policy in Scotland, England and Wales reflects this understanding.

ClfA also aims to communicate the *proportionate* value for money of these services. Archaeological advice and



ClfA's report highlighting the triumphs of 21 years of planning-led archaeology in Scotland



Worcestershire  
Archaeology  
recording the  
remains of a tithe  
barn in Southam,  
Warwickshire, before  
re-development of  
the site. Credit: Adam  
Stanford, Aerial-Cam

HERs cost a tiny fraction of the authorities' overall budget, and savings are insignificant compared to the value which those services are able to create – including by leveraging in private funding. This was echoed by the Chancellor George Osborne in his autumn statement, when he called cuts to arts, museums, and heritage 'a false economy'.

In 2011, following the publication of PPS5, the Southport Report *Realising the benefits of planning-led investigation in the historic environment: a framework for delivery* emphasised the wide range of public benefits which development-led archaeology can produce. Now, the realisation of those benefits is being put at risk. Archaeology services affect not only the quality of the places in which we live, but also the depth of our knowledge about the past, the confidence that we are not unnecessarily diminishing the archaeological resource, and the maintenance and furtherance of a successful and professional archaeological sector. ClfA's advocacy work, and the support of ClfA members for this, gives us a stronger voice and is vital for our future success in helping the nation to make the most of its rich archaeological heritage.

**Rob Lennox** Student member (7353)

Rob is Policy Advisor at the Chartered Institute for Archaeologists and also works at the Council for British Archaeology. He has recently been awarded his PhD for his thesis entitled *Heritage and politics in the public value era: An analysis of the historic environment sector, public, and state in England since 1997*.



## Some examples of PPG 16 sites



*Aerial view of the excavations at Clay Farm, Trumpington, Cambridge, seen from the north. Credit: Oxford Archaeology*

### Clay Farm, Trumpington, Cambridge

Oxford Archaeology East was commissioned by URS Scott Wilson on behalf of Countryside Properties Ltd to undertake archaeological excavations at Clay Farm, Trumpington. The site covered 16.8ha, representing the largest single excavation ever undertaken in the Cambridge area. The excavation revealed multi-period archaeological remains from the Neolithic to modern times, although the most significant evidence spans the Middle Bronze Age to the Roman period. The most surprising discovery was that of a series of Middle Bronze Age field systems, enclosures and settlements that covered large areas of the site, in a region where such activity had not previously been recorded. These settlement areas contained large assemblages of finds, the densest of which comprised nearly 4kg of Deverel-Rimbury pottery, 20kg of animal bone, 10kg of struck flint and numerous worked bone implements. Notable copper alloy finds included a spearhead and a possible scabbard chape.

Apart from its remarkable discoveries, particularly those of the Bronze Age, the project is an excellent example of the way that PPG 16 and its successors have allowed investigations of past landscapes to take place in regions not previously studied at such large scale, and with clear provision given for timely analysis and publication.

### The Highcross Leicester

The Highcross Leicester retail quarter is the largest regeneration project ever to take place in Leicester. Between 2003 and 2006 ULAS, working closely with developer Hammerson and their partners, investigated the historic north-east quarter of the city. By the end of the project, 1.5 hectares (approx. 17 per cent of the development area) had been excavated, two listed buildings had been recorded and restored, over 15,000 features and deposits and 1500 human burials unearthed and 110,000 individual finds recovered. The unprecedented scale of the project led to the discovery of the largest Roman town-house ever found in Leicester, the collapsed gable wall of the Roman *macellum* and two lost medieval churches – discoveries that have provided significant new insights into the Roman and medieval town.



*Freeschool Lane, excavation of a collapsed macellum wall. Credit: ULAS*



*Excavated sunken-featured buildings, with post-built Anglian houses beyond. The domed hill in the background is Yeavinger Bell and the Royal Anglian site of Yeavinger lies at its foot. Credit: Archaeological Research Services*

### Lanton Quarry, Northumberland

This sand and gravel site has produced a wealth of prehistoric and early medieval archaeology. The strip, map and sample excavations to date have produced the largest assemblage of Neolithic ceramics for Northumberland, including good examples of Carinated Bowl, Impressed Ware, Grooved Ware and Beaker, together with structures defined by triangular post settings with internal hearths and pits. There are post-built Bronze Age roundhouses with associated assemblages of ceramics and six-post 'granary' structures representing farming settlements. An unusual Late Iron Age cist burial was discovered with a well-preserved skeleton of an elderly woman next to what has been interpreted as a small shrine. A well-preserved early Anglian village that has so far produced six sunken-floored buildings, two timber longhouses and two probable cart sheds has been discovered, with an important regional assemblage of ceramics, glass beads, loom weights, quernstones, some metalwork and remains of agricultural seeds. These discoveries are complemented by a robust sequence of radiocarbon dates. Over 600 school children have visited the site and have been involved in the investigations.

# Assessing the value of community-generated

**The communal and social benefits of participating in heritage are well recognised and supported by organisations such as the Council for British Archaeology – underpinned by its mission statement *Archaeology for All*. Recent studies by Historic England (formerly English Heritage, 2014) and the Heritage Lottery Fund (2015) show the social benefits of heritage for individuals and communities. These highlight people’s personal development, wellbeing and health as well as community cohesion and strengthening of social capital. This ethos is embedded in HLF’s support of heritage projects with its emphasis on community engagement, interaction and development.**



*Recurring keywords from question on research undertaken. Generated using Voyant Tools (Cirrus)*

In recent years our sector has been championing the research value of archaeological investigations carried out outside the academic sector, particularly commercial investigations undertaken as part of the planning system. However, we’ve paid very little attention to the research outputs of community and voluntary organisations and groups and the value of their work. A project funded by Historic England and undertaken by Worcestershire Archives and Archaeology Service aimed to redress this by getting a better idea of the volume and range of heritage research undertaken by the third sector, and to assess its value or potential value for supporting the planning system through enhancing Historic Environment Records (HERs) and Research Frameworks.

The project was aimed not just at terrestrial archaeology groups but also at maritime and diving, historic building recording and, for the first time, local history groups. This

was facilitated through a project partnership with the British Association for Local History. It included a national online survey and then a number of case studies were analysed to provide quantitative and qualitative information on the research outputs of community heritage groups.

## **Main project findings**

The project found that heritage community groups were undertaking a large amount of research – an estimated 12,000 projects, contributing a total of over 20,000 discrete research outputs over the last five years. It is very difficult to establish a definitive total of community groups actively undertaking research, let alone estimate the total volume of their outputs. This is in contrast to the relatively accurate figures produced for planning-led investigations, which are recorded by HERs.

This community-generated research has significant value and potential for enhancing HERs and Research Frameworks, and could have a positive impact on the sector’s ability to manage and protect the historic environment, which is potentially especially significant in areas that have so far seen little planning-led activity.

However, the project has also found that although large quantities of research are generated, a high percentage – 60 per cent of research outputs – does not enter HERs and the potential is therefore currently not being fulfilled. Looking at the data in more detail, it seems that more archaeological research is reaching the HERs – 67 per cent produced by local archaeology societies – compared to only 23 per cent produced by local history groups. This can be attributed historically to the focus of HERs (previously SMRs) and the closer relationship of local history research to local studies libraries and archives, but it does show that a considerable amount of potentially important research is not entering the planning system.

## **Impact of advice and funding**

It was found that projects in receipt of professional support or advice are significantly more likely to produce outputs that are integrated into HERs, with the highest percentage (67%) being from those in contact with local authority archaeology services and archives.

# historic environment research

Dan Miles MCIFA (8009),  
Aisling Nash and  
Rob Hedge PCIFA (8441)

Interestingly, freelance professional archaeologists and professional historians also appear to play an important role in supporting community researchers. In terms of the impact of funding, it was found that externally funded projects are more likely to send research to HERs than those without. However, the percentage of funded projects reported (52%) is still worryingly low.

## Use of Research Frameworks

Awareness of Research Frameworks is currently low in the voluntary and community sector with only 45 per cent reporting familiarity with them. Again, there is a split between archaeological societies (county societies 72%) and local history groups (26%). However, of those who did know about Research Frameworks, 78 per cent had consulted them. These results closely mirror the findings of the 2014 *Pye Tait Review of Research Frameworks* and those in this study relating to research entering the HER. This is not surprising as local history groups have not, to date, been active participants in producing such frameworks. Indeed, few community groups of any type were involved in the collaboration between local authorities, commercial and academic sectors in the mid-1990s that brought about the initial collaborative frameworks.

On a positive note, the majority of groups reported undertaking research for personal/local interest and 94% of respondents felt their work had value and could contribute to a wider understanding of their area of research. This is important in moving Research Frameworks forward as it provides an opportunity to engage with these groups and involve them in the process – not just physically through attendance of workshops and the like – but by valuing and incorporating their research interests and agendas into those created at regional and national levels.

The project has successfully shown the potential value of incorporating community-generated research into the information systems we use to manage the historic environment. It highlighted a number of issues and opportunities, many of which can be explored and taken forward. The most significant finding for me is that the sector, including funding bodies, needs to think more in terms of the research outputs from community projects

and how they can contribute to our understanding of the historic environment.

Thanks to Aisling Nash and Rob Hedge (Worcestershire Archive and Archaeology Service) for their hard work and dedication to the project. The report is now available on the Historic England website <https://historicengland.org.uk/research/support-and-collaboration/research-resources/assessing-community-generated-research/> with full details of conclusions and recommendations for moving forward.

## CIFA Voluntary and Community Special Interest Group

After a period of inactivity, the CIFA Voluntary and Community SIG was reinstated with a new committee in February this year; this follows the support shown in October 2015 at the *Critical Mass: working together for a better archaeology* conference, jointly hosted by CIFA and CBA. The group provides a recognised voice for furthering the interests of voluntary and community archaeology and is keen to take forward the findings of the community-generated research project. We are currently working on a three-year plan to guide the actions of the group, and would like to encourage anyone with an interest in this area to join us and help shape the work of the group. Membership is free to CIFA members and £10 a year for non-members. For further information, please contact [groups@archaeologists.net](mailto:groups@archaeologists.net).



Dan Miles



Aisling Nash



Rob Hedge



*Volunteers working at the DigMinster Community Project at St Mary and All Saints Church, Kidderminster, Worcestershire. Credit: Worcestershire Archive and Archaeology Service, Worcestershire County Council*

# Making CPD happen – sharing experience

Andrea Smith MCIfA (418)

**Three years ago, ClfA secured grant funding from Historic Environment Scotland to support our work in Scotland. We're now reaching the end of that grant period and it seems a good time to look back and share some experience of one particular aspect of the grant-funded work. Although the grant covered work to support all of ClfA's key outcomes and strategic actions in Scotland, perhaps the most visible aspect of the project to members were the CPD sessions we organised. The key outcomes to which these contributed included 'to inspire excellence in professional practice' and to 'strengthen the relationships between archaeologists across the historic environment and other sectors'.**

Archaeologists like to – and should – compare themselves to other professionals such as architects and engineers, who have to undertake mandatory CPD. Likewise, ClfA members have committed to undertake CPD to ensure their skills are up to date, and ClfA has been working hard to encourage archaeologists to take CPD seriously. The success of this policy, however, has been to create a demand for training which was not being fully met. The ClfA Scottish Group was getting feedback from members and employers encountering difficulty in finding suitable CPD opportunities. In 2013 it ran a survey including questions about how ClfA could help its members, and what training courses would be useful. The responses on the subject of training courses were quite shocking – they included almost every conceivable subject, from very specific finds identification, to project management, general archaeological practice and field monument identification. The Scottish Group committee, reeling from the magnitude of the task, gladly took on an advisory role for the

ClfA/HES project, and provided information from the survey to inform the programme of CPD sessions.

As a freelance archaeologist, I was commissioned to organise a set number of events, taking advice from the Scottish Group Committee on priorities and available opportunities. As the wish list from the members' survey was so massive, we took a two-tier approach. Some instant hits were identified that could be organised relatively simply by one-off events within the three-year term of the grant. However, other points came out of the training needs survey that required a more strategic and long-term approach, such as the need to improve practical skills and the level of fieldwork experience for early-career archaeologists – that perennial conundrum of how to become 'experienced'. This has been taken forward by ClfA, and other projects such as career pathways, accreditation of university field schools, and archaeology apprenticeships are being developed to address these needs.

From 2013 to 2016 as part of the ClfA/HES grant, we organised ten events, providing over 470 hours of CPD. A number of these were in collaboration with others, helping the budget go much further and also bringing different elements of the historic environment sector together. For example, working with the University of Glasgow, we were able to offer a comprehensive *Introduction to artefacts* day, and what people really loved about this was the chance to meet renowned specialists face to face. Working with ALGAO Scotland on the sessions on *Planning and archaeology* and *Drones in archaeology* allowed us to get local authority archaeologists around the same table as consultants and contractors – the positive feedback from these workshops was as much about the value of the opportunity to talk freely with one another in a neutral space as it was about the presentations. People who would normally be meeting one

**ClfA members have committed to undertake CPD to ensure their skills are up to date, and ClfA has been working hard to encourage archaeologists to take CPD seriously.**

another in a more formal and almost adversarial context had the chance to talk through problems and scenarios together and thus appreciate where 'the other side' was coming from. This certainly seems to have gone a long way towards the second key outcome of strengthening relationships between archaeologists across the historic environment.

As far as practical considerations are concerned, in hindsight there are always things that could have been done differently or better – the problem of getting equal access to training for all of Scotland's scattered archaeological population still remains. While we used video-conferencing successfully for a session on ClfA standards and guidance, this is not necessarily a replacement for providing local training sessions, as training in more practical subjects needing hands-on work can't really be done remotely. We also intended to offer more training materials online, but again found that the experience of interaction and discussion – a valuable part of attending CPD sessions – cannot be replicated by looking through someone's Powerpoint presentation.

Some events were restricted to members as we had limited space available, but others, such as the finds day, were open to all. There was a balancing act to be done between the wish to be seen to be providing existing members with a visible benefit – the old 'what has ClfA done for us?' question – and the desire to reach out and include potential members. Again, the feedback from the finds day was very positive in terms of the opportunity for all kinds of archaeologists and would-be archaeologists, who may or may not be working in the sector, to meet.

The three years of the grant have passed by all too quickly, but we hope that the CPD element has laid a solid foundation for other initiatives to come.



*Working with the University of Glasgow, we were able to offer a comprehensive Introduction to artefacts day. Credit: University of Glasgow*

*The Introduction to artefacts day gave delegates a chance to meet renowned specialists face to face. Credit: University of Glasgow*



*As part of the ClfA/HES grant, we organised ten events, providing over 470 hours of CPD. A number of these were in collaboration with others, helping the budget go much further and also bringing different elements of the historic environment sector together. Credit: University of Glasgow*

**Andrea Smith MCIfA (418)**

Andrea Smith has been a member of ClfA and IfA for over 30 years, and has been working in Scotland for the last 25 of those years, both in central government and as a commercial archaeologist. Now a freelance archaeologist, she carries out work for ClfA and ALGAO Scotland, making sure to leave some time free for heading off in the camper van to enjoy the delights of the Scottish landscape.



**HISTORIC  
ENVIRONMENT  
SCOTLAND**

**ÀRAINNEACHD  
EACHDRAIDHEIL  
ALBA**

# Registered Organisation NEWS



## ARCHAEOLOGICAL PROJECT SERVICES



### Supporting the sector; involving the community

It's been a busy start to 2016 for APS. Several new members of staff have joined the team, including Sean Parker (Senior Project Officer specialising in geophysics) and Alex Rowbottom (Trainee Field Archaeologist). We

are pleased to be able to offer an opportunity providing a supervised entry-level role at a time when there is a recognised shortage of appropriately experienced early-career staff within commercial archaeology. APS has a strong track record of providing training opportunities, having previously offered posts through ClfA's Workplace Learning Bursaries and the CBA's Community Archaeology Bursaries Project. We hope the Historic Environment Practitioner Apprenticeship currently under development will offer similar opportunities.

Along with being a RO, APS has recently joined the Federation of Archaeological

Managers and Employees (FAME). Membership of FAME provides an opportunity to discuss current issues, share advice and information and is a valuable opportunity to engage with our peers working within the commercial archaeology sector. Its remit representing archaeologists within the construction industry is of great importance and complements the work of ClfA in promoting professional standards. At the end of 2015, our organisation, Heritage Lincolnshire, gained Investing in Volunteers accreditation from the UK Volunteering Forum. APS regularly undertakes community archaeology projects and the Investing in Volunteers accreditation is an acknowledgement of our desire to ensure our volunteers have an extremely positive and rewarding experience. At the joint ClfA/CBA Critical Mass workshop in York last October, one aspect highlighted was the importance of ensuring volunteering opportunities offered are well managed and appropriate for each individual. Our most recent community archaeology project at Freiston in Lincolnshire provided opportunities for members of the public to undertake geophysical survey, fieldwalking and finds processing. During the project, APS ensured that all participants were trained to a professional standard and supported in the work undertaken. Several APS staff are also members of the newly relaunched ClfA Voluntary and Community Special Interest Group and look forward to joining future discussions following the recent AGM in February.

Finally, we've even become more social; as well as our recently updated website, we've also joined Twitter, LinkedIn and Facebook with the aim of highlighting and sharing national, regional and local archaeological news and events, and promoting community archaeology projects and other opportunities for members of the public to get involved.

*One of our youngest participants enjoying fieldwalking at Freiston. Credit: Lavinia Green, © APS*



*Magnetometry survey at Freiston carried out by volunteers and supervised by APS geophysicist Jonathan Smith. Credit: Ian Marshman, © APS*



### Tadcaster discovers first international bare-knuckle fight commemoration!

Community empowerment and engagement is the name of the game for Archaeological Services WYAS (ASWYAS) but we're not talking about empowerment through actual bare-knuckle fighting! The ASWYAS team recently worked on a project alongside the Tadcaster Historical Society and made a very interesting and timely discovery.

The Society, an abundance of enthusiastic pupils from local schools, members of the community and Tadcaster's MP were all involved in the project and, on 17 April, found a fascinating tobacco pipe bowl decorated with the figures of John Carmel Heenen and 'Brighton Titch' Tom Sayer. This piece commemorates the first international, albeit illegal, bare-knuckle fight, which actually took place on 17 April 1860!

The excavation was led by the community with archaeologists from ASWYAS on site to offer technical support. The activity also produced a variety of additional finds from Neolithic flint and quantities of Roman and medieval pottery to a wealth of post-medieval finds. The site was next to Tadcaster's motte-and-bailey castle and aimed to investigate the rich history of the town, which it most certainly did.

John Firth of the Tadcaster Historical Society said: 'A wide range of local people gave up their time to dig on the site in unseasonably good weather. We had local schools and Tadcaster's MP getting stuck in too.'

'The community took full ownership of the dig and it was great to see them enthusiastically joining in the experience. Working with the ASWYAS team really added so much to the project and we're hoping to work together on similar projects in the future.'

Funded by the Heritage Lottery Scheme, the project provided a real hands-on experience of the archaeological process.

David Williams, Excavation Manager at ASWYAS said: 'We were delighted to work with the Tadcaster Historical Society to help the wider community undertake an archaeological excavation. The dig was successful in its aims of better understanding the history of this specific part of Tadcaster and it's always great to be able to introduce archaeological methods to a brand new group of people in their home town. The

Society is in the process of preparing a full report on the finds and we're really looking forward to seeing it!'

For further information, please contact:  
David Williams BA MClfA, Excavation Manager  
t. 0113 393 9756  
e: david.williams@aswyas.com  
www.aswyas.com



*Nigel Adams MP observes the finds with Clare and Faye from TG School. Credit: Photographs by kind permission of Wendy Binns, Tadcaster Grammar School*



*Tadcaster Grammar and Tadcaster Historical Society get stuck in. Credit: Photographs by kind permission of Gill Firth, Tadcaster Historical Society*

# SPOTLIGHT



## Perth and Kinross Heritage Trust

The aims of Perth and Kinross Heritage Trust, a Scottish charity, are to conserve, enhance and promote the historic environment of the area through the delivery of heritage projects, create learning opportunities, administer grants and provide information and advice.

## Community projects and heritage events

2016 will see the fifth season of the *Glenshee archaeology project* ([www.glenshee-archaeology.co.uk](http://www.glenshee-archaeology.co.uk)) delivered in partnership with Northlight Heritage. This citizen-science project is investigating early medieval turf longhouses in eastern Perthshire through community excavation involving local volunteers, university students and school children. The so-called 'Pitcarmick' buildings are acknowledged as very rare survivors of the period, the only other known contemporary buildings in Scotland being the Viking longhouses of the Northern Isles. The project is therefore furthering important research while delivering primary, secondary and tertiary education alongside life-long learning.



The Tay Landscape Partnership ([www.taylp.org](http://www.taylp.org)) is a four-year, £2.6 million heritage initiative that focuses on the Tay estuary, led by the Trust and principally funded by the Heritage Lottery Fund. The initiative's themes of history, environment, conservation, heritage and craft are interlinked through 29 individual projects, half of which specifically focus on the historic environment and developing heritage skills. Projects include the conservation and display of eight fragments of Pictish carved stones at Forteviot, the 'cradle of Scotland'; the large-scale excavation of two hillforts on Moncreiffe Hill, just outside Perth; and a project focusing on the earth buildings of the Carse of Gowrie, a vernacular tradition resulting from the rich coastal clays found there.

The Trust coordinates two outreach events each year – Perth and Kinross Archaeology Month and Doors Open Days – which provide opportunities for learning about and enjoyment of the historic environment, with over 5000 members of the public participating last year. The success of both relies on the support of local heritage groups and historic building owners, as well as local and national partners such as the Scottish Crannog Centre ([www.crannog.co.uk](http://www.crannog.co.uk)), Perth and Kinross Council museums and Historic Environment Scotland.

*Incised spindle whorl excavated by a local volunteer during the Glenshee archaeology project 2015 © PKHT*



## Grant-aid for heritage

The Perth City Heritage Fund enables conservation-grade repairs of historic buildings within the city's conservation areas. This Scottish government funding, provided through Historic Environment Scotland for regeneration of cities through conservation, is relatively new to Perth, as it was provided alongside the restoration of city status in 2012. To date the scheme has offered over £1 million in grants, enabling the restoration and repair of over 30 historic buildings, and is already markedly improving the appearance of the city.

## Information and advice service

In addition to providing advice to historic building owners and to communities looking to develop heritage projects, the Trust provides a curatorial planning archaeology service to Perth and Kinross Council, including the maintenance and development of the area's Historic Environment Record. PKHT became a Registered Organisation in 2011 and the first local authority archaeological service north of the border to attain this distinction – a status that inspires confidence for clients, developers, land managers, and community groups that we work with.

## Bright future in partnership working

PKHT continues to build and develop partnerships – for summer 2016 this includes *Common Ground*, an art and education project inspired by the stunning archaeological landscapes of eastern Perthshire as seen from the air; an archaeological science and living history fair to explore a recently discovered assemblage of over 20 Bronze Age cremation urns;



(left) Moredun Top near Perth – excavation begins on an inner rampart of the multi-vallate hillfort. Credit: Tay Landscape Partnership and AOC Archaeology

further community excavations at Glenshee and Moncreiffe Hill; and a bumper Doors Open Days event to coincide with Scotland's Year of Architecture.

**To find out more or support us, please visit our websites [www.pkht.org.uk](http://www.pkht.org.uk), [www.glenshee-archaeology.co.uk](http://www.glenshee-archaeology.co.uk) and [www.taylp.org](http://www.taylp.org) and keep in touch via Twitter @PKHeritageTrust, @PCHFund and @TayLandscape.**



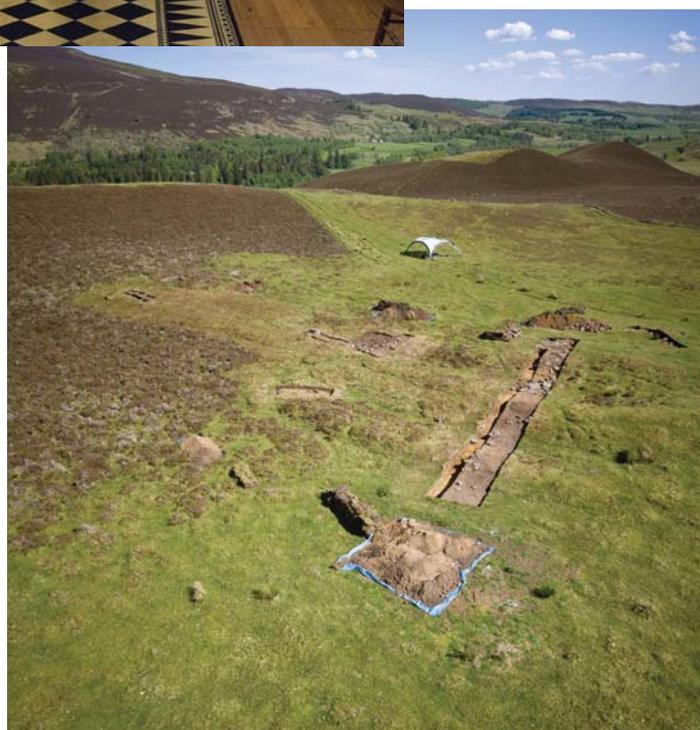
(above) Late 17th-century and 18th-century buildings on Perth High Street following conservation repairs. Credit: PKHT



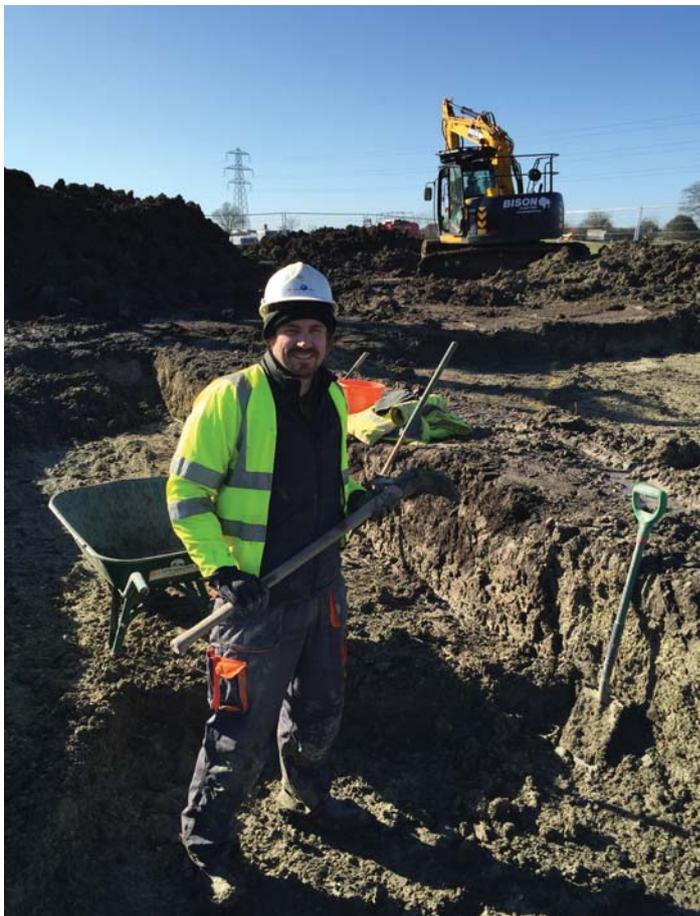
(above) Visitors on Doors Open Days take the opportunity to visit the Masonic Temple at Lodge Scoon & Perth No. 3. Credit: PKHT and Bart Masiukiewicz Photography

The Trust was established in 1988 as a partnership between Perth and Kinross Council, The Gannochy Trust (endowed by A K Bell, of Bell's Whisky) and the Perth Civic Trust. Originally operating as a historic buildings preservation trust employing two staff, the Trust has extended its reach since the early 2000s and grown incrementally while core funding from our founding partners has remained at roughly the same level. The Trust now employs nine staff, and through external funding achieved an income approaching £1m over 2015/16 to benefit the local historic environment. In this same year, 509 volunteers contributed their time, skills and enthusiasm to heritage projects coordinated by the Trust, a contribution that represents some 940 work days with an in-kind value of over £100,000.

Glenshee archaeology project – researching Pictish settlement in eastern Perthshire. Credit: Edward Martin Photography



## Member News



### **William Badger** PCIfA (8369)

William holds an MSt in Literature from Pembroke College, Oxford, where he is currently pursuing a DPhil as Clarendon Scholar and Browning Senior Scholar in English. He has held a variety of positions in the historic environment sector, most recently as a field archaeologist with Museum of London Archaeology. He is also a keen mudlark and a proponent of the Portable Antiquities Scheme as a vehicle for facilitating managed public engagement with archaeology.

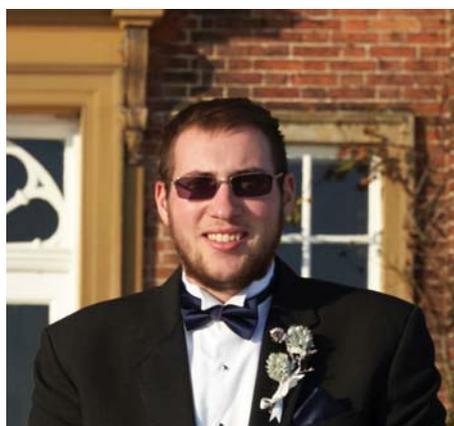
### **Maxwell Higgins** PCIfA (7414)

Maxwell studied at Bangor University in Wales, where he obtained his BA in History, Heritage and Archaeology and MA in Celtic Archaeology. His MA dissertation looked at prehistoric houses in a double ringwork enclosure called Meillionydd on the Llŷn Peninsula. This dissertation was subsequently published by Lambert Academic Publishing in December 2014 as *The Prehistoric Buildings of Meillionydd*.

Maxwell has had a strong connection with the site of Meillionydd since 2010 and has returned each year to help with the excavations and the training of field-school students. Last summer, he was appointed Deputy Site Director, so was responsible for student training, interpreting the site and ensuring everyone had a good time. As well as his book, Maxwell has an article about Meillionydd in progress with *Current Archaeology* magazine.

Since completing his MA in 2013, Maxwell has worked for the National Trust, Pre-Construct Archaeological Services, Northern Archaeological Associates and Norfolk County Council. His primary interests are the construction and use of prehistoric houses, especially in an experimental archaeology capacity.

Maxwell originally joined ClfA as a student and has been encouraged by his peers to upgrade to Practitioner level to become more involved in the Institute and to further his development in the profession.



### Lucia Argento PCIfA (8622)

Lucia studied in Florence, Italy, where she received her BA in Cultural Heritage and MA (Hons) in Archaeology, majoring in GIS of the Environment and Landscape. She worked on a large number of archaeological sites in Italy and Cyprus, joining the CAMNES archaeological team on behalf of the University of Florence.

She then went on to work in Malta as a field archaeologist, where she was involved in a wide range of preplanning, fieldwork and post-excavation experience. She has recently moved to Georgetown University, working at Villa Le Balze, Florence, as Residence Assistant. Since 2015 she has been contributing to

research projects, including the ARCES project, with GeCo Laboratory and LabGeo, University of Florence.

Lucia's primary interests are GIS and photogrammetry in order to interpret archaeological finds and environmental changes. Applying to become a member of the ClfA was an honour and an opportunity to be part of an important archaeological community and to be more connected with others in the profession. She joined ClfA in order to understand and apply best practices in commercial archaeology and to continue progressing in her career.



### Pete Higgins MCIfA (1144)

I moved from Archaeology North Ltd to become Director of Highland Archaeology Services Ltd, a Registered Organisation, on 1 April (bit of a risk with that date!).

I have worked as a field archaeologist since the early 1980s, with a short time out to help manage a community enterprise providing kerbside recycling in the Highlands. My main interests have lain in structuring commercial archaeology companies to meet and manage the needs of an increasingly disparate group of clients, and promoting egalitarian working practices, especially directed towards utilising the insights and skills of entire teams rather than just the leaders.

With my background in management and experience of the existing workforce, Highland Archaeology Services is set to play a major part in commercial archaeology in northern Scotland and points south. My wife Sue Higgins will run Archaeology North, taking the company in a new direction.



### Richard Smalley MCIfA (5028)

Richard is a Senior Archaeological Consultant at CgMs Consulting, based in their Cheltenham office. He joined CgMs almost three years ago with a background in geophysics at Stratascan Ltd and archaeological excavation at Archaeological Research Services Ltd. In his current role he provides archaeological advice to development clients, producing historic environment desk-based assessments, setting and significance assessments, environmental statement chapters and written schemes of investigation, alongside organising and managing a variety of fieldwork projects.

Richard joined the Institute in 2006 at Associate level and has continued to be actively involved with ClfA ever since, as shown by his position on the Registration committee (Organisations) and his recent co-option onto the Advisory Council.

Richard recently decided to upgrade his membership to MCIfA as he felt that the change in the nature of his role at work and the increased responsibilities were better represented and reflected by this grade.

When not at work Richard can be found at home spending time with his young family or running over the fields and hills of Gloucestershire and beyond.



# New members



Member (MCIfA)	Practitioner (PCIfA)	Affiliate	Student
8663 Graeme Attwood	8622 Lucia Argento	8676 Hannah Bullmore	8706 Emma Aitken
6147 Matthew Bristow	8261 Ashley Bryant	8654 Krista Coyle	8713 Andrew Brown
2442 Candice Hatherley	8451 Harriet Bryant-Buck	8612 Jeremy Farr	8666 Margherita Colucci
1695 David Heslop	8460 Briony Clifton	8348 Anna Geier	8675 Allan Dawkins
4715 Chris Hewitson	8608 Luca Giannuzzi Savelli	8616 Matthew Giesbrecht	8652 Robert Dunne
986 Anne Johnson	8644 Sean Johnson	6600 Lee Grana	8650 Marta Fortuny Torruella
8659 David Lakin	8623 Dave Laverty	8680 Katie Green	8633 Jennifer Hatton
8571 Laszlo Lichtenstein	8718 Mark Lawson	8710 Peigi Mackillop	8678 Aimee Hinds
8601 Christopher Morley	8651 Ruby Neale	8711 Jonathon Madge	8727 Rebecka Jonsson
8556 Alexander Pullen	8611 Sam O'Leary	8712 Rose Malik	8728 Daniel Joyce
8662 Jean-Yves Robic	8645 Karolina Siara	8647 Michael Mann	8665 Anna Lantaff
8576 Alastair Vannan	6248 James Brown	8705 Neal Mason	8646 Persis Loomis
7112 Charlotte Walton	5821 Charlie Middleton	7796 Victoria Rees	8686 Ian Mackey
		8725 Hannah Saxton	8685 Kaylan Meinecke
		8673 Christopher Sopp	8656 Keri Mitchell
		8653 Jonathan Ward	8730 Rosiland Mocroft
		8658 Julian Watters	8655 Cindy Nelson-Viljoen
		8681 Jesse Wheeler	8664 Theresa O'Mahony
		8648 Hayley Whitworth	8731 Mara Page-Jones
		8674 Annica Wilka	8682 Amy Porter
			8729 Neil Reading
			8683 Kyle Reynolds
			8715 Aryel Rigano
			8355 Sophie Rose
			8714 Diogo Sardinha
			8684 Sonia Sifuentes
			6169 Chris Stewart-Moffitt
			8667 Katherine Sutton
			8716 Allie Taylor
			8657 Bethany Watson
			8708 Lauren Watts-Keane
			8649 Joshua White
			8677 David Woodward
			8709 Zoe Wright

# Upgraded members

Member (MCIfA)	Associate (ACIfA)	Practitioner (PCIfA)
1744 James Albone	8371 Rowena Henderson	8369 William Badger
5678 Magnus Alexander		7414 Maxwell Higgins
7014 Luke Craddock-Bennett		7488 Phoebe Olsen
5290 Jo Janik		7355 Stew Wareing
1556 Jonathan Mullis		7929 Lauren Wilson
7724 Helen Noakes		
5993 Diarmuid O'Seaneachain		
4717 Neil Phillips		
2333 Tim Schofield		
7535 James Thomson		

# Annual review of allegations of misconduct made against members and Registered Organisations

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



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

In the past twelve months (March 2015 to February 2016) the Institute received

- four formal allegations against individual members of ClfA, one of which was dismissed at initial assessment stage and three of which are currently ongoing
- three formal complaints against Registered Organisations, one which was withdrawn, and two of which were dismissed at initial assessment
- eleven non-formal enquiries or pieces of correspondence

In addition, three cases against individual members and two cases against Registered Organisations ongoing from previous years were completed.

A total of 227 hours of staff time was invested in dealing with complaints, a total cost of £5,339. Fees from our legal advisors who assist with potential allegations of misconduct that go forward for further investigation after initial assessment amounted to £21,152, the majority of which related to one particular case.

In accordance with our regulations, a review of our systems for dealing with allegations and complaints was carried out by Alison Richmond, Chief Executive of ICON, in December 2015. Alison reviewed cases which had commenced between May 2013 and July 2015 and reviewed the documentation of four complaints, making reference to the *Code of conduct*, Disciplinary regulations (relating to IfA) and *Regulations for professional conduct*.

Due to the amount of paperwork involved in one particular professional conduct case,

there was insufficient time to complete a review of the systems for complaints against Registered Organisations, so this process will be reported on once complete. The recommendations to ClfA for improvement were

- ensure that all relevant email correspondence is kept on file
- ensure that all reasons for missing any deadlines set in the regulations are recorded and communicated to the parties concerned
- ensure all reports and correspondence are dated
- include a checklist of actions at the beginning of each file to ensure that all stages are completed

The recommendations will be implemented in the handling of future allegations.

## Announcement of the result of a professional conduct investigation

The Institute's *Regulations for professional conduct* set out the procedure by which the Institute determines whether any allegation requires formal investigation, and if so, how that investigation will be carried out. If formal proceedings take place, each party is given an opportunity to present his/her case or to defend himself/herself against the allegation. The procedures also allow for representation and appeal against the findings and any sanctions.

If a breach of the *Code of conduct* is found, resulting in a reprimand, suspension or expulsion, the Institute will publish the name of the member and the details of the sanction, unless there are exceptional compassionate grounds for not doing so.

Following receipt of an alleged breach of the *Code of conduct* by Anthony Hanna (PCIfA 4993), a Disciplinary panel was convened to investigate. The panel found there to be a significant breach of the

*Code* and a Sanctions panel was appointed to determine what sanction should be imposed. The decision was to issue the following formal reprimand:

***ClfA member Anthony Hanna has committed a clear breach of ClfA's Code of conduct by misrepresenting his qualifications on archaeological documents that he prepared in 2007 and 2014. Mr Hanna improperly used the post-nominal title 'AlfA' at times where he was only accredited to 'PlfA' grade. ClfA is a professional organisation with validated grades; it finds misuse of its grades unacceptable and believes that this conduct risks bringing the profession into disrepute. ClfA strongly rebukes Mr Hanna and expects him to demonstrate full compliance with the Code of conduct moving forwards.***

A copy of the Institute's *Regulations for professional conduct* is on the ClfA website [archaeologists.net/codes/ifa](http://archaeologists.net/codes/ifa)

# NOTICEBOARD

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## **No two days the same: lifting the lid on museum archaeology**

The topic for *TA99* will be *'No two days the same: lifting the lid on museum archaeology'* with Gail Boyle, Chair of the Society for Museum Archaeology as guest editor. We are hoping to celebrate the depth and breadth of the many types of work that archaeologists do in museums, whether this be in collections care, community engagement or in collaborative partnership. We want contributors to reveal just what really happens to all those archives kept in store – who uses them and how – and we want to be able to demonstrate the many impacts archaeology can have beyond excavation, for teaching, for learning, and as a source of inspiration, creativity and innovation. We are looking for short case studies of museum-based research projects, new approaches to display and interpretation, the outcomes of education, training and volunteer activities, or perhaps an account of the changing role of a curator and the challenges they face in today's climate.

The deadline for abstracts and images is 1 August and should be sent to [alex.llewellyn@archaeologists.net](mailto:alex.llewellyn@archaeologists.net).

## **Member survey**

Don't forget to complete our member survey to help us understand more about our members: what you value about your membership and what you expect from ClfA. The feedback you give will help us to ensure that ClfA's work reflects your priorities, improve the services we offer you and build a stronger Institute.

You can complete the survey using the following link and the results will be published in a series of themed articles and presentations in future editions of *TA* and on our website.

<https://www.surveymonkey.co.uk/r/FHBSHXZ>

## **Advocacy updates**

ClfA has a number of ways to keep members up to date with the advocacy we do. There is a great deal of information on our website, including our strategic advocacy priorities, a list of the consultations we've responded to, and news articles. We also report regularly

on our activity via e-bulletins, and occasionally in *The Archaeologist* (eg this issue p16). You can also follow the hashtag #ClfAadvocacy on Twitter which reports on the day-to-day work of ClfA staff towards our advocacy goals. However, we are always looking for new ways to engage members with advocacy issues, to help shape the Institute's position and priorities, inform members, and feed back outcomes. Two of the ways that we aim to do this in the near future is through a survey of member concerns, and by creating a set of up-to-date position statements and policy briefings to be maintained on the website. These updates will be reported in future communications.

In the meantime, we are always happy to receive messages from members to alert us to issues, raise concerns, or provide examples from their experience which may help direct our efforts, on the members' behalf to lobby government.

## **Interested in being on Validation committee?**

The Validation committee meets in Reading and is always looking for new members to get involved. It is important to us that the committee is truly representative of our members – and potential members – and we are keen to hear from accredited members of any grade. If you are interested, please email Lianne and we can arrange for you to observe a meeting first to see what it is all about.

## **Amendment to Member News section**

Michael Briggs was incorrectly listed in Member News in *TA* issue 97, p23; he is ACIfA (8377). We apologise for this error.

## **Date for your diary**

Our 2017 conference will be held at Newcastle University from 19–21 April. The theme for the conference will be 'Archaeology: a global profession', and will provide an opportunity to discuss, consider and learn about archaeological practice on a world stage. Keep up to date with what's happening on our conference webpage: [archaeologists.net/conference](http://archaeologists.net/conference)



Chartered  
Institute for  
Archaeologists

# Setting out on a career in archaeology?



Accredited membership of ClfA is an important step in your career, demonstrating that you have the skills and ethics to carry out work in a professional manner. We have a number of ways to support members with this including

- specialist competence matrixes to help with your application for accredited membership
- our *Pathways* scheme which provides structured resources to help you gain accredited membership
- a training toolkit to help you and your employer provide structured training in the workplace
- CPD events at our annual conference and through our Group networks.

Find out more on our website at

**[www.archaeologists.net](http://www.archaeologists.net)**

or contact us at

**[admin@archaeologist.net](mailto:admin@archaeologist.net)**



*“As a professional archaeologist I want to be seen as someone who will apply a set of standard codes of practice to the work I carry out. Achieving the various grades of membership as my experience builds will help to keep my career focused”*

*“The majority of job adverts indicate that membership of ClfA is a desirable qualification for candidates”*



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