

The Archaeologist

Issue 105
Autumn 2018



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TA 107: *Championing employers who make a difference. We're looking to share stories from employees where organisation have offered that something extra: training opportunities, flexible working, diversity, environmental policies, or innovative communication, for example. What makes you and your colleagues feel valued?*

Contributions to *The Archaeologist* are encouraged.

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

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

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

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Credit: *Chris Herring*



EDITORIAL



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This edition of *The Archaeologist* follows on from TA 104 with more examples of successful collaboration projects and activities that members are involved in. A few of these are ClfA-specific projects, but rather than introduce what you can read about over the next few pages of this magazine, I thought I'd highlight some of the other activities we've been up to instead.

At the beginning of September you should have received the latest ClfA *Annual Review*, which looks at what we have been doing to promote professionalism, and our focus on collaboration and professional ethics. Obviously, these recent editions of *The Archaeologist* and ClfA2018 have already covered a lot of our collaboration efforts. Ethical competence is a core part of the framework for Chartered Archaeologist, and we have been developing a variety of resources that can be accessed from our ethics web page (www.archaeologists.net/membership/ethics). These include the professional practice paper on *Introducing professional ethics*, discussion sessions at ClfA2018 and Responsible Post Holder meetings, and the joint professional ethics database with the Register of Professional Archaeologists, as well as our *Code of conduct*, which sets out the expected ethical behaviours of ClfA professionals in relation to the historic environment. TA 106 will focus more on this topic.

Not reported in the *Annual Review* but something that has been a big change for us was the introduction of our new member database. The new CRM system combines several smaller databases into one, making it easier for us to maintain and update the data we hold, and streamlining some of our administrative processes. The database helps us to comply with GDPR as it allows

you to access and amend your contact information, as well as update your contact preferences and what information you receive from us. Through the members area on our website you can review this information and update it at any time: www.archaeologists.net/update-contact-details. You also have access to an individual member dashboard giving you an overview of your ClfA activities, and as we continue to develop the CRM system we will be introducing new sections of the website to allow you to register for conference and training events, record your CPD activities, and to vote online for resolutions being put forward to general meetings.

Finally, we have had a few staff changes. We've welcomed back Jen Parker Wooding as our Senior Professional Standards and Practice Coordinator to manage and implement the Institute's professional standards and professional practice initiatives. Jen introduces you to some of her work on page 20. We've also welcomed Cara Jones as a Senior Professional Development and Practice Coordinator. She is helping to implement and support a programme of activities to promote professionalism in Scotland and to deliver ClfA's commitment to Scotland's Archaeology Strategy. Sadly, we've also had to say a fond farewell to Tim Howard, who has retired after leading ClfA's advocacy for the past ten years. Tim has been a tremendous asset to the Institute and to the archaeology sector and has greatly enhanced ClfA's reputation with peers and with governments for reliable, professional advice on issues affecting the archaeology sector. He will be sorely missed and we wish him and his family all the best for the future.

Alex Llewellyn

Professional standards for training excavations and field schools

Anna Welch, ACIfA (7576), ClfA Professional Development & Practice Coordinator and Konstantinos P Trimmis ACIfA (9141), Assistant Tutor, Cardiff University/Geomatics Technician, Rubicon Heritage

Every year training excavations and field schools run by UK institutions take place in the UK and abroad. The range of organisations offering these are as wide as the archaeological periods they cover, from university field schools designed exclusively for students, to commercial archaeology companies, organisations specialising only in archaeological training and local archaeology societies where the emphasis is on public involvement. They vary in length and content and, arguably, quality. Whether or not participants pay to join, they should expect to have a good-quality learning experience.

ClfA now offers formal approval of archaeological field schools that meet our set criteria. There should be appropriate insurances in place and policies for health and safety and equal opportunities. The quality of archaeological work is paramount and must be managed by appropriately competent staff working to professional standards and with a clear research design.

As the purpose of a field school is to train people in archaeological work there should be a quality assurance system and a training policy in place. If the field school is part of a commercial project, then appropriate use of trainees and volunteers must be considered in line with our Equal Opportunities policy statement. Supervisors and trainers should be competent to deliver achievable learning outcomes, linked to National Occupational Standards. Archaeological ethics should be embedded in the learning and a culture of continual professional development encouraged.

Whoever a field school is designed for, and whether it lasts for a week or over several years, it is possible to produce a project that delivers both high-quality learning and archaeology research, as well as being a rewarding and enjoyable experience.

You can find details about ClfA approval for field schools, CPD courses and employer training courses at www.archaeologists.net/careers/info-for-employers or contact Anna at anna.welch@archaeologists.net

In the following article, Konstantinos Trimmis considers standards for university field schools in particular.



Can we make university fieldwork matter? Thinking about a ClfA professional practice paper for archaeological field training in universities

GNS survey and machine supervision, two core skills for field archaeologists that are usually absent from the university fieldwork schemes. Credit: Konstantinos Trimmis

Introduction

To date there is no extensive research available on the effectiveness of the archaeology field school as part of an archaeology university course. A Higher Education Academy (HEA) survey (Croucher et al 2008) and papers from Boyle et al (2007) and Everill and Nicholls (2011) suggest that students find the fieldwork part of their degree a valuable experience, their only contact with hands-on archaeology, a great supplement to their CVs and a way to showcase skills such as teamwork, initiative, determination and resilience in future job applications. Additionally, fieldwork positively changes students' attitudes about the academic staff, their courses, and working outdoors (Boyle et al 2007: 308).

Does university fieldwork provide students with the relevant skills?

In the ever-changing landscape of commercial archaeology, the average eight-week student fieldwork experience seems to be a very short timeframe to prepare a future employee. To supplement this, several archaeology companies have developed employee-training schemes to provide experience for graduates or other early-career archaeologists.

The problematic nature of student training is not just restricted to the short duration of university fieldwork schemes. As the HEA survey highlighted, this also covers skills development. As an example, only 30 per cent of survey participants believed that fieldwork had advanced their understanding of archaeology. Figures also suggest that only a very small 1 per cent thought it counted towards their future training as archaeologists and only 0.2 per cent answered that it actually supported their

career progression! In a different survey about student fieldwork, reported in TA 97 (Hitchcock et al 2016), 70 per cent of the questioned students did not feel that their work had contributed towards the interpretation of the site.

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Overall, these results show that it is the perception of students that university fieldwork schemes provide an enjoyable experience, teaching team spirit and initiative, but are ineffective in providing commercially useful training to students and practical archaeological skills for their future career.

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Students in Paliambela Kolindros doing flotation. Many times students have to choose between excavation and post-excavation placements. Credit: Konstantinos Trimmis



With most universities still focusing their teaching programmes on modules presenting archaeological case studies from different chronological, cultural, and geographical contexts and with practical modules focusing mainly on research and analytical techniques, the amalgamated practical skills that an archaeological practitioner *really* needs are hidden either in optional modules or – mainly – incorporated in the field school. Again, from the data gathered in the HEA survey, of the 434 participants in the survey, only 51 used a mattock during their fieldwork, only 77 drew a section, and just 46 did surveying using TST/EDM or GPS!

Cardiff University students are undertaking building recording in Santorini, Greece. Sometimes student fieldwork schemes of investigation ask students to perform certain tasks leaving other important skills undeveloped. Credit: Konstantinos Trimmis





Students excavating a trench in Mala (Nova) Pećina in Croatia. Although a successful piece of Cardiff University fieldwork, supervised by professional archaeologists, recording occasionally had to follow a Croatian system, imposed by the Croatian ministry of culture, which has little relationship to British commercial archaeology. Credit: Konstantinos Trimmis

The role of ClfA and the need for a professional practice paper

ClfA, in collaboration with UAUK, have been working on a joint accreditation scheme whereby entire degrees or pathways through degrees could be accredited. The aim is to produce a system where those who wanted to work commercially straightaway would leave university confident and competent to start work without the assumption that they will necessarily need to join an employer training scheme.

To succeed, this initiative will require university archaeology departments to incorporate ClfA Standards and guidance into their curriculum to meet the accreditation criteria. This might be challenging because of logistics and the large number of people involved. In some cases, student fieldwork can also be organised by research institutes, charities and organisations that only have loose ties to universities and so would fall outside this accreditation scheme.

I believe the solution to this issue would be the publication of a ClfA professional practice paper for university fieldwork training to complement the ClfA accreditation scheme, offering an 'off-the-shelf' solution to the student fieldwork directors who aspire for their field research to offer training to industry standards.

The base of such a framework has already been set out in the existing ClfA Professional Practice Paper *An introduction to providing career entry training in your organisation*, with additional information on the basic aspects of archaeology skills that students would need to be able to demonstrate to get a fieldwork job.

Such a paper would be published after consultation and close collaboration with university teachers, although ClfA could compile a first draft 'in house' with input from members who have experience of university fieldwork teaching and early career training.

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Konstantinos (Kostas) Trimmis is a field archaeologist and geomatics technician working with Rubicon Heritage alongside his studies as a PhD student at Cardiff University. He is also the co-director at Mala Pećina excavations in Croatia along with Ivan Drnić, and the coordinator of a cave archaeology project in Santorini, Greece. He has commercial archaeology experience from Greece and the UK, has worked as an archaeology tutor at Cardiff University and has led several student fieldwork projects in Greece, Croatia, Albania and Wales.

EXETER: A PLACE IN TIME

a collaborative approach to urban archaeology

Stephen Rippon, University of Exeter; Neil Holbrook MCIfA (737), Cotswold Archaeology; Andrew Pye MCIfA (929), Exeter City Council; Tom Cadbury, Royal Albert Memorial Museum

Partnership between academics and those involved in the implementation of archaeology within the planning process has been much talked about of late, especially in the context of synthesising developer-led work. But what about older investigations that pre-date the introduction of PPG 16 in 1990? The unpublished backlog of excavations undertaken in the 1960s, 70s and 80s in the principal historic towns and cities of Britain has long been recognised as a problem. In those days money might be scraped together to fund a rescue dig, but there were rarely adequate resources for post-excavation analysis and publication of the results. This undigested work hinders effective development control in these significant places, as well as hampering understanding of the history and character of urban development.

English Heritage addressed this problem in the 1990s through a programme of urban archaeological assessment projects, the results of which are still coming through into print up to 20 years later (Bristol and Winchester are recent achievements). But that programme was discontinued some time ago, and new approaches are now required in the towns that did not benefit from urban assessments. It was in this context that Historic England decided to support, via both grant aid and expert staff time, a collaboration between the University of Exeter, Cotswold Archaeology (which has an office in Exeter), the University of Reading, Exeter City Council and the Royal Albert Memorial Museum to look at Exeter. Critical to our success was the award of a substantial grant from the Arts and Humanities Research Council (AHRC) to undertake a project examining the archaeology of Roman and medieval Exeter, and in particular the relationship of the city to its surrounding hinterland (http://humanities.exeter.ac.uk/archaeology/research/projects/place_in_time/)



Excavations in Exeter in 1972 prior to the construction of the Guildhall Shopping Centre. Credit: Exeter City Council



Portable x-ray fluorescence is being used to determine patterns of trade in Roman ceramic tiles in South West England. Credit: Stephen Rippon, University of Exeter

An approach concerned solely with the writing up of old excavations is unlikely to have won out in the highly competitive AHRC research funding programme, so from the outset we envisaged a project which would also use old excavation archives as a springboard for new cutting-edge scientific research. Our project therefore has a number of strands. As a starting point, four of the most important excavations in the centre of Exeter, all carried out in the 1970s and recorded to a high standard, will be brought to publication. But we are also devoting considerable resources to a programme of isotope analysis of the teeth of Roman and medieval cattle and sheep to ascertain whether stock was bred locally or brought in from further away. This work is being led by the University of Reading and preliminary results look very promising, with differing patterns evident in different periods. We have also applied new techniques to the analysis of artefacts recovered from the old excavations, such as ICP spectrometry to identify sources of Roman and medieval pottery found in the city and portable XRF analysis of Roman tiles from Exeter and other sites in the South West to identify patterns of trade. We also revisited some analyses undertaken several decades ago, such as dendrochronology and archaeo-metallurgy, to see whether advances in techniques can

wring out new understandings. Research into the documentary records of medieval Exeter has also demonstrated that these are an under-researched resource with the potential to illuminate and enhance the excavated evidence. Such work should be the norm in a development context henceforth.

The project will have a range of impacts and benefits. It will have an academic legacy, and we will synthesise the results of our work into a new account of the archaeology of the Roman legionary fortress and its successor town, Saxon burh and medieval city, and the relationships of those centres with the surrounding countryside. But there will be other benefits as well. It is critical that our work enhances the city's historic environment record and informs future development control decisions; our updated and fully researched period plans of Exeter will be important management tools in this respect. We designed our project from the outset to

have a public impact, and are working alongside the museum to enhance their current gallery displays and web-based educational offering, including the development of Minecraft maps.

The project will run to 2020, with publications and other outputs starting to appear over the next few years. The power of collaboration between the higher education, curatorial, and commercial archaeology sectors is very evident in this project, and we would never have won financial backing in the first place without it. Partnership working has resulted in a better understanding of the working methods of each partner, and by sharing resources we have achieved greater productivity and value for money than might otherwise have been possible. As our researches start to produce results we look forward to communicating not only what we have done, but how we harnessed partnerships to achieve it.

Neil Holbrook

Neil is Chief Executive of Cotswold Archaeology and co-director of the EAPIT project.



Andrew Pye

Andrew is Principal Project Manager (Heritage) at Exeter City Council.



Stephen Rippon

Stephen is Professor of Landscape Archaeology at the University of Exeter and co-director of the Exeter: A Place In Time (EAPIT) project.



Tom Cadbury

Tom is Assistant Curator at the Royal Albert Memorial Museum, Exeter.



CONSERVATION

archaeology in the UK's National Parks

*Peak District:
Millstones. Credit:
Peak District National
Park*

The United Kingdom's National Parks are incredibly special places, and their heritage is a national asset recognised the world over. Understanding, conserving and communicating the stories of these cultural landscapes is integral to protecting them, allowing us to realise their potential, and by doing so, enrich the lives of all those who live, work in or visit National Parks today and in the future.

ARCHAEOLOGY IN NATIONAL PARKS

The National Parks are amongst the UK's finest and most treasured landscapes, rightly recognised for their tranquillity, special wildlife and unique habitats. They are also cultural landscapes, shaped by human activity over thousands of years. A lack of intensive agriculture and development means that they contain some of the earliest and most extensive evidence of human ingenuity, endeavour and creativity, from stone tools left by hunter-gatherers at the end of the last ice age to some of the finest Bronze Age landscapes in Western Europe. They also protect some of the best-preserved Roman military structures, medieval castles, hunting forests and lodges of

medieval monarchs, beautiful 18th-century designed landscapes, and historic mines and quarries. They are unique in richness and diversity and their archaeological remains form the story of England, Scotland and Wales.

Fifteen per cent of all designated heritage assets lie within National Parks. This is only a small fraction of the total resource, and new discoveries are constantly being made. Parts of three World Heritage Sites lie within National Parks – Blaenavon Industrial Landscape (Brecon Beacons National Park), The Frontiers of the Roman Empire (Northumberland National Park), and the Castles and Town Walls of King Edward in Gwynedd (Snowdonia National Park). In 2017 the English Lake District was



& COLLABORATION

Natalie Ward BA MA MCIfA (6558), Senior Conservation Archaeologist, Peak District National Park Authority

inscribed as a World Heritage Site, partly for its part in the history of the conservation movement and the development of the idea that landscape has a value. It needs to be protected and managed and everyone has a right to appreciate and enjoy it; concepts at the very heart of National Parks.

CONSERVATION AND STATUTORY PURPOSES

The National Parks' statutory purposes define their work, placing a focus on conserving and enhancing what makes these landscapes special through all their functions. This includes through the planning process and plan-making, providing land management and conservation advice and through agri-environment and other grant schemes, in which National Park archaeologists are directly involved. What makes National Parks unique is their integrated approach to conservation, bringing together specialists across a range of disciplines to produce balanced, well-informed and innovative approaches to many of the conservation challenges that we face, including:

- the devastating wildfires of this summer across our landscape

- piloting a Traditional Farm Buildings Grant Scheme across five National Parks (Dartmoor, Lake District, Northumberland, Peak District and Yorkshire Dales) for the repair and restoration of traditional farm buildings. These make a vital contribution to the varied character of our landscapes but are largely redundant for modern agricultural purposes and at increasing threat of dereliction and loss
- finding new ways to tackle and report on heritage at risk and heritage crime

The National Park Authorities also work to promote the understanding and enjoyment of their cultural heritage by the wider public. You will find National Park archaeologists leading guided walks, creating leaflets and interpretation boards, giving talks, helping to develop apps, and organising day schools and conferences. They also write publications, and support others to do the same, to help explain the stories of the people who lived in and shaped these landscapes over thousands of years. In August 2017, Northumberland National Park Authority opened The Sill National Landscape Discovery Centre as a new way of engaging the public with our cultural

Broads Herringfleet Mill.

Credit: Chris Herring



Cairngorms: Corgarff Castle. Credit: Visit Scotland/Damian Shields

landscapes, with an ambitious education and activity programme incorporating archaeology from Key Stage 1 to university programmes.

Our rich historic environment is a key factor in attracting inward investment and tourism and we work with local communities and businesses to provide educational, health and recreational opportunities to help them to thrive and grow sustainably.

TRAINING, APPRENTICESHIPS AND VOLUNTEERING

The National Parks have a strong record of providing high-quality workplace training and apprenticeships. There are currently apprentices and interns working in the historic environment teams at Exmoor and the Yorkshire Dales National Park Authorities, and over the years the National Parks have hosted five Work Place Learning Bursaries through ClfA and three through the Council for British Archaeology. Historic environment staff from National Parks continue to be involved in the development of several Trailblazer Apprenticeships in the

heritage sector. The National Parks also offer significant archaeological volunteering opportunities with groups dedicated to Heritage at Risk monitoring (Lake District, Northumberland, Yorkshire Dales, Brecon Beacons); innovative archaeological surveys (recent LiDAR projects, the New Forest's *Heritage Mapping Project* and South Downs' *Secrets of the High Woods*); delivering and supporting numerous community archaeology projects (*Heritage Guardians* in the Pembrokeshire Coast National Park is a new project working with primary schools to 'adopt' a monument) and hosting several Young Archaeologists' Club branches (Peak District, North York Moors and Yorkshire Dales).

COLLABORATION AND PARTNERSHIP WORKING

Collaborative and partnership working is a way of life in the National Parks. It is at the very core of our five-year National Park Management Plans, which are for the whole National Park, not just the National Park Authority, and are produced collaboratively with national and local partners. In recent years dedicated National Park staff, working in

strong partnerships with other organisations and local communities, have secured millions of pounds of external funding from the Heritage Lottery Fund and charitable trusts. The National Parks are key partners in the development and delivery of Landscape Partnership projects that support and deliver vital work to research, understand, conserve and enhance our historic environment. To mention a few:

- Water, Mills and Marshes – the Norfolk Broads
- Land of Iron – North York Moors National Park
- Callander Landscape Partnership – Loch Lomond and the Trossachs National Park
- Tomintoul and Glenlivet Landscape Partnership – Cairngorms National Park
- Moor than meets the eye – Dartmoor National Park

There is also collaboration between National Parks. Together, the National Park Authorities and national agencies with responsibility for heritage and landscape are signatories to a Joint Statement on the Historic Environment in National Parks. This is a strong expression of the shared commitment of all the signatories to further sustainable management, public understanding, access to and enjoyment of the cultural heritage of National Parks.

(top right) Lake District: Hardknott Roman Fort. Credit: Peak District National Park

(below right) Peak District: Pilsbury Castle. Credit: Peak District National Park



Natalie Ward

Natalie is Senior Conservation Archaeologist at the Peak District National Park Authority, having previously worked as Archaeologist for the Brecon Beacons National Park Authority and on an IfA Workplace Learning Bursary as Heritage at Risk Officer for Northumberland National Park Authority. Prior to this Natalie worked in field archaeology. She has a BA in Archaeology and History from the University of York and an MA in Heritage Management from the Ironbridge Institute at the University of Birmingham.

Find out more about the historic environment in UK National Parks and how National Park Authorities look after these special historic landscapes.

<http://www.nationalparks.gov.uk/caring-for/historic-environments>

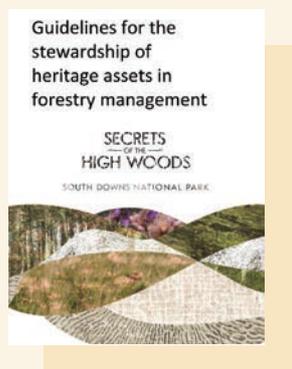
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Under the canopy

Guidelines for the stewardship of heritage assets in forestry management

Coralie Mills MCI(A 1422) and Doug Rocks-Macqueen MCI(A 6540), Landward Research Ltd

The formation of the South Downs National Park Authority (SDNPA) in 2010 provided the opportunity to consider the region's historic environment on a landscape scale, and the desirability of a LiDAR survey of its extensive wooded parts soon became evident. In 2013 funding for the *Secrets of the High Woods* project was secured from Heritage Lottery Fund (HLF) and the SDNPA. This would span three years and involve not only LiDAR survey and its analysis, but also three supporting volunteer strands of ground-truthing fieldwork, documentary history and oral history recording.



Volunteers undertaking work around the South Downs as part of the Secret of the High Woods project. Credit: South Downs National Park Authority

The LiDAR survey has revealed an extraordinarily rich archaeological landscape within the wooded estates of the South Downs, which have retained entire systems of land-use and settlement from the prehistoric era onwards. This represents the discovery of hundreds of new archaeological sites, with 1646 newly recorded in the National Mapping Programme (Carpenter et al. 2016; Manley 2016) alone, providing a much more holistic view of the archaeological landscapes preserved within the woods. These records have been made available to the various Historic Environment Records (HERs) in the counties and districts of the project area, and to the estates in that area.

Guidelines for the Stewardship of Heritage Assets in Forestry Management (Mills et al. 2017) is a guidance document produced by Landward Research Ltd on behalf of the SDNPA as a consequence of an idea that

developed during the *Secrets of the High Woods* project – to engage with local foresters and land managers to make them aware of the newly discovered archaeological resources within their estates, so that the potential impacts of forestry activities on these could be mitigated in practical ways. The guidelines were produced by a team comprising a woodland heritage specialist (Coralie Mills), an archaeologist (Doug Rocks-Macqueen) and a forester with a background in both commercial and conservation forestry (Gordon Brown of John Clegg & Co). Production of the guidelines resulted from consultation with foresters and land managers of the South Downs wooded estates, as well as with SDNPA, local HER services and other archaeologists. Despite the role of the SDNPA in planning, they do not hold the Historic Environment Records for the Park area and it is the various district and county planning authorities within the South Downs National

Park area that should be consulted. Even though the *Guidelines* originated in the South Downs, the resulting guidance is relevant nationally.

The *Guidelines* briefly review the *Secrets of the High Woods* project, legislation, standards and guidance surrounding forestry management and the archaeology of the area, with appendices covering these topics in greater depth. The heart of the guidelines is about how to obtain archaeological advice and how resources like HERs are available to support the protection of heritage assets. They present several case studies from the South Downs that highlight best practice being undertaken in forestry work to avoid damaging cultural heritage assets. Some provide solutions to the challenges raised by the rich archaeological landscape under the trees, while others flag up forestry impacts on the archaeology that happened before the



Case Study A

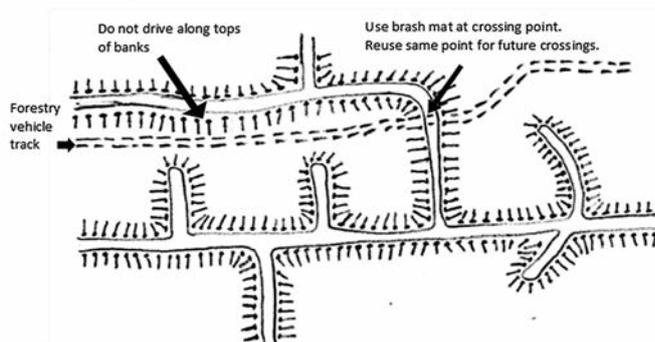


Image used in the publication to demonstrate best practice.
Credit: Coralie Mills

LiDAR survey was undertaken, giving the opportunity to consider how better solutions could be found for the future.

Woodland in the South Downs is managed for a variety of objectives, including wood fuel, timber, coppice, shooting, conservation and amenity, all to be balanced with the inherent responsibilities towards economy, environment, landscape and society. Not an easy job. However, legislation and guidance exist to provide a framework for forestry planning and operations in England and the UK. Principal amongst these is the UK Forestry Standard (UKFS) and the UKFS guidelines for the historic environment.

Foresters and land managers generally know that Historic England are the body to consult on managing woodland on scheduled archaeological sites. For non-scheduled heritage assets the requirements of the UKFS are that 'historic features, which may be adversely affected by forestry, are known and evaluated on an individual site basis, taking advice from local historic environment services'. They also make clear that stewardship of the historic environment is inclusive of all important historic environment features – including built heritage features and biocultural heritage, in particular veteran trees – requiring their protection and appropriate management.

The *Secrets of the High Woods* project celebrates the character of the South Downs woods and forests as essential components of the area's working and cultural landscapes.

Already the benefits of the additional information from the LiDAR survey are being seen, and going forward strategic plans and practical operational approaches are being reviewed in the light of these new findings. This will ensure the long-term survival of the rich heritage assets of the wooded South Downs under careful local stewardship.

A copy of the *Guidelines for the Stewardship of Heritage Assets in Forestry Management* can be obtained at <https://www.southdowns.gov.uk/wp-content/uploads/2017/02/Guidelines-for-the-stewardship-of-the-heritage-assets-in-forestry-management-v2-April-2017.pdf>

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Doug Rocks-Macqueen



Dr Coralie Mills

Coralie is a dendrochronologist and environmental archaeologist from Dorset who has lived and worked in Scotland since 1988. Her career has been shaped by a degree in Environmental Plant Geography at the University of Reading, and a master's degree in Environmental Archaeology and PhD in Dendrochronology at the University of Sheffield. Her interests lie at the interface between trees, landscapes, people and the past, and since setting up her consultancy Dendrochronicle in 2009 she has been doing such work full time. Prior to that she was Executive Director at AOC Archaeology. She is also an Honorary Research Fellow at the University of St Andrews and recently held a post-doctoral fellowship there on the NERC-funded 'SCOT2K' dendrochronology project, which pioneered the dating of native pine buildings in Scotland and the UK. She is a Member of the Chartered Institute for Archaeology and recently completed a term as chair of the Native Woodlands Discussion Group.

DELIVERING PUBLIC BENEFIT THROUGH ARCHAEOLOGY

Kate Geary MClfA (1301), Head of Professional Development & Practice, ClfA

The 2011 Southport Report made a series of recommendations to enable the historic environment sector to make a ‘deliberate, bold and consistent set of improvements to how it understands, investigates, record, involves communities and communicates the significance of historic environment assets in the context of the planning process, in order to realise the benefits to society intended by PPS5 principles’.

To deliver public benefit, the report envisioned a future where management of the historic environment was undertaken as a partnership between local authorities and communities and in which decision making was led by public values and concerns. It suggested that archaeological investigation should be focused on interpretation and understanding and not on record alone. It also advised on how the sector might add value to development by contributing to the sustainable development agenda, with a rebalancing of emphasis on quality and value rather than cost.

PPS5 was short-lived but the public value of the historic environment continues to be recognised in planning policy across the UK. Professional bodies require their members to work in the public interest and funding bodies (not unreasonably) expect the public to benefit from publicly funded work.

Exactly how the public benefit from archaeological work – especially that undertaken as part of the planning process – is not always well-articulated. A CPD workshop delivered by ClfA as part of the ‘Professional Training in the Historic Environment’ series run by Oxford University Department of Continuing Education challenged delegates to ask exactly that question and explored how to plan and design projects around the delivery of public benefit. The workshop also considered how we evaluate the impact of our work and started to develop a series of tools and resources to support practitioners responsible for commissioning, specifying or delivering programmes of work.

We will be continuing to develop the discussion around public benefit, as well as the tools and resources to support delivery, over the coming months. The theme for the 2019 ClfA conference ‘Values, benefits and legacies’ follows directly on from this conversation and we look forward to hearing your thoughts next year in Leeds.



Delegates explore the different types of value archaeology can bring to developments and to society. Credit: Kate Geary



RESPECT

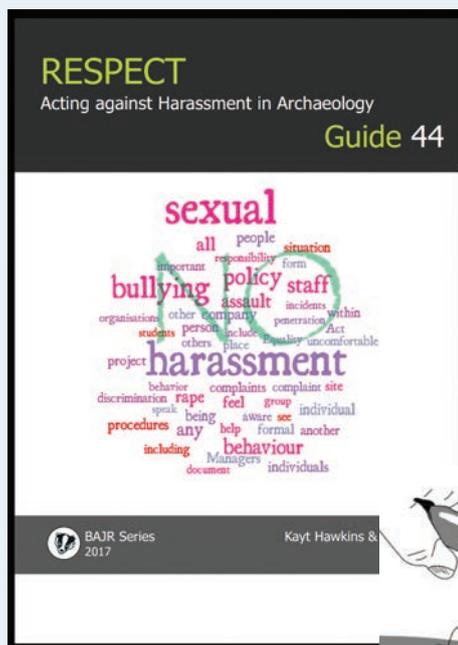
Acknowledging issues, providing a platform

The recognition with which many of us watched the emergence of the #MeToo movement is testament to the lived experiences of women. There was no surprise when reading the accounts; instead there was a renewed anger. This was a tipping point for women all over the world to come together in outrage against abuse and harassment by individuals, groups and the institutions that protect them. It forced a widespread examination of behaviours, and with the exposure of institutionalised misogyny in industry after industry, the appalling experiences of women were laid bare for all to read. Archaeology was in no way exempt from this self-reflection and women working in all areas of archaeology, museums and heritage from university onwards shared account after account of their horrendous experiences, highlighting the failure of their chosen professions to tackle the issue or to provide a safe environment within which to report abuses.

LAUNCHING THE CAMPAIGN

It was against this backdrop that the RESPECT campaign was launched, dealing with sexual harassment, bullying and discrimination, but the driver for this BAJR document originated five years earlier as a direct response to specific incidents of sexual abuse and rape of women working in the field and a helplessness to intervene or offer anything other than support.

The guide stresses that archaeology is a no more dangerous or predatory profession than others, but there are certain elements within how archaeological fieldwork is structured that can place individuals at increased risk of sexual harassment and bullying. Field schools and even



excavations conducted away from the company base can become their own small microcosms, and usual boundaries of behaviour may become blurred. In these situations, inappropriate behaviour risks becoming normalised and excused as group banter.

An awareness of this and the potential for abuse that can arise from the situation is vital. An open dialogue is needed if individuals are to be empowered to speak up. It must not simply be assumed that because an individual has not brought a complaint that there are no problems. No advice on how to protect oneself from attack is given in this document, as it is not the responsibility of the victim but of the perpetrator not to carry out the harassment, assault or attack in the first place! The BAJR RESPECT guide is intended to be practical rather than aspirational and there are actions that can be taken by organisations managing field schools/commercial excavations to minimise the risks to all students, staff and volunteers.

BUILDING ON PREVIOUS WORK

It must also be emphasised that this campaign is not the first to raise awareness of sexism within the profession and it is building on a long fight for the recognition of the work of women and the challenges, including sexual harassment and abuse, that they face. The foundations of RESPECT have been laid by others, particularly the work of British Women Archaeologists (Dr Anne Teather and Dr Rachel Pope), which has been actively campaigning for over a decade. BWA are currently compiling a bibliography of key references to work on sexual harassment within the profession.



Credit: Amelia Halls

CREATING RESPECT

The main hurdle faced by the RESPECT campaign was how to approach this difficult subject so that a dialogue could be opened that removes the onus upon those who are being targeted to take responsibility for reporting their abuse, and instead focus upon specific issues within the profession that make women more vulnerable to abuse and the breaking down of barriers preventing them from coming forward. The guide was the first step towards this, but RESPECT is an ongoing and evolving campaign and the guide is regularly updated. To date this has included additions from LGBT+ and dis/abled contributors, and further updates on intimate partner abuse and tackling the use of technology, in particular smart phones, are forthcoming.



Continued awareness and a dialogue of RESPECT is being generated. Pin badges were launched soon after the guide was published as a visible physical symbol, and alongside this a composite poster was produced showing archaeologists at all levels within the profession posing with a RESPECT badge. However, some archaeologists privately identified individuals who had bullied or harassed them in the past and there was an accusation that the badges were

being used as a shield to cover unacceptable behaviour. This allowed a positive series of dialogues to be had, where some people wearing the badge had their own behaviour questioned by others – and this is important.

It isn't a failing of the campaign if someone wears the badge but has acted or is acting without respect – quite the opposite; it means you can challenge them! It is also about encouraging reflection on our own actions. Sometimes we don't realise the effect of our behaviour on others until it is pointed out. We should feel confident to say to a colleague/supervisor/manager if we feel uncomfortable. In a work environment a simple 'are you

OK if I...?' is often all that is needed. Conversations are important and can prevent problems developing, and it also normalises discussing what constitutes acceptable behaviour.

Discussion and collaboration are key to achieving the aims of the RESPECT campaign and since it began women have been coming forward to tell their stories of abuse. A female-only RESPECT Facebook group has been established that has created a safe space with BWA founders as co-moderators. An LGBT+ only RESPECT forum is to be launched soon.

ANOTHER STEP FORWARD

RESPECT has generated many discussions and proved a focus for groups and individuals who are working towards the same goal, including the ClfA Equality and Diversity Group who recently convened a cross-sector meeting. There seems to be a growing momentum and recognition that we need a culture change within the profession, one that places these issues firmly within the remit of health and safety and general wellbeing. We can and we will make these changes, and the RESPECT campaign is another step towards this goal.

The final word is perhaps best left to Sarah May (UCL), who attended the meeting. She concludes:

“Changing such an ingrained culture can seem overwhelming, but we should remember the change that has taken place over the last 20 years about health and safety on site. When those changes started, there was a lot of resistance, but persistent co-ordinated efforts backed up by legal awareness made a difference. We can do that again.”

RESPECT DOCUMENT: <http://www.bajr.org/BAJRGuides/44.%20Harrasment/Sexual-Harassment-in-Archaeology.pdf>

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Kayt has worked in commercial archaeology since 1997, primarily as a Romano-British pottery and finds specialist. She is currently the Archaeological Archives and Finds Officer for the Surrey County Archaeological Unit.



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David Connolly

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David has worked as an archaeologist and heritage professional for over 35 years. Leading the way in new technology and skills training for archaeologists, he also runs BAJR. He is passionate about archaeology and protecting the rights and conditions of archaeologists.



WRITE HERE, WRITE NOW!

Remixing a ClfA standard

Dan Miles MClfA (8009) and Rosy Szymanski,
Historic England



Evaluation reports are arguably the most important reports produced in the planning process and often may be the only evidence of sites and settlements.

Book sprint work group. Credit: Jim Williams

The value of archaeological evaluation and watching brief reports

Archaeological evaluations have an important role within the planning process to detect and assess the significance of archaeology. They have an important influence on planning decisions and are the basis for developing archaeological mitigation strategies. They are multipurpose and serve the needs of diverse audiences – consultants, contractors, clients, developers, local authority curators and researchers... all of whom have different requirements.

Although their primary use is to inform planning decisions, they contain important information with research value and can deliver public benefit.

However, evaluation reports are undervalued. They are arguably the most important reports produced in the planning process and often may be the only evidence of sites and settlements. The quality of the information in these reports is therefore an important issue and it can be crucial to our understanding of archaeology.

Why improve these reports?

Over a number of years the research value of development-led investigations has been highlighted by a number of projects. These include Richard Bradley's work on Later Prehistory, Bournemouth University's *Archaeology Investigations Project* (AIP) and the recent *Roman Rural Settlement Project*, undertaken by the University of Reading and Cotswold Archaeology. Development-led investigations have become one of the main generators of archaeological data and knowledge. In England, this research value is

embodied in the National Planning Policy Framework (2018) paragraph 199: 'record and advance understanding of the significance of any heritage assets to be lost (wholly or in part) in a manner proportionate to their importance and the impact, and to make this evidence (and any archive generated) publicly accessible'.

However, the *Roman Rural Settlement Project* and other recent reports, for example ClfA's *Review of the Standard of Reporting on Archaeological Artefacts in England* (Catermole, 2017) have highlighted several issues that need to be addressed if we want to bring together the findings from different investigations, analyse them and create new syntheses. Creating new syntheses is an essential way of closing the research loop. Research generated from planning-led

investigations can be combined with other research (academic and community projects) to create up-to-date knowledge, which can then feed back into the decision-making process to inform the assessment of significance and the development of future investigations.

These issues include methodological approaches and a lack of consistency in how the information is presented and communicated. Some of these are basic and the organisers of this session (Edmund Lee and Stewart Bryant) felt they could be addressed by drafting changes and making additions to the ClfA Standards and guidance for archaeological watching briefs and archaeological field evaluations. We set out to tackle this by means of a 'book sprint'-inspired workshop.

The workshop – an innovative way to rewrite a ClfA standard

A book sprint is a form of collaborative engagement and knowledge production. In simple terms, it's about bringing together a group of people with a facilitator to write a book in a short space of time (usually three to five days). The approach has been used successfully in the production of software documentation and industry guides.



Write Here Write Now white label.
Credit: Hannah Kennedy

A book sprint is a form of collaborative engagement and knowledge production. In simple terms, it's about bringing together a group of people with a facilitator to write a book in a short space of time.



Book sprint work group. Credit: Jim Williams

Our workshop brought together a small group representing a good cross-section of people from commercial archaeology, local authorities, private consultants, researchers and senior representatives from the archaeological profession. In the space of three hours we set out to 'book sprint' revisions to the current ClfA standards and guidance relating to the reporting of archaeological field evaluations (section 3.4.11) and archaeological watching briefs (section 3.8.1). We did this by breaking into three groups and structuring discussion around the requirements for what should be included in a report.

On the day – the main messages

The workshop was very successful in identifying the multiple uses and audiences for these reports and in proposing changes to how a report should be set out and what it should contain. Areas that could be improved were identified, including:

- what should go into the introductory paragraphs – eg digital locations of the sites, including trench extents
- re-examining the organisation and content of the results and conclusions section – eg including more contextual interpretation, explanations of significance, recommendations for planning decisions and further research
- providing specialist data in digital formats, rather than PDFs, to enable easy and 'frictionless' reuse of data.

Collaboration works

This book sprint was not just about revising the standard but trying out an innovative approach, harnessing the combined skills, brain-power and experiences of ClfA professionals to get people thinking and working together to suggest ways of improving archaeological practice.

What next?

We captured all of the feedback in a report that summarises the discussions and sets out a draft template for evaluation and watching brief reports. The next steps are to circulate the templates for wider discussion and to establish what information – for example what sections of text, data files, etc – should always appear in these reports, and what information is optional.

We are not going to be able to tackle all the issues of quality of the content, accuracy of the data, or understanding of the authors that might be a problem for future researchers. But by doing one small thing to improve consistency, we hope that these quality issues can become the main focus in the future.

Lastly, we'd like to extend a huge thank you to all of our participants and to everyone involved with setting up the session and facilitating discussion at the conference. Particular thanks go to Stewart Bryant, Edmund Lee, Taryn Nixon, Jim Williams, Kate Geary and Phil Pollard.

If the book sprint approach sounds like a useful way to run workshops you might plan in future, there's guidance at <https://www.booksprints.net/>

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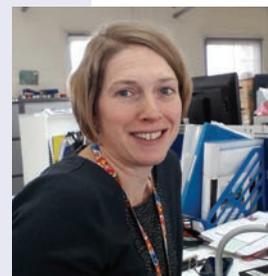
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Professor John Schofield, who DJs as Unofficial Hippocampus. Credit: Caroline Littler

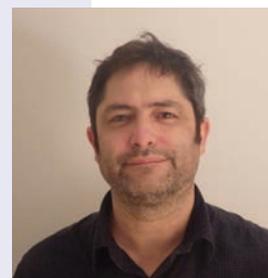
Rosy Szymanski

Rosy is Historic England's Guidelines Development Officer, a role which involves supporting and co-ordinating the development of written advice and guidance within the organisation. She works (together with Dan Miles) in a section of the Capacity Building Team that has a particular interest in developing ways of sharing specialist knowledge. Rosy has just started learning German and has rediscovered the joys and challenges of trying to learn another language.



Dan Miles

Dan is the Research Resources Officer working alongside Rosy in the Capacity Building Team at Historic England. His main focus is developing Research Frameworks and reference collections/typologies. Dan's other interest is community archaeology and he is Chair of the ClfA Voluntary and Community SIG.



The Registered Organisation scheme: managing compliance and collaborating to maintain and improve standards

Jen Parker Wooding ACIfA (7885), Senior Professional Standards & Practice Coordinator

Organisations range in size, with over two thirds representing sole traders and smaller organisations employing up to 25 staff and the remainder representing the medium to larger organisations employing from 26 to 300 or more staff. The 2016–17 Archaeological Market Survey estimated that the number of people working in professional archaeology in the UK was 6253 (Aitchison 2017, 5). Registered Organisations currently employ just over 3,000 staff, which equates to almost half of the UK archaeological workforce. This demonstrates the substantial impact of the scheme in relation to those who work under its umbrella. However, the potential reach and influence of the scheme beyond the historic environment sector to wider society is also highlighted.

The registration process and monitoring compliance

Organisations are registered for a three-year period, though shorter registration periods may also be imposed if an organisation needs to be reviewed earlier. The process involves completing a detailed application form and providing supporting documentation, as well as being subject to a formal inspection visit. Between inspections organisations are required to submit annual updates to

The ClfA Registered Organisation (RO) scheme was founded in 1996 and celebrated its 21st anniversary last year with a special edition of *The Archaeologist* (issue 101). The scheme champions quality assurance with registration demonstrating a commitment to professional standards and competence. Over the past decade there has been a 28 per cent increase in the number of organisations added to the Register, with the number currently sitting at 80. The majority of ROs are contracting organisations and consultancies, with a growing number of curatorial and more specialist service providers.



Site Director Chris Casswell MClfA introduces community volunteers on the Coldingham Priory project to site survey methods. Credit: DigVentures

keep ClfA apprised of any changes and to report on the progress of any conditions and/or recommendations imposed at inspection. The inspection process is built strongly on peer review and the panel usually comprises a ClfA representative, local curator and archaeologists from contracting organisations or consultancies – depending on the type of organisation being inspected. Organisations undertaking field work are also subject to a site visit. Inspections last a full day and involve a discussion with the Responsible Post Holder (RPH) and a range of other staff. The discussions focus on how the organisation complies with the requirements of the scheme and ClfA standards and guidance by looking in detail at services and set up, commissioning and procurement, staffing, employment packages, training, health and safety, quality assurance, post-excavation, reporting, publication and archiving and other general policies and procedures relating to archaeological practice. A key part of the inspection is the project presentation, where a member of staff talks the panel through a project from inception to completion, allowing for a thorough review of the project organisation, project management, quality assurance procedures and the reporting process.

Registration committee and promoting accountability

On completion, a detailed inspection report is produced and submitted to the Registration Committee for formal review. The inspection panel makes recommendations to the committee regarding the registration of the organisation, with the options comprising:

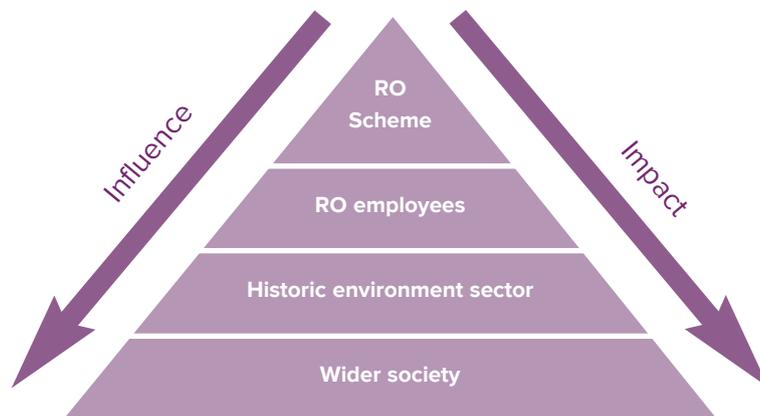
- to register the organisation for x number of years with **no** conditions or recommendations
- to register the organisation for x number of years **subject to** conditions and/or recommendations
- to **not register** the organisation

If a condition of registration is imposed, it means that the organisation is in danger of breaching the *Code of conduct*. Addressing the issue is subject to a strict time frame and can lead to removal from the Register if not satisfactorily completed by the given deadline. If an organisation is in receipt of three or more conditions within any three-year period it will automatically be removed from the scheme.

Recommendations are split between those for implementation with a suggested timeframe for action and those for consideration. Progress with these recommendations is followed up during the year or at the annual review stage. Recommendations provide a means for continual improvement for organisations in the scheme.

Accountability and the adherence to professional standards are central to the RO scheme and are supported by a rigorous complaints process that can be utilised by members and non-members alike. Increasing numbers of

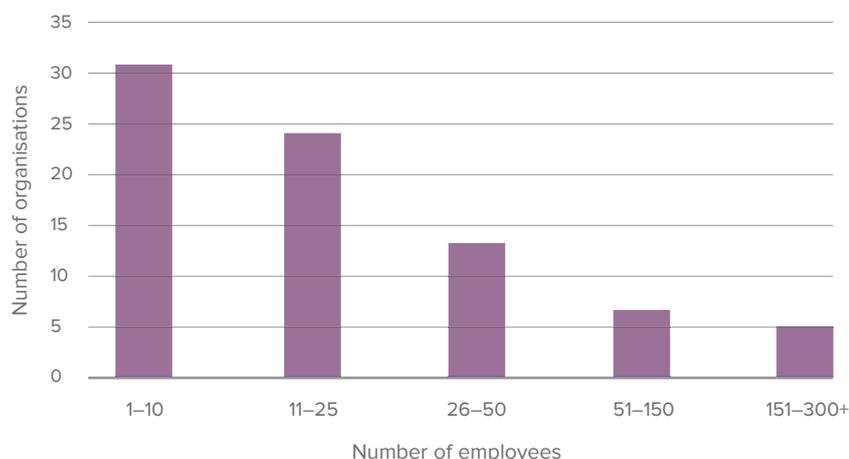
complaints are received from members of the public, demonstrating a greater awareness of the Institute and the role of the RO scheme in upholding standards, but this rise also illustrates the Institute’s wider impact on social awareness of the historic environment. Formal complaints are subject to review and if investigation is authorised, a panel is convened that is officiated by the Institute’s legal team. Sanctions like those imposed via the inspection process can be issued as a result of a complaint.



The potential influence and impact of the RO scheme on the heritage sector



The number of Registered Organisations between 2008–2018



The size of the organisations on the Register

Improving sector performance: conditions, recommendations and the Register

In the last year, several conditions of registration and recommendations have been imposed via the inspection and complaints processes. Conditions have focused on the implementation of training plans, health and safety and the use of sub-contractors, and have been imposed due to a potential breach of the *Code of conduct* within these areas. The recommendations for implementation and consideration imposed have focused more broadly on improvements to policies and procedures, outreach, reporting, encouraging ClfA accreditation amongst staff members, and ensuring that reports correctly reference the current Standards and guidance. The latter has been a regular recommendation of late due in part to the reliance on reporting templates that may not have been updated.

The number of organisations on the Register has the potential to change throughout the year with organisations being added and removed, so it is essential to keep apprised of the current list as published on the ClfA website. Not all organisations are removed due to conditions of registration and the result of professional and ethical practice concerns; some decide to voluntarily leave, while others are removed as they no longer meet the technical requirements of the scheme. Organisations which are added or removed are reported in our ebulletins to ensure people are aware that the Register

has changed. The following three organisations were removed in 2018, taking the number from 83 down to 80:

- Alan Thomas Archaeology – voluntary removal
- WYG – not currently meeting the technical requirements of the scheme
- Thames Valley Archaeological Services (TVAS) – in receipt of three conditions within a three-year period

The importance of collaboration for compliance: introducing our new Standards and guidance project

ClfA's Standards and guidance are integral to the RO scheme, forming the framework through which professional practice is undertaken and monitored. It is vital that these are subject to regular review and updated to ensure they remain fit for purpose, relevant and continue to promote and encourage current best practice. As archaeological practice and specific techniques develop and evolve, highlighted across the sector via large synthesis projects and more directly via the RO inspection process, so must the Standards. As part of the Historic England National Capacity Building Programme, and with funding from Historic England, a ClfA project entitled *Supporting the sector: professional pathways and standards* has been launched. A primary objective of the project focuses on integrating and developing the professional standards and good practice guidance. ClfA has published 13 Standards and guidance documents and 11 Professional Practice Papers that cover a wide range of archaeological practice applicable across the heritage sector in the UK and further afield. The Standards and guidance were last updated in 2014 with a number now identified as requiring revision.

The first steps of the project have involved asking the original authors of the Standards and guidance to review suggested recommendations for updates and/or improvements to the content and structure, including the wider issues concerning their promotion and consistent utilisation across the historic environment sector. The results of several projects have been revisited, including *What about Southport?* (Nixon 2017), *The World after PPG 16: 21st-century Challenges for Archaeology* (Wills 2018), *Paper 9: Discussion note on options for addressing the methodological issues raised by the Roman Rural Settlement Project* (Bryant 2016) and the *Review of the Standard of Reporting on Archaeological Artefacts in England* (Cattermole 2017). The results of the ClfA 2018 session *Write Here! Write Now! Drafting a ClfA Report Standard* (sponsored by Historic England and organised by Edmund Lee of Historic England and Stewart Bryant, consultant) are also being reviewed.

As the project progresses, collaboration will be a key feature. ClfA Special Interest Groups, ClfA committees and colleagues from Historic England, ALGAO and other groups with a vested interest will be consulted on suggested changes and amendments. This will ensure these documents remain relevant and at the forefront of setting and promoting standards across the profession.



The excavation of a skeleton at a site in Canwick, Lincoln.
Credit: Allen Archaeology



*ClfA panel member, Beverley Ballin Smith, talking to staff as part of an RO inspection panel visit to Orkney Research Centre for Archaeology.
Credit: Kerry Wiggins*

SPOTLIGHT ON

The ClfA *Standard and guidance for archaeological advice by historic environment services*

www.archaeologists.net/sites/default/files/ClfAS&GArchadvice_2.pdf

The overarching ClfA *Standard and guidance for the Stewardship of the historic environment* describes the stewardship responsibilities that **all** members of the Institute owe to the historic environment under the *Code of conduct*. The *Standard and guidance for archaeological advice by historic environment services* expands on that responsibility, providing more detailed guidance for historic environment services acting on behalf of bodies with a regulatory function. It covers *primarily* advice on the undesignated terrestrial and marine historic environment, though the principles apply equally to the designated historic environment. It applies *primarily* to advice provided to or on behalf of a local authority, national park, charitable trust or other not-for-profit public body, but the principles also apply to advice provided by a national organisation or a commercial consultant.

It is complemented by the ClfA *Standard and guidance for commissioning work or providing advice on archaeology and the historic environment*, which fulfils a similar role for advisors working in a consultancy environment. The two documents have been closely aligned very deliberately to acknowledge that all parties are working together to manage change and to achieve the best outcomes for the historic environment.

The *Standard and guidance* emphasises the crucial role of historic environment services in ensuring that archaeological work required through development management processes delivers public benefit. It defines and provides guidance on that role, placing a specific duty on advisors to seek to ensure

that archaeological work has clearly defined research objectives, considers opportunities for engaging with local communities either directly or through the dissemination of results, and is focused on delivering public benefit.

.....

The aims of archaeological advice on the historic environment are to benefit the public both now and in the future through management, the advancement of understanding, contributing to the achievement of sustainable development and the realisation of social, economic or environmental benefits.

.....

So what does the Standard say?

Archaeological advice on the historic environment must aim to benefit the public both now and in the future, through management and the advancement of understanding. It will contribute to the achievement of sustainable development and the realisation of social, environmental or economic benefits.

Advice must be clear, consistent, compliant, reasonable, timely, informed and impartial, and should be proportionate to a reasoned and clearly documented assessment of known or potential significance.

Advice must be provided by suitably qualified, skilled and competent advisors and based on an up-to-date and publicly accessible information base maintained to nationally agreed standards.

Definitions

Advancing understanding is achieved through community engagement, research, the furtherance and dissemination of knowledge, and the creation and maintenance of accessible Historic Environment Records and archaeological archives.

Sustainable development of the historic environment is achieved through managing change to heritage assets and historic landscapes in a way that as far as possible sustains or enhances their significance and that of their setting.

The guidance also highlights the vital role of Historic Environment Records in underpinning archaeological advice. Statutory status of Historic Environment Records is top of ClfA's list of advocacy priorities.

The *Standard and guidance* was written in consultation with the Association of Local Government Archaeologists (and other sector partners) and recognises the key role played by archaeological advisors in managing quality. ClfA is working closely with ALGAO and the national agencies to identify and address compliance issues in relation to its Standards and guidance. As part of that work, we are reviewing how Standards and guidance are presented, used and enforced and how we can provide better support and training in the future to ensure that Standards are met.

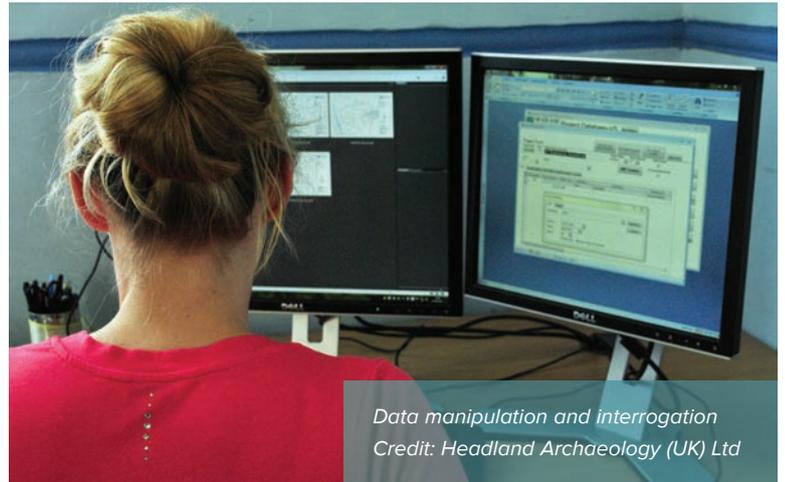
Professional practice is constantly evolving as new techniques are developed and legal, administrative and ideological frameworks change. Feedback on this, and on any of the ClfA Standards and guidance, is welcome at any time. Any substantive changes will be subject to consultation with ClfA members

ClfA Standards and guidance

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



Excavating workers' housing in Manchester. Credit: Oxford Archaeology



Data manipulation and interrogation
Credit: Headland Archaeology (UK) Ltd



The Historic Environment Strategy & Advice Team at Norfolk County Council. Credit: Norfolk County Council

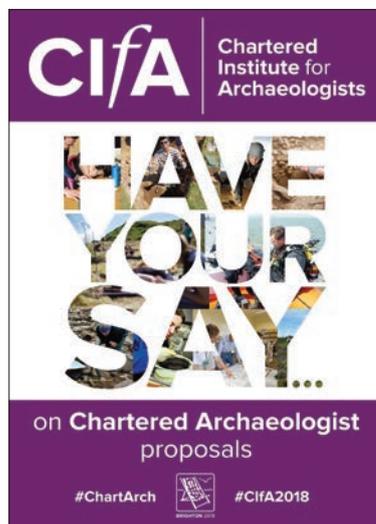
Chartered Archaeologist update

At the time of writing, the consultation on assessment criteria for Chartered Archaeologist has recently closed, the consultation on assessment methodology is underway, and four workshops are being planned. There is more consultation to come: we will be asking for further thoughts on the assessment strategy later this autumn, but the detailed proposals that we will be asking members to vote on are taking shape.

By the time this article comes to print we will be moving into the final stages of this consultation. We will be feeding back in detail through a series of discussion papers that will be published alongside the final proposals and amended by-laws, from autumn and into the New Year, in the run up to a formal vote on whether to approve the submission of a petition to the Privy Council to amend our Charter in April 2019.

Defining and assessing Chartered Archaeologist grade

Chartered status is the most rigorously tested level of accreditation any professional body can award its members. It is an externally verified and internationally recognised benchmark of professionalism.



In order to become a Chartered Archaeologist, applicants will need to demonstrate that they meet agreed standards of competence and commitment.

By **competence** we mean the demonstrated ability to apply knowledge, skills and behaviours; **professional competence** requires the ability to apply technical *and* ethical knowledge, skills and behaviours.

By **commitment** we mean the personal and professional commitment archaeologists make to society and to the profession through the adoption of a set of shared values and behaviours.

The proposed assessment of professional competence will test applicants across a range of areas including

- technical, subject specific skills, knowledge and understanding
- understanding of the legal and policy framework(s) relevant to their work
- application of professional ethics, standards and behaviours, as required by the *Code of conduct* and relevant Standards and guidance

It will also test their commitment to

- maintaining and developing their competence through CPD
- the development of the wider discipline/profession

Draft assessment methodology

Applicants for Chartered Archaeologist grade will need to demonstrate that they

- 1 meet the competence criteria for MCIa grade (existing requirement)
- 2 understand and apply professional standards and ethics in their work (existing requirement, new assessment)
- 3 understand and apply relevant legal and policy frameworks
- 4 work effectively with colleagues, clients and stakeholders
- 5 are committed to developing themselves and the profession

We propose that applicants will be assessed by a peer review process combining assessment of documentary evidence and a formal interview. As with the current validation process, documentary evidence will include a personal statement, examples of the applicant's work and references. If the applicant is already accredited at PCIfA, ACIfA or MCIa grade, documentary evidence must also include evidence of having undertaken appropriate CPD, in line with CIfA requirements. Applicants who are not already professionally accredited will need to provide evidence to demonstrate their commitment to maintaining and enhancing their competence.

The application process has been designed in two stages: if applicants are not already accredited at MCIa grade, they must demonstrate that they meet the competence criteria for MCIa before proceeding to the stage described above.

For more information on the current MCIa applications process, see www.archaeologists.net/sites/default/files/0317%20CIfA%20Application%20Guide%20-%20accredited%20draft%20final.pdf

Maintaining skills and competence

The results of the recent consultation on assessment methodology will be reported on shortly. One of the key questions we asked was about the mechanism for assuring clients, other professionals and the public that Chartered Archaeologists continue to maintain and develop their competence once chartered status has been granted. We suggested three options, two based around evidence of CPD and one in which chartered status is granted for a limited period and is subject to a reapplication process. We also asked for your thoughts on other ways we can ensure confidence in the grade.

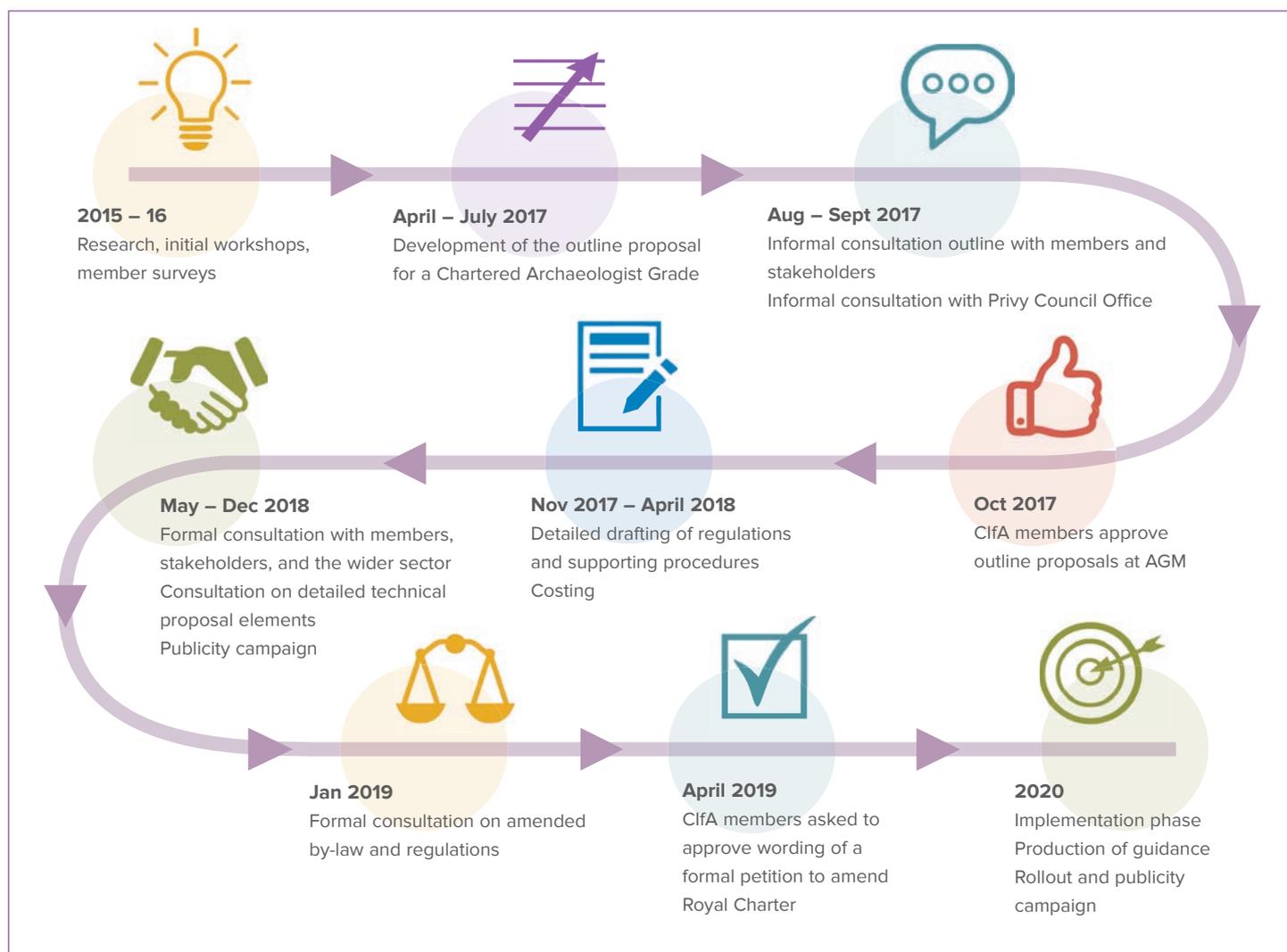
Next steps

Following this most recent consultation, we are currently in the process of amending the assessment strategy and drafting some outline guidance to illustrate how we propose to apply it. We know that some of our consultation respondents are keen to see the strategy as a whole, so we will be releasing it for further comments early in November. From that point, we can start the process of preparing an amendment to the Charter by-law and drafting regulations to support it. The process of

formal consultation on these changes will commence in the New Year, counting down to a vote in 2019. We are aiming to hold an Extraordinary General Meeting (EGM) at the ClfA conference in April for this purpose. A system for electronic voting in advance of the EGM for those not able to attend will be in place.

Information about Chartered Archaeologists is at www.archaeologists.net/charter/chartered_archaeologists. Members can provide comments and feedback at any stage by emailing chartered@archaeologists.net or by using #ChartArch.

Charter Timeline



Consultation on technical detail

- A First draft criteria for the assessment of professional competence
- B First draft assessment methodology
- C First draft of outline guidance material
- Board meeting to sign off A – C for the next round of formal consultation
- A – C released as a package for second round consultation
- Amended by-law and regulations issues for consultation prior to EGM
- Pre-EGM discussion and consultation events
- EGM

- April – July 2018
- Aug – Sep 2018
- Sept – Oct 2018
- 1 Nov 2018
- Nov – Dec 2018
- Jan – Feb 2019
- Feb – March 2019
- April 2019

Member news

ClfA conference bursary diaries

In the run up to each ClfA conference there is the opportunity for delegates to apply for two different bursaries. The Hal Dalwood Bursary covers the cost of conference attendance, travel and accommodation to enable an early-career archaeologist of any age to attend the ClfA conference. The memorial fund was set up following the death of Hal Dalwood by his brother Dexter and wife Rachel Edwards. Contributions to the fund have also been made by several ClfA members and other archaeologists. There is also a general ClfA bursary pot to assist delegates with the cost of attending the conference.



Here, Alistair Galt and Edward Caswell report on why they valued their bursaries to attend ClfA2018.



Alistair Galt PCfA (7578) – Hal Dalwood Bursary attendee at ClfA2018

When I was told I had been selected for the Hal Dalwood Bursary for ClfA's annual conference in 2018, I was stunned, humbled and delighted at once. Certainly, I was not going to refuse the offer of free attendance to one of the most important archaeology conferences in the country!

On the first day of the conference I hit the ground running, immediately attending the session 'Growing your career from student to a post-excavation environmental specialist'. We learned much by gaining an insight into other professionals' career paths and their thoughts on the subject!

Accredited PCfA members are required to carry out 50 hours of continuing professional development (CPD) over two years. One of the most useful aspects of attending ClfA's conference is that you can add this towards your target of CPD hours, as you can log the sessions you attended at the back of the conference programme and tailor attendance to your own objectives. I logged six hours of CPD this year and within this I attended several sessions that are relevant to my career development. I refreshed my knowledge of archiving and data management in the ADS-run workshop (I deal with a lot of data in my role); I have learned a great deal about the legal framework surrounding non-designated buildings and why planning applications get rejected (who would have thought leopard-print carpet could be listed?); and I went on a fieldtrip to Whitehawk causewayed enclosure on the racecourse itself, which not only enhanced

my knowledge of the prehistoric archaeology of Southern Britain, but also the management of the monument within an urban setting over time. It is a great case study for how you can save a monument with sympathetic conservation, including using sheep to stop people from damaging the monument. I also saw how ClfA, Historic England and other major groups within the heritage sector are working together to improve our profession at every level, giving me confidence about where we are going as a sector.

It isn't just about updating your personal development plan though. From having attended several conferences I have a network of friends and contacts I regularly catch up with at ClfA and other conferences around the country, so I can find out about the latest developments in other parts of the country and get views on the latest archaeological issues. Additionally, I also made some new contacts, which can only be a positive development in our careers. Needless to say, a lot of this networking was done during the evening meal and the social at The Brunswick!

Overall the conference was a great opportunity, and the Hal Dalwood Bursary was a huge help as it meant I could spend time enjoying and concentrating on the sessions and not worrying about the cost. I cannot thank the trustees of the award enough for choosing me as the recipient of the Hal Dalwood Bursary.

There is other financial help available from ClfA for their conferences as well as the Hal Dalwood Bursary, and I highly recommend that early-career archaeologists apply for these in future to benefit from a similar experience to mine.

This is an edited version of Alistair's experience at ClfA2018. The full version is available on the ClfA website at www.archaeologists.net/cpd-diaries

If you are thinking of attending ClfA2019 and would like to apply for support, please contact conference@archaeologists.net for more information.

Conference bursary recipient **Edward Caswell** reflects on the benefits of attending ClfA2018

With the help of bursaries from ClfA and the Northern Bridge Doctoral Training Partnership I was able to attend the ClfA conference – this year titled *Pulling together: collaboration, synthesis, innovation* – for the first time. I am extremely glad to have had this opportunity, as the conference was unlike any other I have attended either at home or abroad.

In particular I felt this conference provided a strong focus on CPD far beyond that of many other conferences. Within three days I was able to improve my report writing and data management strategies and was confronted with the necessity of, and then equipped with the skills to produce, selection and retention guidelines for archives. I can see all of these experiences helping in my progression to attain ClfA membership and each has helped me develop further as an archaeologist.

Just as valuable as these skills, however, were the new perspectives I encountered during the conference. Some of these

came from presentations, such as in Geoff Mulgan's view on archaeology's history of embracing innovation, upon which I am still reflecting while writing this piece, while many others I discovered simply by discussing archaeology when queuing for tea between sessions. These conversations were often eye opening for someone who has only limited commercial experience and I am excited to see what collaborative partnerships will develop from them. As such I wanted to extend my sincerest thanks to ClfA; I had a great time and look forward to attending future conferences!



Delegates taking the opportunity to network at the conference wine reception. Credit: Adam Stanford, Aerial Cam

New members



Member (MCIfA)

10106 Ashley Batten
10055 Barbora Brederova
9789 Amelia Fairman
9981 John Hammond
9793 Zoe Hazell
9768 Sarah Jones
9813 Jeremy Lake
9790 Andrew Mann
9764 Victoria Oleksy

Associate (ACIfA)

9964 Ladislav Chmelo
9742 Andy Clarke
4593 Charlotte Coles
9965 Daria Dabal
9782 Hannah Holbrook
9967 James McGovern
9601 Paul Murray
9791 Konstantinos Papagiannakis
9966 Robert Sattler
9963 Mark Sycamore
8681 Jesse Wheeler
10109 Danielle Wilkinson

Practitioner (PCIfA)

9778 Francisco Aleman Pino
9913 Jesus Andrades Fernandez
9968 Natalia Bain
9835 Silvia Barlassina
9089 Jem Brewer
10105 Stewart Brown
9783 Eduardo Cabrera Jimenez
10045 Brittany Cleary
9816 Margarita Dagla
9915 Jodie Duffy
10107 Jonathan Durman
10054 Carlos Fernandez Gonzalez
9838 Antonio Flores Garcia
10132 Megan Gilfert
10050 Sergio Gomez Carrion
9839 Alvaro Gomez Coloma
9914 Cristina Gomez Rios
10079 Alessio Graziano
9766 Brett Howard
9843 Vickki Hudson
9952 Katarzyna Idzik
9855 Stephen Isaac

10048 Steve Jones
10075 Gemma Jurado Fresnadillo
5042 Matthew Kendall
9697 Richard Knight
10047 Katalin Kovacs
9845 Giulia Lazzeri
10078 Stavroula Livitsanou
10070 Max MacDonald
9785 Meagan Mangum
10069 Eduardo Moleiro Araujo
9955 James Mumford
9856 Sara Munoz
9840 Simon Pennington
10046 Andres Perez Arana
9745 Simone Rauxloh
9859 Stefano Ricchi
9760 Cleve Roberts
10081 Erik Sanzen
10071 Amanda Talboys
8310 Joe Turner
9775 Desamparados Valcarcel Estors
8649 Joshua White
9824 Adrian Wiecek
10038 Kevin Williams

Affiliate

9947 Rasa Akelyte
10139 Paula Allen
10093 Ivonne Andino
9939 Lily Andrews
10112 Caroline Angus
9911 Anna Anzenberger
10127 Richard Batt
9938 Lee Baylis
7598 Kimberly Briscoe
10073 Catherine Clarke
10128 Peter Clarke
9909 Leisa Clements
10035 Peter Drummond
9927 Ruth Duncan
8898 Daniel Edmunds
10135 Mike Efstathiou
10053 Adam Fraser
9926 Pascal Geiger
10133 Curtis Goldstraw
7718 Charlotte Goudge
9971 Maria Gomez Martin
9946 Stephen Gray
9921 Samantha Hall

10088 Kody Hedder
9900 Jon Heuch
8564 Rachael Hills
10087 Trevor Jose
9928 Joanna Labecka
10091 Alexandra Makin
9924 Joshua Manvell
9818 Manuel Mietz
10051 Adrian Neilson
10119 David Pelling
9944 Victoria Pettitt
9951 Michelle Pilgrim
9973 Finlay Robertson
10092 Lee Walker

Student

10065 Amber Andrews
9917 Matthew Bamborough
9922 Neil Bayliss
9948 Matt Beverley
10066 Gareth Bickley
10044 Ana Bordona Foz
10063 Sarah Bratton
10114 Francesca Breeden
10061 Imogen Campbell
9907 Bianca Casa
9919 Jessica Charlton
9943 Julie Churchill
9953 Luke Collin
10090 Saul Crowley
9897 Jonathon Curtis
9937 Michael D'Aprix
10089 Sophia Davies
9925 Sabrina Dragoni-Long
10084 Stella Drezgacheva
9978 Hugh Exley
10123 Sara Fabijanac
9945 Jonathan Farley
10086 Amanda Gardner
9958 Leanne Gerriety
10062 Nathan Giles
9896 Holly Gillingham
9932 Rachel Godfrey
9977 Louise Graham
9879 Maura Griffith
10113 Paul James Harrison
9941 Hayley Hawkins
9956 Hannah Haydock
10052 Gareth Hayes
10085 Adelaide Heneghan

10120 Simon Hinchliffe
9954 Christina Karydi
10117 Peri Kelsey
10060 Hugo Kesterton
9912 Emily La Trobe-Bateman
10137 Catherine Langham
9930 Stevie-Louise Legg
10096 Rachael Lightfoot
9934 Florence Loader
10057 Michelle MacIver
8712 Rose Malik
10095 Charlotte Matthews
10041 Benjamin Matus
10131 Katherine McCraith
9920 Katie McDermott
10122 Jake Minton
10130 Nicola Morgan
9929 Michael Murray
9918 Imogen Newman
10042 Charlotte Nicholson
10136 George O'Brien
10036 Cameron Poole
9899 Elizabeth Prosser
8776 Lindsay Reinhardt
9905 Echo Rew
9935 Natasha Robinson
10037 Abigail Salt
9979 Katie Sanderson
9902 Judith Sargent
9974 Caroline Scholz
9916 Muyang Shi
10039 oshua Smith
10067 Kelly Stenning
9931 Alexandria Stephenson
9898 Sarah Storey
10083 Jason Summers
9923 Emma Swift
10129 Gwyneth Thomas
10059 Sang Tran
9904 Phil Trim
9903 Bethany Tucker
9936 Feride Uncuoglu
10058 Alec Walker
10068 Graeme Ward
9906 Megan Ward
9972 Lauren Whiteford
10094 Megan Wright
10140 Alexander Yeomans

Upgraded members

Member (MCIfA)

2394 Morag Cross
6414 Charlotte James-Martin
4665 David Millum
6028 Fiona Pink
6402 Imogen Wood

Associate (ACIfA)

8956 John Hemingway
7121 Beata Wieczorek-Oleksy
8368 Charlotte Willis

Practitioner (PCIfA)

8082 Emily Abrehart
9497 Ewa Belkowska-Kaminska
8868 Sara Farey
8578 Agata Kowalska

Obituary

Barrie Simpson BA MSc MCIfA (1946–2018)

J R Hunter MCIfA (103)

A former Detective Superintendent and Head of the Murder Squad in West Midlands Police, Barrie Simpson held a life-long interest in history and archaeology. He graduated with a degree in History before taking an MSc in Forensic Archaeology on retirement and then played a major role in establishing forensic archaeology as an essential discipline in criminal investigation.

He helped found the Forensic Search Advisory Group and later helped set up ClfA's Forensic Archaeology Special Interest Group, becoming a member of their Expert Panel, which receives its recognition from the Home Office's Forensic Regulator. He was very much a 'hands on' fieldworker, rarely mentioning his police background and preferring to be judged on his abilities in the field.



He worked on cases for police forces throughout the UK and regularly made appearances in court presenting archaeological evidence, but his forte was his selfless work abroad, on the mass burials of Bosnia and Kosovo, the recovery of bodies after the tsunami in Thailand and locating the evidence for genocide for the Coalition Provisional Authority in war-torn Iraq.

Barrie was a 'people person', at his best with families of victims, helping students and working with colleagues. He co-authored a book on forensic archaeology, contributed to devising and presenting courses and dedicated himself to developing the subject. He could always be called on to give advice or support. His forensic experience was monumental and he will be sorely missed by those he worked with and by those whom he befriended on his non-stop journey through life.



Barrie Simpson. Credit: John Hunter

NOTICEBOARD

Dates for your diary

Cifa Annual General Meeting

Our next AGM will be held on **Monday 15 October 2018** at Central Hall, Westminster, London. The AGM notice and other documentation is on our AGM website page www.archaeologists.net/cifa/agm

What's going wrong with desk-based assessments?

In advance of the AGM itself, we will be holding a CPD seminar.

The poor old desk-based assessment is a much-maligned beast. Despite being enshrined in planning policy, there still seems to be confusion as to what one is and what it's for. Recent discussions with ALGAO have highlighted a number of problems, including submission of DBAs when they aren't actually required and the frequent appearance of documents that do little more than reiterate information already available in the HER, with no meaningful assessment of significance, potential or impact.

Cifa is currently undertaking a thorough review of its Standards and guidance, which includes consideration of where and why things might be going wrong. This workshop, which is aimed at anyone who commissions, writes or uses desk-based assessments, will take an in-depth view of what the Standard requires and why. It will also provide the opportunity for some collaborative working as we seek to improve the guidance to help members achieve a better-quality product.

Full details of the seminar, speakers and information about how to book a place are on the Cifa website at www.archaeologists.net/cifa/agm.

The AGM will be followed by the 2018 **British Archaeological Awards** ceremony.



Cifa conference 2019

Sponsored by Towergate Insurance

Cifa2019 will be held from 24 to 26 April 2019 at the Royal Armouries Museum, Leeds



The theme for the conference will be *Archaeology: values, benefits and legacies* and will provide a forum for delegates to discuss and explore ideas around social value, public benefit and the creation of knowledge. It offers the opportunity to think about legacy and how the work we undertake now will impact on future generations – from inspiring future careers to learning lessons from our failures. We also want to consider how a multitude of stakeholders – archaeologists, policy makers, clients, the public – value our discipline financially, politically and intellectually and to think about how effective we are in communicating that value through the stories we tell.

Further details about the sessions and workshops can be found on our website at www.archaeologists.net/conference/2019 and we are now running our Call for Papers.

The conference will also include the usual selection of excursions, networking and social events.

Yearbook and Directory 2018 correction

Schuster, Dr Jörn MA Dr phil FSA MCifa (4819) 2005
ARCHAEOLOGICALsmallFINDS, Applegarth, 10 Hillcrest Road, Templecombe, Somerset BA8 0LQ
Tel 01963 371536/07887 678806 Email j.schuster@smallfinds.org.uk



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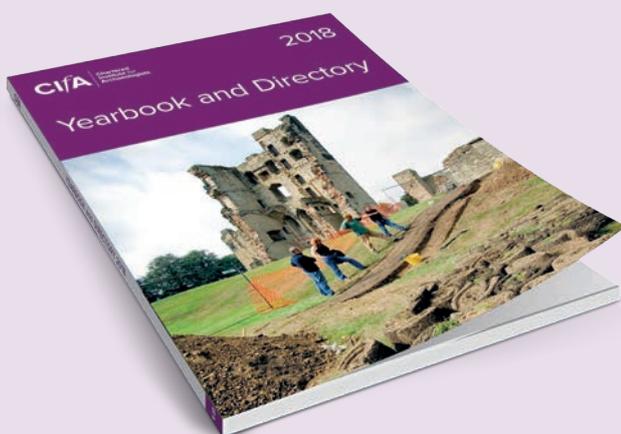
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www.conted.ox.ac.uk/arch2018

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Cifa Yearbook and Directory



See the flipping-page version at
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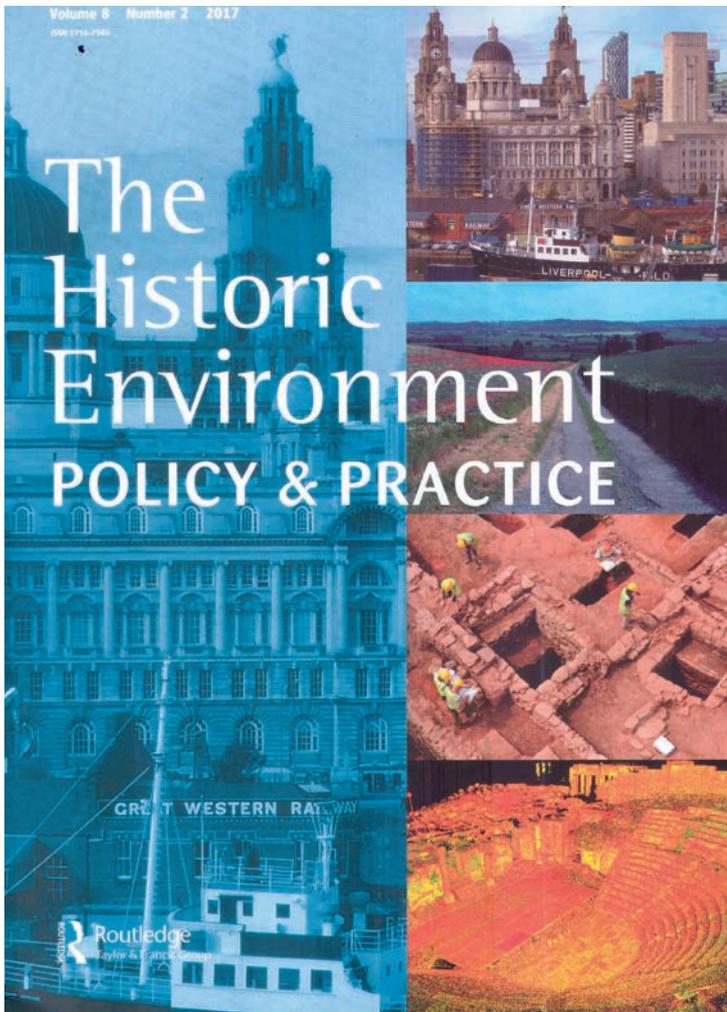
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Web: www.york.ac.uk/archaeology/postgraduate-study



CALL FOR PAPERS

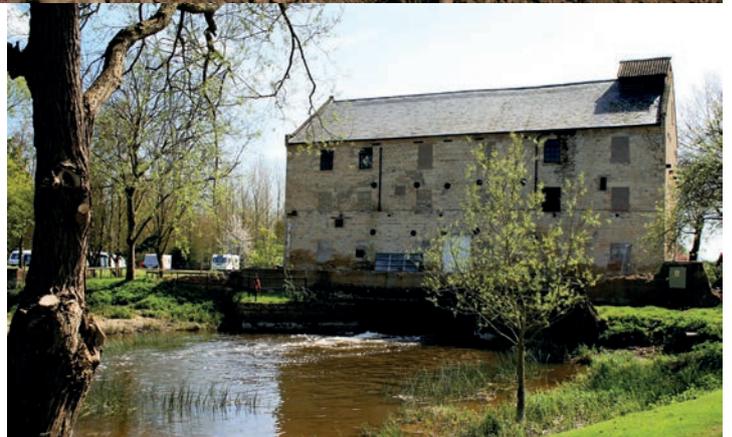
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- Trent Valley ■ Cultural heritage ■ Ecuador ■ Archives
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