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Summer 2012 Number 84
A word from IfA Chief Executive Peter Hinton

In this current edition of The Archaeologist, metamorphosis and change feature pretty highly. The world we work in and the people we work alongside are constantly developing and changing – sometimes for the benefit of the profession, and sometimes to pile further stress onto our working lives. We hear about the developments within the IfA itself: our moves for Charter should bring the increased recognition and prestige that belonging to a Chartered Institute bestows; and if we’re unsuccessful we’ll just have to learn that extremity the hard way – which has been our default way of working for long enough not to present insuperable challenges. We also include some positive news regarding continuation of the HLF workplace bursary scheme, which provides wonderful opportunities for host partners and successful candidates. What an amazing contribution the HLF has made towards our endeavours to make workplace learning a structured experience for every archaeologist! A further two years of funding will have a very positive impact, embedding our Training Toolkit and enriching it with more specialists in our suite of case studies and training plans.

This spring, the core team in the IfA office has also had to change and adapt. During March, Alex Llewellyn, our Head of Governance and Finance, was taken seriously ill and has been on a period of sick leave. We are glad to report that Alex is receiving the treatment she needs, and we are all looking forward to her recovery and eventual return to work. We have been lucky to enlist the support of our accountant, Andrew Taylor, and of Andrea Smith, who have jumped in to help keep our financial and governance work moving. Many thanks are due to both.

At the end of May we said goodbye to one of our long-serving members of staff, Kathryn Whittington (Member Services Coordinator). Kathryn is continuing her membership of IfA, so I can take this opportunity to wish her well in her new venture and thank her for all her hard work. Kathryn leaves a big hole to fill in the short term, we are of course aware that for some of our members changes within the sector have been devastating. We do what we can to support people in their struggles, so if IfA can help please let us know. I hope you will find that all these changes are in sum a good thing: we are of course aware that for some of our members changes within the sector have been devastating. We do what we can to support people in their struggles, so if IfA can help please let us know. I hope you will find that all these changes are in sum a good thing: we are of course aware that for some of our members changes within the sector have been devastating. We do what we can to support people in their struggles, so if IfA can help please let us know. I hope you will find that all these changes are in sum a good thing: we are of course aware that for some of our members changes within the sector have been devastating. We do what we can to support people in their struggles, so if IfA can help please let us know. I hope you will find that all these changes are in sum a good thing: we are of course aware that for some of our members changes within the sector have been devastating. We do what we can to support people in their struggles, so if IfA can help please let us know. I hope you will find that all these changes are in sum a good thing: we are of course aware that for some of our members changes within the sector have been devastating. We do what we can to support people in their struggles, so if IfA can help please let us know. I hope you will find that all these changes are in sum a good thing: we are of course aware that for some of our members changes within the sector have been devastating. We do what we can to support people in their struggles, so if IfA can help please let us know. I hope you will find that all these changes are in sum a good thing: we are of course aware that for some of our members changes within the sector have been devastating. We do what we can to support people in their struggles, so if IfA can help please let us know. I hope you will find that all these changes are in sum a good thing: we are of course aware that for some of our members changes within the sector have been devastating. We do what we can to support people in their struggles, so if IfA can help please let us know.

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METAMORPHOSIS
the changing world of the heritage sector

In this issue our feature article is all about change – starting with England’s National Planning Policy Framework, but also highlighting what else has changed elsewhere within our sector. Peter Hinton outlines IAs’ response to English Heritage’s National Heritage Protection Plan; Kate Geary and Andrea Bradley outline how training and CPD has developed; and Anthony McInerlain provides a guide to changes in the higher education sector. We also look at what needs to change still, with a wishlist for changes to Northern Ireland’s PPS5 from Peter Hinton and a look at the profession from the perspective of the individual from Chris Clarke. Last but not least, Shane Kelleher outlines plans afoot in industrial archaeology as a result of EH’s Industrial Heritage at Risk project.

NPPF: the future is in your hands…

Amanda Forster

On Tuesday 27 March, England’s National Planning Policy Framework was published; finally set in store after a long process of consultation and taking into account some of the concerns and worries expressed by many bodies and individuals. In a press release issued on the same day, IAs Peter Hinton and Tim Howard indicated that some positive points could definitely be highlighted, and were pleased to see concerns which they had raised with Government regarding the treatment of the historic environment had been recognised (see end for link).

Peter Hinton stated that ‘it was essential that the NPPF carried forward the principles of PPS5 to achieve Government’s twin objectives of conserving the historic environment in a sustainable manner and of ensuring wide public benefit from expert investigations of those elements affected by development…’ What we need now is a firm response from Government to clarify how they intend as a matter of course to implement the historic environment requirements which they have set out in the new framework.

English Heritage has since provided a useful guide and summary on how planning policy can now be taken forward, and how the new NPPF will affect the way the historic environment is managed in the future. The following summary borrows heavily from this guide, which is available as an online presentation put together by Mike Harlow (Government and Legal Director, EH) and Duncan McCallum (Government Advice Director, EH), and available on the HELM website (see links below).

Direct references to NPPF are generally to paragraphs within the document, indicated using an upper case ‘P’ (eg P6), where page numbers are referenced a lower case ‘p’ is used.

Importantly, it is the definition of the term sustainable development (abbreviated to SD) which really sets the scene for the way the historic environment can be taken forward. Within the ministerial forward by Greg Clark (Minister for Planning) this is described as follows.

‘Sustainable Development (SD) is about change for the better… Our historic environment – buildings, landscapes, towns and villages – can better be cherished if their spirit of place thrives rather than withers.’

Most relevant within NPPF is arguably Paragraph 6 (P6) which outlines that ‘the purpose of the planning system is to contribute to the achievement of SD’, and that the policies in P18 to P219, taken as whole, constitute the Governments view of what SD is in England and how it should be put into practice for the planning system. Essentially, if it doesn’t adhere to the underlying principles, it isn’t SD.

Paragraph 7 outlines the three main dimensions which contribute to SD – economic, social and environmental – and giving rise to the need for the planning system to perform a number of roles. Paragraph 8 goes on to outline that, in order to achieve SD, these dimensions and the gains they provide should be sought jointly and simultaneously through the planning system. That positive improvements to the quality of the built, natural and historic environment should be sought in the pursuit of SD is referred to in P9.

Equally important is the presumption in favour of SD which the NPPF seeks to give a ‘golden thread’ running through both plan making and decision making’ (P14). This is the presumption that development should be allowed if it meets the objectively assessed needs of the community provided it is genuinely sustainable. What is genuinely sustainable is defined by the objectives and policies set out in the framework.

Adherence to the objectives and policies are summarised in twelve core land-use planning principles underpinning both plan-making and decision-making (P17). With specific reference to the historic environment, one of these principles is to ‘conserve heritage assets in a manner appropriate to their significance, so that they can be enjoyed for their contribution to the quality of life of this and future generations’. This principle is further outlined in P126 to P131, where it is highlighted that heritage assets are an irreplaceable resource and that in developing strategies for the conservation and enjoyment of the historic environment, local authorities should take into account (P126):

• the desirability of sustaining and enhancing the significance of heritage assets and putting them to viable uses consistent with their conservation;
• the wider social, cultural, economic and environmental benefits that conservation of the historic environment can bring;
• the desirability of new development making a positive contribution to local character and distinctiveness;

and opportunities to draw on the contribution made by the historic environment to the character of a place.

For more a far more comprehensive and detailed expansion on the implications for practice, please have a look at Duncan and Mike’s original presentation which not only covers the defining principles of NPPF, but also outlines key concepts such as designated heritage assets, weight, harm, setting and recording. The presentation usefully highlights areas of NPPF with direct relevance to the historic environment, quoting and signposting specific paragraphs in the document itself. As well as covering this in their online presentation, English Heritage has also prepared a ‘where are they now?’ comparison sheet between PPS5 and NPPF, to facilitate direct comparison (see links below).

In conclusion to this introductory section of Metamorphosis, it is important to consider what has really changed with the introduction of NPPF. One development, often overlooked, is that the historic and natural environments are treated with pretty much complete parity, which should be seen as a major success of the sector’s advocacy and policy work over the past ten years or so – how much we make use of this policy advance remains to be seen. What is evident is that the substance of Local Plans is paramount to the success of the principles of SD, and therefore, it is in the development of Local Plans that the archaeological community should perhaps be most concerned. It is clearly stated within NPPF that ‘Local Plans are the key to delivering sustainable development that reflects the vision of a set of local communities’ (P150), and also that ‘Local planning authorities should have up-to-date evidence about the historic environment in their area and use it to assess the significance of heritage assets and the contribution they make to life in their area’ (P151). How local planning authorities access and maintain that up-to-date evidence is not specifically outlined, other than that ‘Local planning authorities should either maintain or have access to a historic environment record’ (P169). It is in this area that we as a professional community have felt most under threat in recent months.

Having access to an up-to-date HER may well be stated in the NPPF; but how bodies should make best use of it, whether through keeping an up-to-date and comprehensive HER, and whether they are able to maintain it effectively, is something that we as a professional community feel needs more clarity sooner rather than later.

NPPF… ‘Importantly, it is the definition of the term sustainable development… which really sets the scene for the how the historic environment can be taken forward.’

Ministerial foreword

The purpose of planning is to help achieve sustainable development.

Sustainable development means meeting the needs of the present without compromising the needs of the future.

Unsustainable development, which is used in almost all countries, is ‘development which depletes non-renewable resources, destroys the ecological balance, degrades the quality of the environment and degrades human welfare’. The core principles of sustainable development are to do with achieving progress, which can be outlined in five key elements.

Importantly, it is the definition of the term sustainable development (abbreviated to SD) which really sets the scene for the how the historic environment can be taken forward. Within the ministerial forward by Greg Clark MP (Minister for Planning) this is described as follows.

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in their local area (www.archaeologists.net/advocacy/protecting-services) and, more widely, to promote the important contribution that the historic environment has to make to the quality of life for this and future generations. To end on a quote from NPPF: ‘Heritage assets with archaeological interest are the primary source of evidence about the substance and evolution of places, and of the people and cultures that made them’ (p50). NPPF outlines how the planning process works, and we archaeologists all know how important archaeology and the historic environment is both regionally and nationally. The challenge for us is to demonstrate to local communities why it is important for them to demand they get the best out of their historic environment, and to provide local archaeology advisors with our ongoing support through difficult times. If we expect Local Plans to help protect and conserve the historic core of towns, villages and the landscapes they occupy, we need to provide the evidence of why it is important to do so.

As a final note with regards to practice, it is important to note that the Historic Environment Planning Practice Guide (March 2012) is still relevant and considered to be a ‘live’ document endorsed by government. Government is yet to clarify the situation regarding guidance for NPPF so, with relation to the historic environment, keep an eye on the English Heritage website and, of course, the IfA news pages, and we will keep you up to date.

Links to documents and websites mentioned above
NPPF: www.communities.gov.uk/publications/planningandbuilding/nppf
English Heritage commentary on NPPF and the Historic Environment (including presentation, and comparison documents): www.helm.org.uk/server/show/ConWebDoc.1769
IfA advocacy pages: http://www.archaeologists.net/advocacy/protecting-services

The (English) National Heritage Protection Plan was launched by the Rt Hon John Penrose MP, Minister for Tourism and Heritage, on 23 May 2012. The plan presents English Heritage’s priorities from 2011 to 2015, and maps out the Action Plan which sits at the heart of NHPP. Peter Hinton, IfA Chief Executive, presents a comparative discussion of the concordance between NHPP and the IfA’s own strategic plan 2010–2020.

IfA’s strategic plan
IfA’s strategic plan (www.archaeologists.net/sites/default/files/node-files/Stratplansummary.pdf) sets out the purpose and priorities of IfA 2010-2020. It has six objectives:

1. increase understanding of the role of archaeologists in society and improve our status
2. inspire excellence in professional practice
3. strengthen the relationships between archaeologists across the historic environment and other sectors
4. ensure IfA membership and registration essential demonstrations of fitness to practise
5. develop a stronger influence over policy affecting the Historic Environment
6. give archaeologists a credible, effective and efficient professional institute

The plan sets out the strategies for achieving its objectives, either by itself or in partnership with others.

IfA’s strategic plan explains that archaeologists study – and care for – the past through its physical remains. These remains, whether built, buried, on land or underwater, extraordinary or everyday, magnificent or mundane all contribute to our historic environment. The resources of the historic environment, like those of the natural environment, are for the benefit of everyone in society, today and in the future, and need to be treated with care and expertise. Archaeologists have a unique set of skills to tap into these resources – to find them, to explore them, to manage them and to realise their full potential for education and research, the improvement of our environment and the enrichment of people’s lives. We have a duty to society to fulfil this role.

Archaeologists are therefore key to heritage protection, and play a major role in the NHPP. IfA does not directly contribute to heritage protection, but its members do. IfA’s stated purpose is: we promote high professional standards and strong ethics in archaeological practice, to maximise the benefits that archaeologists bring to society, and to bring recognition and respect to our profession.

This statement sets out IfA’s critical role in capacity building, standard setting and advocacy, all of which are required to support implementation of the National Heritage Protection Plan, and to realise IfA’s vision for 2020.

In 2020 all professional archaeologists will have the skills, integrity and versatility to ensure that the study and care of the historic environment brings real benefits to people’s daily lives.

Aligning strategies; IfA’s strategic plan and the National Heritage Protection Plan

Peter Hinton

The National Heritage Protection Plan (NHPP), put simply, will be the national framework for bringing together work by English Heritage (EH) and other partners within the sector to protect the historic environment. It will allow us to re-align and apply the full range of our expertise and resources towards protection activities carried out directly by EH or towards supporting others in their protection of what is valued and significant.’ English Heritage website

Castlerigg stone circle, Cumbria, where the setting of this impressive monument provides more than just a backdrop to an archaeological site. In NPPF, the historic and natural environments are treated with pretty much complete parity. © Amanda Forster
The Archaeologist

Professional development ranging pretty much across the historic environment

Strapline

Authorities. As befits an organisation with the area, and has deployed a large fleet to tackle joint exercise. IfA has many vessels in the ‘Foresight’ strategic ocean. This is, of course, not a battle but a NHPP. Just how much synergy there is can be seen in the context of the planning-led investigation of the historic environment, these IfA priorities have been developed through the Southport Group's report.

While some of the strategies and actions of the IfA plan are inward focussing, many contribute to the public and clients they serve. In the context of the planning-led investigation of the historic environment, these IfA priorities have been developed through the Southport Group's report.

With that caveat, the following activities are proposed for 2012-13 that would contribute directly to the NHPP:

- a revised draft Standard and guidance for archaeological advice by historic environment services, a first draft Standard and guidance for archaeological consultancy and revisions to fieldwork Standards, including provisions for public participation, research focus and expertise, archives, dissemination, collaborative working, better written schemes, importance of quality to clients, quality management via the planning process (Southport Recommendations 2, 12, 14, 17, 19, 20, 23, 24, 25, 26; NHPP actions 4A-H, 5A4, 5B2, 6A-B, 8A1, 8A3, 8A5, 9B4, 9B6, 9D1, 9D2);
- the archaeological advice project is being conducted with ALGACO UK and has received generous support from English Heritage, Historic Scotland and Cadw.

- publicity and training on the Standard and guidance for archaeological advice if adopted (NHPP 4A-H, 5A4, 5B2, 6A-B, 8A1, 8A3, 8A5, 9B4, 9B6, 9D1, 9D2);
- a review of the Stewardship Standard and guidance (Southport Recommendation 19; NHPP 5A4, 5B1, 5B2, 6A-B, 8A2, 8A5, 9B1);
- a review of environmental protection policy and obligations of members (NHPP 2A2, 9B3);
- promote in The Archaeologist best practice in adding value to development (Southport Rec 22; NHPP 1B1, 8A1, 9D3);
- reviewing, with a view to endorsing as professional best practice, a new concordat between the British Property Federation and FAME (Southport Recommendation 22; NHPP1B1, 6A-B);
- development with sector partners of practice guidance to support new planning policy (Southport Rec 25, 26, NHPP 4A-H, 5A4, 5B2, 6A-B, 8A1, 8A3, 9B1);
- subject to funding, training on implementation of recent planning policy, guidance and relevant IfA Standards in Scotland and England (Southport recommendation 29; NHPP 2E2, 5B2, 6A-B, 8A1, 8A2, 9B1);
- promoting the British Archaeological Awards (Southport recommendation 31; NHPP 9D3);
- holding an annual conference, training and CPD event (NHPP 9B1, 9B6 and many more).

Two plans; one historic environment

It is unsurprising that the IfA strategic plan has much in common with the NHPP. The NHPP is about protecting heritage: IfA's Code of conduct places the protection of what is valued and significant. The (English) National Heritage Protection Plan (NHPP; www.english-heritage.org.uk/content/national-heritage-protection-plan.pdf) was originally conceived as a means of ensuring and demonstrating targeted use of English Heritage's diminishing resources. It is now evolving into a collaborative framework for prioritising heritage protection resources from across the sector and where possible beyond. The plan states that it will be the national framework for bringing together work by English Heritage and other partners within the sector to protect the historic environment. It will allow us to re-align and apply the full range of our expertise and resources towards protection activities carried out directly by EH or towards supporting others in their protection of what is valued and significant.

The plan has been described in The Archaeologist 81, 16.

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The changing landscape of skills and training

Kate Geary

As reported in previous editions of TA, a considerable amount of IfA’s effort is directed towards ensuring that archaeologists have the skills and access to training they need in order to maintain high professional standards. Since 1999, we have promoted a six stage vision for training which involves:

- identifying the roles archaeologists undertake
- the skills they need to undertake those roles
- developing the training they need to gain the skills, and
- the vocational qualifications to accredit that training
- linking professional membership to vocational qualifications
- achieving pay which recognises the value of that professionalism

Through the HLF funded Workplace Learning Bursaries scheme and the English Heritage funded EPPIC programme, we have been able to develop a methodology for structured workplace learning, based on National Occupational Standards, and the infrastructure to deliver NVQs in Archaeological Practice. Our focus now is on promoting that methodology and on finding a sustainable way to support employers and learners in the future.

As always, we aren’t working in a vacuum. The broader UK skills agenda is changing with less emphasis on learning through higher education and more focus on vocational skills and the accreditation of learning in the workplace. The Government expects employers to engage more with the skills agenda and to inform the development of the training and qualifications they need. It also expects organisations, particularly Sector Skills Councils, involved in the development of training and qualifications to listen to employers and to design and deliver qualifications which meet the requirements of industry.

Whilst the value of academic qualifications in archaeology is likely to remain high, there are advantages to a more flexible approach to career entry and progression, both for employers and those seeking to work in archaeology. Rising university tuition fees and questions of affordability versus return on investment will inevitably start to impact on numbers studying archaeology and it is possible that in the future new recruits will come into archaeology through a vocational route, engaging in academic study later in their careers or on a part time basis. Greater flexibility also has the potential to lead to greater diversity as alternative pathways allow those who can’t, or don’t wish to, go to university to consider a career in archaeology.

Employers (and graduates) have for some time been calling for a better balance between academic understanding and vocational skills at career entry stage. There is a persuasive argument, however, that vocational skills are best acquired in the workplace although this demands a more formal, consistent and structured approach to ‘on the job’ learning than is commonplace at present. A potential solution may lie in the development of Advanced and Higher Level Apprenticeships in archaeology, based around a formal programme of learning in the workplace and accredited through an NVQ. IfA is exploring the potential of Apprenticeships with Creative and Cultural Skills at present but, as always, will need to show engagement with, and demand from, employers in order to take things forward.

Funding for the development and support of vocational training is available through the Growth and Innovation Fund (skillsfundingagency.bis.gov.uk/employers/growth-innovation-fund/) and the Employer Ownership of Skills Pilot Fund (www.ukces.org.uk/employerownership). Bids to both funds must be employer led and IfA is keen to work in partnership with Registered Organisations and FAME to develop vocational training programmes in the future. We are also keen to work with academic partners to explore whether the methodology for workplace learning we have developed can contribute to the development of vocational skills training and assessment in a higher education context.

As in so many other walks of life, the landscape of skills and vocational training is constantly evolving as organisational priorities and Government agendas come and go. Keeping up with the latest trends and opportunities is challenging but essential if we are to meet the future skills and training needs of our profession and continue to deliver the high professional standards clients and the public expect.
Building an archaeologist
Andrea Bradley

Prolonged changes happening unexpectedly can be uncomfortable - even shocking. IfA expects that profound change in the way we approach training in the sector, and expects IfA members and member organisations, professional friends, colleagues and clients to play their part in the transformation.

Get involved and help deliver the vision. Lead the change, don’t be surprised by it.

The vision for 2020 is one of a changed profession, in the way we become archaeologists and by association in the quality and meaning of what we do. In 2020 our sector will better prepared and more appropriately skilled to meet the needs of the future than it is today.

In 2020
• structured on the job training will be an expectation of early career archaeologists
• training will focus on four areas of competency – research, understanding of legal and policy obligations, professional ethics and specialist knowledge
• employers will build structured training into all career-entry roles and ideally into all roles in their organisation
• training will be carried out by skilled trainers
• there will be a training structure that is universally understood and accepted as the means of achieving and driving a career in archaeology

The writing on the wall; ideas for building blocks to help meet our strategic training visions for 2020 © IfA

Several ideas were suggested by delegates at an IfA day conference on training in February 2012, as depicted on the wall. Add your own and let’s make a start.

Higher Education in transformation
Anthony Sinclair

From September this year the relationship between students, universities and the state will fundamentally change. In England and Northern Ireland, students will take on a loan for tuition fees to be repaid once they are earning more than £21,000 in gross salary. Welsh and Scottish students will still get free higher education at home, but will incur major tuition fees elsewhere. Significant debts will also be accrued for living costs whilst a student. Tuition fees will replace the teaching grant once supplied by government for almost all subjects. These changes have been introduced to reflect the fact that higher education is optional for the individual and, usually, leads to a career with above average lifetime earnings, sometimes considerably. Higher education will be essentially a private good except when in a few select subjects – Science, Technology, Engineering, Maths and Languages – considered essential for the national economy, and still publicly financed in part.

Alongside certain opportunities, university managers foresee considerable risks in this new world: can their institution secure enough income to match its expenditure? University costs, driven largely by full-time staffing and complex facilities, are very difficult to scale back at short notice, whilst capacity cannot be easily regained once lost. To maximise potential income, universities are striving to increase revenues from research, contract work, fees from foreign students, and from intellectual property or ‘knowledge transfer’, in addition to home student tuition fees. A global reputation and recognisable brand is vital so that students and their parents will judge an education from The University of X worth the cost. This reputation is largely created by publicly available evaluations of research performance, student experience, and measures of student grades and employability. Vice-chancellors view their position in university league tables, both national and international, as a form of real-time proxy measure of reputation.

Reputation might also be enhanced by successful relationships built up with graduate employers. Archaeological employers have repeatedly argued that the current curriculum in archaeology does not properly prepare students for entry into the profession. Students are described as lacking experience in excavation, in specific forms of professional work (desk-based assessments, etc.) and in a general understanding of the nature and purpose of professional archaeology. There are a small number of departments and degree programmes where training for the profession is central to the curriculum, but many departments know that the majority of their graduates follow a generic arts or humanities career path into management, finance, media, sales, hospitality and others, whilst many progress to postgraduate study in archaeology. Their undergraduate curricula and forms of teaching practice have evolved with this in mind. The QAA’s subject benchmark for archaeology acknowledges this. It emphasises a broad range of archaeological and transferable skills and knowledge, without any prescriptive requirement for professional archaeological work, unlike some other vocational humanities degrees, such as law, social work, or town and country planning. Will an emphasis upon graduate employability and the ‘enhanced voice’ of employers in the Department for Business, Innovation and Skills change this?

In this brave new world without government subsidy, a degree course in archaeology will become a form of private education. It will be a deal between the student as consumer (though we might prefer to call them ‘clients’) and the university as supplier. It will certainly be a significant personal investment: most universities have already set their tuition fees for undergraduate courses at the maximum of £9000 per year. Even so this will not generate much, if any, profit. According to the most recent data published in 2012, the average student of archaeology costs £8567 to teach each year; other students in the humanities career path into management, finance, media, sales, hospitality and others, whilst many progress to postgraduate study in archaeology. Their undergraduate curricula and forms of teaching practice have evolved with this in mind. The QAA’s subject benchmark for archaeology acknowledges this. It emphasises a broad range of archaeological and transferable skills and knowledge, without any prescriptive requirement for professional archaeological work, unlike some other vocational humanities degrees, such as law, social work, or town and country planning. Will an emphasis upon graduate employability and the ‘enhanced voice’ of employers in the Department for Business, Innovation and Skills change this?

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heritage professionals in the private sector, has
Trade Union which represents archaeologists and
impact upon the majority of employees. Prospect, the
understand how an industry functions at its most
individuals in the workplace, means you truly get to
industry from an individual’s perspective, one that
perspective is to truly view the development of an
and the heritage sector from a Trade Union’s
ChirsClarke
To view the evolution of professional archaeology
which archaeology might be a common part but less
distinction between ‘major’ and ‘minor’ subjects in
sources of income to enhance the ‘business mix’ is
more closely managed, and the development of other
retirement or transfer, research performance is even
suggest that expenditure will exceed income.
student numbers in many departments of archaeology
say, but where a joint approach has been taken in
PPS6 was published in 1999. It no longer reflects
parties within the heritage industry as well. If we try
fight for members rights on basic issues such as
role of the Union is more meaningful than
members, and for heritage professionals in general.
It is hoped that with our growing membership base
contributions, sick leave entitlement and paid overtime.
employers and national bodies such as the IfA and
are still committed to working with both individual
employment rights. As we were back in the 1990s, we
only in the last five years that Prospect has been
Northern Ireland. It guides on the use of powers
impose restrictions on private individuals’ rights to
better conditions of employment, but if the worst
need extra support, someone to fight their corner. Not
only someone to negotiate higher wages levels, and
better conditions of employment, but if the worst
happens to minimise the impact of redundancies.
Prospect has a responsibility to be proactive as well
reactive, by looking for new approaches to the
standard problems and to stimulate new thinking, not
only from ourselves as a Union, but from other
parties within the heritage industry as well. If we try
light the development of the same
approaches then improvements within the industry
will remain tediously slow. Approaching the problem
from a new angle is what the industry needs to give a
push in the right direction. Whether those varying
parties within the industry can identity and
implement such new approach by themselves is hard
to say, but where a joint approach has been taken in
the past, success is a much more achievable target.
So, before we can congratulate ourselves on how far
the industry has come over the past decades, we
must first recognise as an industry as a whole where
our failings still lie, and what issues are still holding
us back from advancing at the pace we would like.
In doing so the role of the individual must be kept at
the forefront. For what is an industry without employees?
What is archaeology without archaeologists?
For more details on the work Prospect does please go
to http://www.prospect.org.uk/members_areas/branch/NI/181/

Changing Prospects
Chris Clarke
To view the evolution of professional archaeology
and the heritage sector from a Trade Union’s
perspective is to truly view the development of an
industry from an individual’s perspective, one that
always looks from the ground up. The function of a
Trade Union to represent the employment rights of
individuals in the workplace, means you truly get to
understand how an industry functions at its most
critical point, at the coalface where the service is
provided, where business models and management
objectives meet reality, and where business decisions
impact upon the majority of employees. Prospect, the
Trade Union which represents archaeologists and
heritage professionals in the private sector, has
undertaken this role (in various guises) for in excess of
twenty years, fighting to get the best deal for site
staff, office staff, specialists, and consultants.
By taking this view of the industry from the
individual’s perspective, you can immediately see the
obvious positive changes which have influenced us
all such as the growth of professionalism,
introduction of new technologies, and increased
planning guidance. Despite such positive changes the
role of Prospect has altered very little in the last
twenty years. Prospect is still having to work hard to
fight for members rights on basic issues such as
wages and working conditions. As much as wages
have risen over the past decades, they have never
risen proportionally to represent a true living wage
for most staff members. Wage levels have at best
only kept up with inflation, and have never reflected
the pay levels of other equalled qualified and
experienced workers employed in other construction
related industries we work alongside (Price and
As an example of how slow progress can be within the
industry on the subject of pay and conditions, it was
only in the last five years that Prospect has been
successful in making sure all members have received
something as basic as a contract of employment, and
so making sure members secure even the most basic
of employment rights. As we were back in the 1990s, we
are still committed to working with both individual
employers and national bodies such as the IfA and
FAME to negotiate for higher wages and improved
working conditions such as increased pension
contributions, sick leave entitlement and paid overtime.
It is hoped that with our growing membership base
that over the next few years that we can secure even
greater improvements to the working lives of our
members, and for heritage professionals in general.
The uncertain times in which we currently lie means
that the role of the Union is more meaningful than
ever. With the impact of NPPF in England still to be
measured and the economy not growing as expected,
no one can accurately predict how the industry will
develop over the next couple of years, let only five
days down the road. Such a situation does not bode
well for issues such as job development and security.
It is now more than ever that individual employees
need extra support, someone to fight their corner. Not
only someone to negotiate higher wages levels, and
better conditions of employment, but if the worst
happens to minimise the impact of redundancies.

PPS6: promoting change and adaptation in Northern Ireland
Peter Hinton
Overview
Planning Policy Statement 6: Planning, Archaeology and the Built Environment (PPS6) is the document that
underpins developer-funded archaeology in Northern Ireland. It guides on the use of powers
under planning legislation that enable the state to impose sanctions on private individuals’ rights
to develop their land and property, where such development would affect public enjoyment of our
shared heritage. It provides guidance to planning applicants and the relevant authority on how
planning decisions should be made about designated assets (scheduled monuments, listed buildings,
registered parks, gardens and demesnes) and non-
designated assets, whether within or outside
conservation areas. It also contains detailed guidance on the conservation of buildings, treatment of the
public realm, and on some key aspects of heritage legislation.
PPS6 was published in 1999. It no longer reflects
political and administrative structures and will come
further adrift with the Reform of Public
Administration (a programme to reorganise local
authorities and give them more powers, including for
planning – a function presently conducted by the
Northern Ireland Department of the Environment).
Approaches to conservation and archaeological
practice has also evolved, and in some aspects
terminology and content it no longer reflects good
practice. It has had, anyway deficiencies in the
policies and their wording from the outset. The net
effect is that it has failed to secure public benefit
consistently where developers have been required to
commission archaeological investigation of our
heritage in advance of its destruction.
With these concerns in mind, the Northern Ireland
Archaeology Forum has called on the Northern
Ireland Assembly to review and reform planning
policy on the historic environment.
The scope of reform
Environment Minister Alex Attwood has told NIAF
representatives that he currently is not minded to
reform PPS6 in advance of the transfer of planning
powers to local authorities. If that remains policy,
NIAF intends to persuade the Executive that while
wholesale reform may not be necessary, some
technical amendments would reap dividends.

PPS6 was published in 1999. It no longer reflects
political and administrative structures and will come
further adrift with the Reform of Public
We will argue that while an advance in its day, PPS6 now has a confused approach to ‘archaeological remains’ and buildings, proposing subtly or less subtly different approaches to above- and below-ground elements of the historic environment – especially so for the non-designated – which could be highly misleading for developers. As with its contemporaries elsewhere in the UK, its advice on archaeology fails to make clear:

• the public interest in such work
• the scope of the historic environment affected by the advice (archaeology is applicable to standing buildings as buried sites)
• the planning applicant’s responsibility to make provision not only for recording but also analysis and dissemination of the results through publications, archives and other means of public engagement
• the need for practitioners and their work to meet professional standards in order to achieve that public benefit
• that the object of archaeological work should not be to mitigate the loss of the fabric of a heritage asset by creating a record of the fabric, but to offset that loss by creating understanding of its history and meaning.

Correction of these deficiencies, as has happened in England and Scotland, would provide a sound, justified, proportionate and reasonable basis both for protecting and for increasing public enjoyment of the historic environment.

Proposed changes

So here is a draft wishlist.

Inclusion in paragraph 1 of a statement on the public benefits of increased understanding and appreciation of the historic environment, including to identity, community and a sense of shared histories. This would complement the statements on the regenerative potential of heritage.

A clear statement in paragraph 2 that all elements of the historic environment, upstanding, buried or submerged – and explicitly including palaeoenvironmental deposits and artefact scatters not associated with structures, should be considered for protection for or investigation through archaeological techniques.

Replacement of the reference in paragraph 3.4 to ‘intrinsic importance’ (a slippery concept) to an explanation of the potential of all elements of the historic environment to yield understanding of Northern Ireland’s past to archaeological investigation.

Policy BH3 (archaeological assessment and evaluation) to include a statement that work should comply with professional standards (e.g. those published by the Institute for Archaeologists or the Institute of Archaeologists in Ireland) and be conducted by professionals with accredited competence (e.g. by IFA or IAI).

Policy BH4 (archaeological mitigation) to be expanded to explain that:
• it applies to all elements of the historic environment
• the applicant is responsible for producing a publication and a deposited archive
• it may reasonably include provision for public participation, with guidance on the many forms that may take
• work should be licensed and comply with professional standards (e.g. those published by the Institute for Archaeologists or the Institute of Archaeologists in Ireland) and be conducted by professionals with accredited competence (e.g. by IFA or IAI).

Deletion of the sentence in 3.21 on insuring against unexpected discoveries, as the insurance industry is unable to provide such cover, the need for which can be substantially reduced by taking professional advice on a staged approach to risk management.

Policy BH6 to be brought into line with Policy BH4.

Policy BH10 to be brought into line with Policy BH4.

Policy BH10 to make clear that recording, analysis and publication may be required for unlisted buildings.

Southport in Northern Ireland?

The contention is that revisions to PPS6 could materially improve the practice of developer-funded archaeology in Northern Ireland, with increased public benefit through publication of discoveries and engagement of the public – on site on occasion, or through dedicated work on publicly accessible archives. This is in keeping with the report by the Southport Group, Realising the benefits of planning-led investigation in the historic environment: a framework for delivery (www.archaeologists.net/southport).

This may not be the only approach. Another mechanism, unique to Northern Ireland in the UK, is the issuing of licences to excavate for archaeological purposes. Robust conditions applied to ensure the publication of discoveries, and the transfer of title of excavated objects from the landowner to a museum, would in theory result in some public access to the results of fieldwork. Making licence eligibility dependent on IFA Registration (or even Chartered Archaeologist status) would provide greater assurance: the authorities would know that licence-holders were bound by a Code of conduct that required publication, and had demonstrated their ability to comply with Standards and guidance for fieldwork and other projects. In the event of poor practice, they would be subject to a complaints procedure that could strip them of Registration and hence eligibility for the essential licence to practice. By linking the licensing powers of the national authority (the Northern Ireland Environment Agency) and the self-regulatory framework of the professional institute, a light-touch but effective means could be evolved for improving the benefits to public and developer from planning-led archaeology in Northern Ireland.

Industrial heritage at risk?

Shane Kelleher

English Heritage’s Industrial Heritage at Risk research project has shown that there is a serious disconnect between the public’s very positive attitude towards industrial heritage, and the proportionately low level of funding and high level of risk associated with it. The initiatives put in place by English Heritage in response to this research should represent a sea-change in the way that England’s industrial heritage is understood, preserved, managed, and cared for in the future. These should also provide a template for a sustainable way forward in integrating the involvement of communities, developers, owners, volunteers and public and private bodies in future ‘At Risk’ campaigns and in the protection, management and understanding of heritage in general.

Britain’s rich, diverse and highly significant tangible and intangible industrial heritage, comprising buildings, structures, landscapes, archives, artefacts and memories, are potent reminders of the key role that the country played as the cradle of the Industrial Revolution. The international reverence and recognition afforded to the innovation and ingenuity of Britain’s pioneering industrialists such as Abraham Darby, Thomas Newcomen, Josiah Wedgwood, Thomas Telford and Richard Arkwright, is a clear indicator of its role in the transformation of the western world from being a predominantly rural and agrarian society/economy to being urban-centric and industrialised. This process continues today with the industrialisation of the world’s new superpowers, India, China and Brazil. The 18th and 19th centuries were a true golden age for Britain when, as an industrial Leviathan and ‘thinktank’, it was at the forefront of the development of the modern world, the inheritance of which should be interpreted, protected and cherished. Unfortunately, the realities of the current situation, with regard to industrial heritage, often fail to meet such an aspiration.

A combination of neglect, real and perceived apathy, and misguided priorities/policies have contributed to
a situation where some of England’s most iconic and important buildings, such as Battersea Power Station, London and Ditherington Flax Mill, Shropshire, the world’s first iron-framed building, are considered to be at risk. This situation is mirrored at other former industrial sites across the length and breadth of the country where the decline of industrial activity, lack of funds, interest, and imagination, particularly with regard to adaptive reuse, have resulted in the loss, deterioration or irreversible/unsympathetic alteration of numerous important industrial landscapes and buildings. To further illustrate this point, English Heritage’s Heritage at Risk Register shows that 10.6% of Grade I and II* listed industrial buildings are at risk, meaning that listed industrial buildings are over three times more likely to be at risk than the national average. This is clearly not an appropriate legacy to the country’s unquestionably important industrial past.

This threat to England’s industrial heritage is not a new one, in the 1960s such events as the demolition of Philip Handwick’s iconic Euston Arch sparked considerable outrage which served as a catalyst to mobilise the conservation movement and provided great impetus, and importantly, a cause to industrial archaeology as a discipline which was very much in its early stages of development. The founding of the Association for Industrial Archaeology (AIA) in 1973, the prevalence and success of volunteer groups, the integration of post medieval and industrial archaeology into university courses, including the founding of the Institute of Industrial Archaeology at Ironbridge, and the inscription of World Heritage Sites such as the Ironbridge, and the heart of mercantile Liverpool, status on industrial landscapes such as the Ironbridge, and the inscription of World Heritage Site founding of the Institute of Industrial Archaeology at Liverpool, and the heart of mercantile Liverpool, status on industrial landscapes such as the Ironbridge, and the inscription of World Heritage Site founding of the Institute of Industrial Archaeology at Liverpool, has served to champion industrial heritage and keep it on the political agenda and national consciousness. However, despite these and other developments, a relatively sizeable proportion of England’s industrial heritage remains in peril. The campaigners and activists of the 1960s and 70s aren’t getting any younger, such as the Association of Industrial Archaeology (AIA) and the countless voluntary groups managing and conserving historic industrial sites would benefit from an injection of youth, energy and new ideas, whilst many universities, lamentably even those in England’s industrial heartlands, have shunned industrial heritage/archaeology for more distant, in terms of location and time, courses of study. In addition, the continual demise of British manufacturing puts more and more industrial sites at risk, yet funding for the protection, conservation and regeneration of such sites from bodies such as the Heritage Lottery Fund (HLF) remains proportionally very low.

In a distinctly 21st century nod to the spirit of the ‘causes’ of the 1960s and 70s, English Heritage has used its Heritage at Risk programme to provide a ‘dynamic picture’ of the health of England’s built industrial heritage, whilst also providing advice on how best to save those at risk from being lost forever. In October 2011, in its follow-up to Conservation Areas at Risk (2009) and Places of Worship at Risk (2010), English Heritage launched Industrial Heritage at Risk, the principal aims of which are to take stock of the risks affecting industrial heritage in England and to assess the effectiveness of possible solutions. The approach adopted by English Heritage is firmly ensconced in the social, political and economic milieu of the day with an emphasis on public opinion, the internet, and glossy award ceremonies to collect, collate and publish/publish results and findings, and a focus on partnership, advocacy and volunteering in implementing the strategies and initiatives arising out of the project.

The results of the research project and an independently run public attitude survey were quite interesting and showed in particular the dichotomy between the respect and interest that the general public i.e. the taxpayer/lottery ticket buyer has for its educational value (75%) and because it can be protected

people value our industrial heritage because it is a reminder of what made our country great (71%), for its educational value (75%) and because it can provide a direct link to our families’ past (33%)

overwhelmingly the public think that it is as important to preserve our industrial heritage as other types of heritage such as castles and country houses (80%)

people strongly believe that our industrial heritage should not be demolished or left to decay: 71% agree that industrial heritage sites should be reused for modern day purposes while making sure their character is preserved

younger people are less interested in industrial heritage than those aged over 55

It is clear from the above statistics that industrial heritage rates highly in the general public’s estimation when compared to castles and country houses, a fact which is tempered by the reality that it is at much greater risk. In response to the above findings English Heritage has developed a number of new initiatives which it is hoped will go some way to redressing the balance and provide a sustainable platform for England’s industrial heritage. These initiatives include:

• compiling a useful and useable Industrial Heritage at Risk website (www.english-heritage.org.uk/industrial-heritage-at-risk) which displays the results of the research project and public attitude survey. In addition this provides links to a developers’ portal offering advice on the care and reuse of industrial buildings, excellent case studies, a guide to industrial heritage in English Heritage’s archives, a guide to listing and scheduling industrial structures, a new teacher’s kit and a list of industrial sites on the At Risk Register

• providing help to owners on maintaining vacant historic buildings through the publication of updated guidance: Vacant Historic Buildings: An Owners Guide to Temporary Uses, Maintenance and mothballing

• publishing an updated Stopping the Rot: a guide to enforcement action to save historic buildings, which should be of benefit to local authorities, owners and developers of historic industrial buildings

The key findings of the public attitude survey included:

• people really care about our industrial heritage: 85% agree that it is important to identify significant sites from our industrial past so that they can be protected

• people value our industrial heritage because it is a reminder of what made our country great (71%), for its educational value (75%) and because it can provide a direct link to our families’ past (33%)

• overwhelmingly the public think that it is as important to preserve our industrial heritage as other types of heritage such as castles and country houses (80%)

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English Heritage has recently published industrial themed issues of Conservation Bulletin and Research News supporting a new Architectural Heritage Fund Grant scheme which aims to encourage local groups in setting up Building Preservation Trusts. This has also seen the appointment of three Regional Development Officers, located in the midlands, the north of England and the south west. The remit of who will be to bring together voluntary bodies with industrial sites at risk in partnership with the Ironbridge Gorge Museum Trust (IGMT), the Association for Independent Museums (AIM) and the Association for Industrial Archaeology (AIA), English Heritage is part funding an Industrial Heritage Support Officer. The post-holder, who will be based at Ironbridge, will develop a national strategy to improve the sustainability and conservation standards of industrial sites preserved with public access and identified as needing support. In addition, they will also work to improve the capacity amongst owners and managers to secure the long-term future of these sites and to create a network of relevant stakeholders and grant providers that is sustainable beyond the three year life of the post.

Further projects arising out of the Industrial Heritage at Risk initiative will be taken forward as part of the National Heritage Protection Plan 2011-2015 (NHPP). Industrial heritage is well represented in the plan with over 35 specific projects grouped into four main activities - Historic Ports, Dockyards and Coastal Resorts; Historic Water Management Assets; Traditional Industry, Modern Industry, Mining and Associated Housing; and Transport and Communications. These projects will include national reviews of twentieth century industry and worker's housing, Lancashire Textile Mills and a study of railway signal boxes.

English Heritage has also recently published a number of industrial heritage-themed books as part of its Informed Conservation series; standout titles include Ancoats, Cradle of Industrialisation and Manningham, Character and Diversity in a Bradford Suburb. It has also supported the publication of Industrial Archaeology: A Handbook by the Council for British Archaeology (CBA). This was produced in partnership with the Association for Industrial Archaeology (AIA) who are also re-launching the AIA Awards which will include an Archaeological Report Award which will see two biennial awards of £800 given to the best industrial archaeology report submitted by funded/commercial projects and by voluntary groups. The AIA is also organising a pre-annual conference seminar (10 August 2012, Chelmsford, Essex) on the Archaeology of 20th-century Industrial Sites. More details about the AIA awards, the pre-conference seminar, and joining the AIA can be found at www.industrial-archaeology.org.

Industrial Heritage at Risk marks a new approach in the care, protection and management of England’s industrial heritage. It should also provide opportunities, for both commercial and academic archaeologists, to carry out new and innovative research, create detailed records and understanding, and to inform the conservation, management and sustainable future of England’s highly significant industrial buildings and landscapes. In addition, the emphasis on the development of voluntary groups could provide a focus for archaeologists to use and develop existing and new skills in their spare time, and in turn provide an impetus of youth and new ideas into fledgling and long running institutions and groups.
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Mull Museum was successful in applying for funds to undertake a professionally-led community excavation at the early Christian Chapel of Baliscate on Mull. This short article describes the framework it used to determine and procure the necessary archaeological support. The museum began by commissioning a full Project Design (describing research objectives, methodology, costs etc) and used it to inform (rather than determine) the final tender. The project will be one of Scotland’s major research excavations in 2012 and a real feather in the cap for Mull Museum and the community it serves.

The discovery and subsequent Channel 4 Time Team investigation of an early Christian chapel on Mull (broadcast in 2010) provoked considerable interest on the island. Many people asked Mull Museum “what happens next?”

Wessex Archaeology, which carried out the site excavation and reporting on behalf of the Time Team, had produced a detailed technical report. The Museum’s first step was to produce an illustrated summary report (written by the Museum Archivist Jean Whittaker) to circulate more widely. The summary report was written not only for the general public, but also to start a process for looking into the feasibility of further archaeological work at Baliscate. Copies of this report went on to be sold to raise funds for further excavation.

In April 2010, the Museum Committee decided to commit time and resources to examine ways in which further archaeological work could continue from the tantalising point at which Time Team had had to stop. So much had been discovered, including a fragment of an 8th-century carved cross recovered from a leacht during the evaluation and human remains interred under the east wall of the chapel dated to cal AD 610-690. The site was soon scheduled.

Both had deadlines for submission of formal applications for grant, and LEADER could not fund the preparation of a Project Design. The sub-committee had to hastily re-arrange the sequence of the critical tasks and pursue funding and preparation of the project design at the same time. Through many meetings in the autumn of 2011, the sub-committee prepared ‘guidance notes’ stating the Museum’s objectives and priorities for the project.

The final guidance notes were sent to Matt Ritchie who approved the final project design and offered advice on the procurement process. The document was issued as an Invitation of Expressions of Interest in the preparation of a project design (rather than a simple specification for tender). The budget for the preparation of the project design was £150,000. Of the three submissions the Museum had only slight knowledge of two in their professional capacity. The submission produced by Firat Archaeological Services was considered to be clear and comprehensive, standing out from the other submissions.

In the meantime, letters of ‘provisional permission’ for the project were sought from FCS and Historic Scotland to support the information required by the potential funders. In mid December 2011, the Museum learned that both LEADER and HLF would give maximum grants, which (with the Museum’s input) gave a working budget for the project of £80,000. The sub-committee then used the chosen project design to invite tenders for the archaeological contract from four companies experienced in community archaeology.
When the tenders were returned, each member of the sub-committee read and reviewed them independently, before coming together to consider them using the following criteria:

- faithfulness to the initial project design (timetable and resources),
- evidence of organisational ability of lead archaeologist,
- lead archaeologist as someone with whom the sub-committee could work,
- experience and qualifications of the archaeological team on site,
- proposed community involvement and use of the available volunteers,
- proposed educational provision and involvement of local schools,
- value for money.

The tenders were assessed and discussed at great length; of the four members of the sub-committee, three had Argyll Archaeology at the top of their list, and the fourth had Argyll Archaeology second with a few small reservations. In order to be absolutely certain, Clare Ellis of Argyll Archaeology was asked if she would meet the sub-committee on site. In an informal and relaxed atmosphere the remaining points and clarifications were cleared up, allowing a unanimous decision to be reached.

All submitted tenders used the full extent of the available funding and built upon the original project design. The final project design was then sent to Matt Ritchie at FCS and received full agreement. The framework used to inform the project selection process has resulted in a very high quality proposal. The importance of the project design cannot be over emphasized - and its role in informing selection (rather than determining selection) enabled the development and identification of significant project elements within a clearly understood (and costed) budget. By obtaining the project design as a separate element within the procurement framework, Mull Museum ensured that their needs and requirements were clearly understood - and that they retained a real input in development.

The Archaeologist

Sandy Kidd

For twenty years the archaeological profession in England enjoyed the stability conferred by PPG 16. Over the last year that has all changed. Firstly guidance on archaeology has been fully subsumed into the wider historic environment in the aspirational but short-lived PP5, and then it was more radically cut down into the new National Planning Policy Framework (NPPF). Does this mean the ‘rules of the game’ have fundamentally changed? Or has the Government achieved its stated objective of simplification without loss of clarity or protection? This is part of a general concern expressed by the Communities and Local Government Select Committee back in December that lack of clarity in the (then draft) NPPF could lead to ‘planning by appeal’ as developers and local authorities contest its meaning. One way that we can assess how archaeology is faring is to keep an eye on relevant planning appeal decisions.

One such decision was made in March 2012 on a proposed 92.3 hectare greenfield development near Aylesbury called Quarrendon Fields. Two planning applications were submitted in January 2010 for respectively a mixed-use development including 1380 dwellings and a 2MW wind turbine. The applicants’ appeal against the failure of Aylesbury Vale District Council to determine these applications was heard at a public inquiry in October 2011. The key historic environment issues related to the effects of the mixed-use development on below-ground archaeological remains, and the setting of a nearby scheduled monument. The appeal decisions are of particular interest because they were recovered for determination by the Secretary of State himself and because the Inspector was supported by a specialist Assessor (Mr K D Barton) who heard the heritage evidence. The appeal decision was issued only days before the NPPF was published but the Secretary of State explicitly afforded little weight to the draft NPPF so the relevant policy document was PP5.
The decision is valuable in re-affirming the principle of preservation in-situ for important archaeological remains, whether or not they are of schedulable quality. It illustrates that risks of plough damage should be objectively assessed; and that the destruction of valuable sites should not be portrayed as beneficial because they provide an opportunity for archaeological investigation. The setting issue showed the inestimable value of an authoritative interpretative survey for establishing significance; and the difficulty of challenging such an interpretation without equivalent expertise. The new English Heritage setting guidance proved valuable in focusing consideration on specific points, and avoiding long philosophical debate on the meaning of the term. More broadly, the case reminds us that Environmental Statements should contain objective assessments of significant environmental effects; with conclusions that engage with policy and are justifiable from the evidence. Such assessments can then be weighed by the decision-maker alongside social and economic imperatives.

Appeal references: APP/J0405/A/11/2155042 & APP/J0405/A/11/2155043

Sandy Kidd MA MIFA ARTP
Sandy Kidd has been County Archaeologist at Buckinghamshire County Council since 1999 and now manages the council's integrated environmental advice and information team.

Editorial Note
Tim Howard, BA's Policy Advisor, comments “So far so good! Following the publication of NPPF, this decision provides early evidence that the ‘simplification’ of policy to which Sandy referred has not in practice led to reduced levels of protection. Moreover, the consideration of regionally important buried remains repays a careful read. However, the jury is still out...”
One of the most important partnerships in the Historic Environment ought to be that between local authority archaeological officers and Conservation Officers, particularly with regard to the analysis and recording of historic buildings: English Heritage's National Heritage Protection Plan (NHPP) depends on it. However, with the exception of several 'beacon' authorities, this appears not to be the case. For, whilst confidence in the application of recording conditions etc in England under PPG15 et seq has grown since Gould’s analysis (2004), this author’s experience suggests that many Conservation Officers – as the class of officer most likely to request ‘building recording’ – are reluctant to engage with the wider academic objectives of ‘building recording’ and the mechanisms developed by archaeologists to pursue them. This short article attempts to summarise what the author perceives to be a problem, and suggests some simple remedies.

THE ISSUE

Building ‘recording’ – as it is sometimes known – is not the purpose of PPG15, PPS5 or the NPP, but it is one of the tools available to curators for the ‘conservation and control of works to historic buildings’ as the ALGAO’s excellent ‘Green Guide’ to PPG15 put it in 1997 (ALGAO). The IAA published its Standard and guidance in 1996 and methodological analyses have been published by the Buildings Special Interest Group of the IAA (Wood 1994); English Heritage (Clark 2001), the Vernacular Buildings Group (Vernacular Architecture frequently includes a methodological analysis, the most recent being Duncan James’ essay on the need for – and purpose of – detailed recording in VA Vol 42 pp1-13), the Council for British Archaeology (Pearson and Meeson 2001) and the author (Heaton 2009). There have also been several fascinating case studies – mainly from Europe – published by the Construction History Society and its European sister organisations in the proceedings of its three international congresses. The Institute for Historic Building Archaeologists – and there are some officers who perform both roles, very well – view it slightly differently. Buildings are complex archaeological entities as well as aesthetic ones. Preserving the appearance or character of the building is only half their job: the hidden elements of the structure and the interpretation of them have a wider intellectual potential, one that can be fulfilled only if archaeological strategies are applied. That potential is both practical and academic. Practically, it drives the virtuous cycle of ‘What, Why, How’ that informs our developing conservation philosophy and knowledge base; academically, it is the subject of widely-ranging study into the technological, societal, economic and historical aspects of buildings that is a virtuous end in itself. Admittedly, much of that study is conducted abroad: European application of ‘buildings archaeology’ to the practical and philosophical challenges facing building conservation is generations ahead of Britain’s, with outstandingly interesting work coming out of the universities and architectural practices of Mediterranean countries particularly. Much of it has been published in the proceedings of the three international congresses on ‘construction history’ in term Europeans use as a portmanteau for architectural history, buildings archaeology, engineering history and building conservation, most of which will soon be available on-line. (The 2009 proceedings are available at www.ch2009.de , and the 2006 proceedings will soon be available at www.constructionhistory.co.uk ; and all three can be purchased in hard format via the Construction History Society).

We are also indoctrinated with the creed of dissemination and have developed strategies for getting our work into the public domain, even if it does take c 25 years for primary data to arrive, digested, on our coffee tables. Admittedly, Buildings Archaeology has yet to find a bespoke publication or conference niche, with papers having to fit...
uncomfortably in whichever ‘period’ or county journal fits best, if they are not about industrial, ecclesiastical or military structures. This is a particular problem for smaller ‘bulletin’ reports about specific construction details that don’t warrant a whole Architectural History article, for instance. The journal and magazine of the Construction History Society are, perhaps, the obvious outlet. Conservation officers and other non-archaeologists do publish their projects, but usually from the procedural case study perspective. This is essential for the development of their professions, and something we need to emulate, but it doesn’t help with the dissemination of archaeological knowledge about historic buildings. The most basic method of dissemination ought to be the Historic Environment Record or OAKIS, but anecdotal evidence suggests that reports submitted to LPA Conservation Officers are not finding their way into many HERs.

The most significant difference between archaeologists and Conservation Officers is that of strategy. We try to adopt the ‘Assessment – Evaluation – Mitigation’ approach when dealing with historic buildings and are rarely seduced by external appearances. Sometimes the first two stages are amalgamated, or the last stage won’t be necessary, but the principle is well-established: recording the superficial fabric of an historic building is usually intellectually meaningless. That doesn’t mean that an entire building has to be examined and recorded ad infinitum when only one room or element is affected, but it does mean that investigations should be predicated on a clearly defined practical or academic objective, usually established through ‘assessment’ or ‘evaluation’. In practice there are two forms of ‘building recording’: one (‘assessment/evaluation’) provides information to assist officers and or designers arrive at decisions and will rarely be sufficient to discharge a condition alone; and the other (‘mitigation’) is commissioned as a result of those decisions. They both employ the same techniques, but to different degrees and for quite different purposes and on larger projects both will be required, with some degree of overlap and duplication. Both involve ‘building recording’ but only one – the ‘mitigation’ survey – purports to be a record per se. Those two types of survey should not be confused with the former RCHME Level 1–4 Specifications (1995), resurrected in English Heritage’s Understanding Historic Buildings, which reflected, primarily, the perceived importance of the building, not the questions asked of it. The RCHME/EH Specification remains a useful common reference, especially for ‘mitigation’ surveys (‘preservation by record’ as it was sometimes known), but the types and degrees of recording employed in assessment or evaluation surveys should be a matter for the professional judgement of the surveyor and curator. One of the most productive strategies applied to the ‘mitigatory’ stage of building investigations is the building recording ‘watching brief’: intermittent attendance and recording during building works, sometimes over periods of years.

THE SOLUTION
So what should we do?
First, there should be a standing joint committee of the IHBC and IA, possibly with representatives of the RICS and the RIBA and learned societies such as the SAHGB and the Construction History Society, charged with coordinating practice and the terminology used to commission it.

Second, ALGAC’s 1997 ‘Green Guide’ needs revising in the light of fifteen years experience and legislative changes. It should then be issued to all Conservation Officers. It explains how ‘Building Recording’ can be used to help decision-making in building conservation projects, in a way that Understanding Buildings doesn’t. The principal authors are still practising and publishing.

Thirdly, all LPAs should establish robust protocols for the transfer of ‘grey literature’ reports from Conservation Officers to archaeological officers and their HERs.

None of the above will add to the workload of Conservation Officers; it will simply make it more intellectually rewarding.

RESPONSES

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Building Recording: why the sector doesn’t get it
There are some profound differences between the mindset and outlook of archaeologists and the majority of Conservation Officers! The former HAVE to write up their work and record through the written record, whereas Conservation Officers very rarely do. Archaeologists look at a building systematically and produce a historical and physical analysis whilst Conservation Officers are more comfortable with picking out significant elements and producing a gazetteer. It is partly due to the nature of their work and partly in their background training.

Over the last twelve years there has been an evolution in the meaning of designation and protection stemming from the seminal document Power of Place (2000) which moved thinking beyond a bare list description of an ‘asset’ to a holistic appraisal of curtilage, environment, place and value. Katz Clarke’s work on Informed Conservation (2001, 1999) led the agenda and Conservation Principles (Drury and McPherson 2008) recognised heritage values as well as concentrating on understanding. The subsequent proliferation of English Heritage guidance on value and character has led to a veritable industry in the production of Conservation Management Plans. So you would have thought with all of this guidance (including Shane Gould’s work on Understanding Historic Buildings 2006 and 2008, written specifically for Local Planning Authorities) there would be a thorough grounding for the sector on how to understand, record and value buildings. But this is not the case. ‘Place’ is very different – Conservation Officers understand ‘place’ by default as they have to manage Conservation Areas and the recent suite of Understanding Place guidance.

A blank length of drystone wall and the subject of a detailed recording condition. Meanwhile, in the background…. (Mike Heaton)
concentrating on characterisation and Historic Area Assessment has been a valuable tool (EH 2010).

So why isn’t Building Recording commissioned more often? As the developer pays – finance is not really the issue – though in the current recession little development is happening. It really comes down to a lack of understanding of what Building Recording IS and how recording and the visual analysis of a building will lead to greater knowledge of the evolution of the structure and should therefore guide any future interventions. The fault partly lies in the nature of work of the Conservation Officer /Planner and partly in their background training. The majority are not aware what the different levels of recording will produce, or when conditions should be imposed, because they do not fully appreciate its’ value. They are uncertain how to design a brief or the process of procurement, because they are not trained to do so.

At the Ironbridge Institute, Building Recording is an integral and highly valued element of the post graduate Historic Environment Conservation course. Through hands-on skills training students are taught how to design briefs and what the process involves. When they are back in the sector, they may not have the equipment or time to undertake building recording themselves, but they will know what to ask for from someone who does!

Harriet Devlin

Harriet Devlin runs the post-graduate course in Historic Environment Conservation at the Ironbridge Institute (University of Birmingham). She has a background in the initiation and project management of large building conservation projects, as well as compiling Buildings at Risk surveys in Northern Ireland.

SHANE GOULD MIA (1275)

English Heritage

The Analysis and Recording of Historic Buildings – revisited

In 2004 the results of my post-graduate dissertation on the application of historic building investigation and recording within the English planning framework was published in Context. Michael Heaton refers to this research in his article, but what has happened since and to what extent does it address his concerns?

The major change is the publication of Planning Policy Statement 5 which has recently been superseded by the National Planning Policy Framework (NPPF), although most of the key principles have been retained. The traditional separation between archaeology and historic buildings has been replaced by an integrated approach to the conservation of the historic environment.

Key principles include the need to base the decision-making process on an understanding of the significance of a heritage asset and the impact of any proposed scheme, the recording of evidence that might be lost and to make this (and any archive generated) publicly available. The importance of Historic Environment Records is also recognised as a dynamic information service for all aspects of the historic environment within a defined area.

In 2008 English Heritage published Understanding historic buildings: policy and guidance for local planning authorities. This follows the policy principles set out above with sections on conservation planning, impact assessment and the use of recording conditions. It also explains how to undertake the work by describing the use of briefs, written schemes of investigation and appropriate forms of dissemination. Drawing on existing good practice 18 case studies consider a range of different scenarios including non-designated heritage assets and the importance of monitoring during the course of works.

A companion document, Understanding historic buildings: A guide to good recording practice (2006), gives detailed practical advice on the approaches and techniques for the recording, analysis and interpretation of historic buildings across a range of circumstances including those arising from the planning process. Both publications were produced in partnership, endorsed by key bodies including the Local Government Association, Planning Officers Society, IHBC, ALGAO and IAA, and circulated to all local authorities.

In order to embed good practice English Heritage continues to support the popular training programmes run by the University of Oxford which include ‘An Introduction to Architecture for Archaeologists’ and ‘Building Survey Week: Analysing and Recording Historic Buildings’. It has also helped to establish a Master of Studies in Building History with the University of Cambridge the purpose of which is to prepare students from a wide variety of backgrounds for professional practice in heritage management, conservation, research and recording (www.icc.cam.ac.uk/mst/buildinghistory/). However, as Michael Heaton points out more remains to be done if the exemplary work undertaken by the ‘beacon local authorities’ is to become widespread. Three areas are suggested

1 additional training is needed perhaps linked to the promotion of the National Planning Policy Framework or CPO to ensure those responsible for the conservation of the historic built environment are conversant with the assessment and recording of historic buildings and areas, and the importance of record systems

2 current deficiencies in the evidence base of some Historic Environment Records must be addressed and inadequate coverage of information on the built environment is often an area of weakness. This matter is being taken forward as part of the National Heritage Protection Plan co-ordinated by English Heritage

3 a research culture should be promoted so that all work undertaken on historic buildings enhances their current level of understanding thereby informing conservation outcomes and the overall knowledge base. National, regional and thematic research frameworks have a key role to play, but the content of information on the historic built environment remains variable.

Perhaps the greatest need is the continued integration in the working relationships between local authority historic buildings conservation and archaeological officers if the seamless approach put forward in the National Planning Policy Framework is to be fully realised.
Having spent a number of years working for local authorities Shane Gould is currently employed in the English Heritage Government Advisory Team as a Local Government and National Infrastructure Adviser. He has published widely on building investigation and recording, and has a special interest in industrial archaeology. Shane was the author of the English Heritage publication Understanding Historic Buildings: Policy and Guidance for Local Planning Authorities.

RIC TYLER AIfA
Freelance Buildings Archaeologist and Illustrator

Michael Heaton’s article addresses a series of interesting and pertinent points, a number of which accord with personal experience. First is the perceived divergence in the purpose and application of building recording in the planning system as commissioned by Conservation Officers as opposed to archaeologists. This is, to an extent, reflected in the standard and content of briefs issued for recording work and I would concur that the quality of such briefs does tend to vary significantly both from authority to authority and between briefs issued by LPA archaeological and Conservation Officers. Indeed, projects are on occasion undertaken in the absence of an official brief per se, with recording parameters, scope and methodology being arrived at through a straightforward process of discussion with the relevant commissioning conservation/archaeological officer. While experience shows that such an informal process can function perfectly satisfactorily, a move towards a more unified approach and standardised terminology, as proposed by Michael in his concluding remarks, would be welcome if for no other reason than to create a ‘level playing field’ during the tendering process. English Heritage’s (former RCHME) survey levels 1–4 continue to represent a good working basis for defining the extent of building recording programmes, though the definitions contained therein are frequently used very loosely and could in many cases be more explicitly applied, tailored towards the specifics of an individual project.

The majority of works commissioned tends to be of pre-application ‘assessment/evaluation’ nature and, sadly, it is seldom that a requirement for an archaeological ‘watching brief’ element is attached. This is disappointing as, as Michael points out, it is often during this phase of work that important details of a building’s former arrangements and chronology can be exposed, though it is perhaps not entirely surprising within a planning framework where the obligation upon developers is for a level of detail ‘no more than is sufficient to understand the potential impact of a proposal’ on a heritage asset (DCLG 2012, 30, para. 128). The feeling that HHR projects form part of a ‘box-ticking’ exercise within the planning process is worryingly familiar. However, though detailed feedback is not often forthcoming, the view that reports are ‘ignored and then disposed of’ and that the process of building recording has ‘little or no influence’ on planning applications is perhaps a little overblown. Personal experience suggests that appropriate reporting can be perceived to be of real and tangible use in informing discussions with developers and in guiding a project through the detailed design process.

A further point of note is that of dissemination. The identification of a ‘bespoke’ publication is always going to be problematic as, while in no way seeking to undervalue the quality of recording and research generated by the planning process, the status and ‘depth’ of project reports generated via this channel, in particular those of EH Level 2 or Level 3, often precludes their inclusion in the established period list. By contrast, the transfer of project results to the public domain in the form of ‘grey-literature’ is more straightforward and the opportunities afforded by the internet are manifold. The AAs’ OASIS resource represents the most obvious vehicle (in England and Scotland) for such dissemination, though use of this facility appears to be somewhat patchy and should be more widely encouraged, perhaps via stricter obligations attached to building recording briefs. The NMRW’s ‘Coffein’ on-line resource in Wales tends to carry PDF copies of reports generated by partnership projects, though planning driven records are not included as a matter of course, a source trace to deposited hard copies is included (R Suggett, RCHM/W pers. comm.). Worcestershire County Council’s on-line archaeological library provides a further good example of the value of the internet in the distribution of data at a county level. Dissemination of reports to local HERs should be a matter of course and is explicitly required as part of the new NPPF (DCLG 2012, 32, para. 141, fn.30).

MICHAEL NEVELL AIfA FSA
Chair BAG Buildings Archaeology Group

Archaeological and conservation responses to historic buildings come from two allied but distinct traditions. This fact was noted in Buildings archaeology: applications in practice edited by Jason Wood (based upon a conference organised by BAG) as long ago as 1994, and Michael Heaton’s comments echo this divide. Since its foundation in 1990 the Buildings Archaeology Group has acted as a forum for both professional buildings archaeologists and conservation specialists, and historically the membership of the group has been drawn from both traditions. Its main aims were compiled with these differing approaches in mind: to foster the study of buildings archaeology; to promote the best recording practice; to overcome. The former reflects the economic recession of the last four years. The IHBC and BAG have both recorded a sharp decline in the number of Conservation Officer posts and planning archaeology posts since 2008. I would suggest that Michael’s comments need to be seen in the context of these severe local government cut backs.

Whilst I disagree with Michael over the issue of a lack of common practice (which is not my experience), his other two points need serious consideration. The publication of PP15 in 2010 and the NPPF in 2012 have both led to the development of new methodologies in building recording that have become more closely tailored to the needs of the planning process. The drive to assess and understand significance has become far more important, and ‘building assessment’ and ‘building evaluation’ documents have been developed that mirror the approaches to below-ground archaeology in the planning process. These new forms of working have yet to be integrated into the wider discipline of professional archaeology and conservation, and Michael is right to highlight this issue. There is an
opportunity here for BAG to revisit its pioneering role of the early 1990s in debating and promoting these new methodologies, and to assist in the update of the current professional guidance (which some of its members helped to write).

Michael also draws attention to a perceived problem in the dissemination of historic building recording reports between planning archaeologists and Conservation Officers. I would suggest that at the moment where this occurs this might be due to the financial cuts already mentioned. However, it is a potentially growing problem as more local authorities consider out-sourcing archaeological planning and conservation advice. Michael is right to call for protocols to be put in place to ensure that this knowledge base is accessible, and the Buildings Archaeology Group are in a position to help promote that dissemination.

Reviewing Michael’s suggested action points I would add that it’s time to revisit buildings Archaeology; applications in practice and update it for the early 21st century for both the archaeological and conservation professions.

Michael Heaton (IHBC, MIfA (528))

Mike Heaton is a self-employed archaeologist specialising in the analysis of historic buildings. He is a member of IfA (and the BAG) and the IHBC, has academic qualifications in Building Conservation and Building Surveying, is an occasional visiting lecturer at the Faculty of the Built Environment of UWE Bristol where he achieved a Distinction and the RICS Prize in Building Surveying, and is currently studying for an MPhil in Architectural History at Bath University. His 2009 article ‘Building Palaeopathology: Practical Applications of Archaeological Building Analysis’ earned the 2010 ‘Outstanding Paper Award’ from its non-archaeological publishers Emerald. He is a member of the Historic Churches Commission for the Catholic diocese of southern England and a Trustee of the Construction History Society, a role he shares with architects, surveyors and engineers interested in old buildings.

REFERENCE BY MIKE HEATON IHBC, MIfA

This is an amended version of an article published in IHBC’s Context last year (Heaton 2011) – the first drafts of which were deemed too critical of Conservation Officers – that was intended to elicit bowls of indignation. It failed. Ironically, it seems to have failed again, because my correspondents appear to agree with me, perhaps because they are all archaeologists. Nonetheless, they all raise important points I wasn’t able – or neglected to – address. I agree with Harriet that neither finance or economics are relevant here (contra Mike Nevell) and her observation that Shane’s Understanding Historic Buildings (both parts) was written specifically for government officers. This, to me, is the crux of the issue: such a document will always reflect the government officers’ perspective (contra Mike Nevell) and her observation that Shane’s Understanding Historic Buildings (both parts) was written specifically for government officers. I would suggest that the 1994 conference and proceedings needs revisiting is timely – but don’t ask me to organise it; I’m useless at such things. All my correspondents allude to the ‘silo thinking’, which is exactly what the article was trying to address: it is a shame we couldn’t get an officer of the IHBC or representatives of the conservation arms of the RICS and RIBA to respond.

Michael Heaton

Mike Heaton is a self-employed archaeologist specialising in the analysis of historic buildings. He is a member of IfA (and the BAG) and the IHBC, has academic qualifications in Building Conservation and Building Surveying, is an occasional visiting lecturer at the Faculty of the Built Environment of UWE Bristol where he achieved a Distinction and the RICS Prize in Building Surveying, and is currently studying for an MPhil in Architectural History at Bath University. His 2009 article ‘Building Palaeopathology: Practical Applications of Archaeological Building Analysis’ earned the 2010 ‘Outstanding Paper Award’ from its non-archaeological publishers Emerald. He is a member of the Historic Churches Commission for the Catholic diocese of southern England and a Trustee of the Construction History Society, a role he shares with architects, surveyors and engineers interested in old buildings.
With the end of the fiscal year in April it is time again to look at the jobs market in British Archaeology. As with the previous articles, the data is compiled by looking at current pay conditions for archaeologists by examining job postings. The information was gathered from both the IfA Jobs Information Service and BAJR job postings covering the dates from 1 April 2011 to 31 March 2012.

Each job has been treated as a single data point with the advertised pay rate counted. Those without pay rates have not been included. Where job listings did not specify the number of posts being advertised, they have been counted as a single job. Salary ranges are often given in adverts and in these cases the midpoint was used for analysis (in keeping with past articles). Hourly, daily or weekly wages were converted into annual salary equivalents. Because the midpoint is used as the reference for pay it is important to remember that the numbers given below are averages of averages. To understand how each position is defined please see previous articles (eg James Drummond Murray, TA 68,5). Jobs were categorised based on the description of the job given. In some cases descriptions were not given or were vague, and the original job posting on the employers’ website was consulted if it could be located. For the most part this was sufficient enough to determine how a job should be characterised; in a small number of cases this was based on job title alone.

Table 1. Average pay for archaeologists for selected and last four years

|------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|

Table 2. Distribution of lowest possible pay, or in some cases only pay if rate is not negotiable, for archaeologists

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Overall, 2011–12 appears to have been a disappointing year for majority of archaeologists in regards to pay. On a brighter note, the number of positions advertised has jumped greatly this year in comparison to the previous few, suggesting a positive increase in jobs available in some areas.

Finally, people often ask how accurate the data are of the real job market, as data are gathered from advertised posts alone. This question will be addressed in full detail in the forthcoming Profiling the Profession project and preliminary results seem to indicate that job posting data lines up well (and within a few percentage points) of salary data gathered through survey.

Doug Rocks-Macqueen, University of Edinburgh and Landward Research

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

Venturing into the unknown with Brendon Wilkins, Lisa Westcott Wilkins and Raksha Dave

‘Do you love archaeology? Do you watch Time Team and think: I want to do that? Have you always wanted to try a bit of digging, but found it too difficult to figure out how to make it happen? Does the thought of a whole week of excavation feel like too much – or too little? Then DigVentures is for you!’

The opening lines of DigVentures’ ‘About Us’ pages sum up this ambitious and innovative project. Variously received within professional and academic sectors, this venture provides one answer to a very common problem – how can we fund archaeological research? In today’s challenging and fast changing environment, traditional funding for archaeological research is – be it for developer-, community-, or research-led projects – drying up. Getting large and worthwhile projects off the ground is problematic, and in order to do them properly (by which I mean to professional standards), it takes more than a few pounds and some willing volunteers. DigVentures has searched for an answer and come up with something very new – crowdfunding and crowdsourcing. This approach aims to generate seed funding for archaeological projects and, at the same time, engage the public for the life of the project by giving them various options for supporting projects (from Seed Venturer to Ace Venturer). So has it worked? I met up with co-founders Lisa Westcott Wilkins, Brendon Wilkins and Raksha Dave to find out.

What’s the background to DigVentures?

BW We have been friends for a long time, and often thinking up ideas for how we could work together and combine experiences. We all have an awareness of social media, and were keen to develop a project for now – the digital generation.

RD The three of us have very different experiences within archaeology covering both commercial and public aspects of the sector, and including media, communications and research.

LWW We are all entrepreneurial people and have different talents – mostly we wanted to work together and do something innovative and exciting.

Crowdfunding and crowdsourcing – is this new, or just new to archaeology?

BW Crowdsourcing and crowdfunding are slightly different but both are pretty new concepts for the UK as a whole.

LWW Crowdfunding has really taken on in the US and it’s getting increasingly normal to see certain projects funded in this manner. Kickstarter (one of the main crowd funding facilitators) is in line to challenge NEA (the National Endowment for the Arts) as main funder for arts in the US.

RD We saw it as a way of getting projects off the ground and building sustainability into outreach and research projects from the outset. The crowd fund the project, get involved with the project, and care about its outcome.

What does it actually entail?

BW Crowdfunding is just what is says on the tin, and the key is the internet. You put out an open call to the public (the crowd) online to fund a particular project. Crowdsourcing offers something a bit more interactive; people provide funding in return for a benefit. DigVentures offers a range of benefits linked to certain amounts of funding, providing various methods of engagement and opportunities for people to really get involved.

What does it mean for archaeology?

BW DigVentures has essentially used the traditional fieldschool model and reinvented it for the digital generation. Our venturers can opt in for

Not just new to archaeology, crowdfunding and crowdsourcing are approaches which are pretty new to the UK as a whole. Crowdfunded initiatives are more common in the US (go and have a look at Kickstarter.com), and have been used to great effect – especially in the arts sector. Getting the public to contribute to funding an art exhibition, festival or film seems logical – individuals can identify with projects they are passionate about and provide cash to get them off the ground. Ireland based www.fundit.ie offer an array of projects which you can support and which covers art and photography, fashion and music, and also extending to science and technology. Projects are often small (from around £1000 through to £2000) but there are definitely some which require bigger sums and pretty serious subjects. The Solar Water Disinfection project achieved €24,375 (£19,659) for the Department of Civil, Structural and Environmental Engineering at Trinity College Dublin, in order to research an innovative water disinfection system (www.fundit.ie/project/activity/solar-water-disinfection). This provides a good example of serious University-based research, getting support from a non-research based funding source.

What is the difference between this and charity giving? The ethos behind crowdfunding means you will often see something in return for your hard-earned cash – and is therefore classed as a transaction (eg the project isn’t a charity, the organisation is a profit-making one). Crowdsourcing is similarity aimed at the public but implies more of an exchange between the crowd and the project. The term was coined in 2006 by Jeff Howe in Wired magazine to explain a new online method of outsourcing – using the latent and talented crowd to help solve scientific problems, to populate stock photo websites, or crunch data. What makes any crowd initiative so easily definable is use of the internet – crowdsourced projects result from an open call via the internet, and they provide funding and support to specific projects.

DigVentures is the first crowdsourced and crowdfunded archaeological project in Europe, and their first project is ready for lift off...
anything from £10 to £2000 with benefits ranging from access to our ‘Site Hut’ (the online blog) and a pdf of the final report (£10), to joining the team on-site from one day through to the full three weeks (£125 - £1300). We also offer an Ace Venturer option for £2000 where people can get in touch and discuss tailored benefit packages with us.

RD We want to build a community which supports and has a long-term interest in the site. This community is online and global, and we think our crowd will prove to be just as important as our local community will. Crowdfunding doesn’t exclude one or the other – we have to be constantly aware of both our Venturers and our on the ground visitors and local community.

You have secured one of England’s most prestigious sites as your launchpad – Flag Fen. How did this come about?

BW We are only interested in sites which are really at threat, and which hold the answers to key archaeological questions. Flag Fen is perfect in this respect – it is well known for its amazing archaeology and iconic in this respect, but what is perhaps less well known is that the site is drying up and that archaeological data are massively at risk.

LWW Serendipity had a lot to do with it as well identifying Flag Fen as our first project was the result of a chance conversation. We had got to the point with DigVentures that we were ready to identify our first site, and then I got a phonecall which resulted in us approaching Francis Pryor and the team at Flag Fen, and Vivacity, the not-for-profit organisation who run Peterborough’s culture and leisure facilities. Both jumped at the chance and we are where we are now as a result.

RD As soon as Flag Fen gave us the thumbs up, everything else started to fall into place and things moved and grew very quickly.

Was there ever a point when you got cold-feet?

LWW Not at all! There’s a quote from Henry Ford which sums things up for me at the moment, ‘the harder you work, the luckier you get’. Throughout setting up DigVentures this couldn’t have been truer.

BW To be honest, there was no time to wonder about if it would work or not. We had the idea before Christmas and had to get things up and running quickly – and we all have full time jobs so it has been a full on few months. In that timeframe and with a site like Flag Fen, going wrong was not an option.

RD Even where we had some criticisms directed at us, we just became more determined and have never doubted the project, or concept.

What kind of criticism did you get? Did you expect it?

BW Mainly from the archaeological community – and no we didn’t, or at least I didn’t. The biggest criticism was that we were creating a paywall around archaeology and the past. I think this came from a basic misunderstanding of what we planned to do.

LWW There was an advance wave of criticism, and to some extent that has to be expected with something new. It is the exposure that was new to myself and Brendon – Raksha already knew all about that from her work with Time Team. I think this came from a basic misunderstanding of what we planned to do.

RD Overall there wasn’t too much negativity, just a few loud voices. We addressed much of that directly by explaining in more detail what we were doing. I think we just needed to clarify some things and make sure people knew we were taking it very seriously.

BW The important thing is the amount of support we have had – that is the indication to us that we are heading down the right path. We are also really keen to promote and maintain a good professional ethic throughout: we are using the right professionals, we are involving all the right bodies and we are qualified to do what we are doing. We’re looking into achieving IfA Registered Organisation status for DigVentures, and exploring ways of incorporating training recognition and opportunities into the fieldschools we run. As Raksha says, we are taking this all very seriously.

So, how did you put a figure on Flag Fen? In archaeological project terms, £25k doesn’t sound like a lot...

BW £25k is enough funding to cover a three week field school and a full assessment of the findings. In a few years’ time the important archaeological information which is preserved in the waterlogged conditions will no longer be accessible; this season will identify the extent of the threat and the implications of losing those data. We also have in kind support from other archaeological specialists who will help us achieve this first stage. The idea is that this phase of the project will provide enough data to move into a next round of funding, and secure research funding to support a full investigation.

RD And from this phase we take with us 250 stakeholders, who are passionate about the site, and who can help us create a sustainable and meaningful project.

BW We are using the English Heritage MoRPHE model for the project – this is an evaluation and assessment of the site, following which we will produce an Updated Project Design which can be used to stimulate further funding.

LWW We are also following it up with an academic paper at this year’s European Association of Archaeologists conference in Helsinki, so we will be discussing our interim research results within a couple of months of finishing the excavation.

What kind of audience do you think you are hitting? Who are the Venturers?

LWW The point of crowdfunding is to go for as wide a reach as possible, and we are reaching new audiences. People have archaeology on their bucket list, they are buying a day digging for a birthday presents, or using it as a shared experience.

RD We have been asking for feedback on why people are signing up – the personal stories have been really great.

BW Some people just want to live vicariously and be involved with something they might not be able to do on a day to day basis.
There are loads of people who have always wanted to be an archaeologist. The field school itself includes a range of professionals from different sectors and feels very different to traditional field schools.

LWW It is amazing how many well-known celebrities are interested in archaeology – Mike Tyson, Daniel Radcliffe, Scarlett Johansson, Megan Fox, Kristin Stuart, Martin Sheen. Archaeology should try and use these people to promote to wider audiences. We have managed to get a lot of support via an open call on the internet – imagine what we could achieve if we have some celebrity endorsement!

Do you think that tapping directly into the crowd is a new and lasting thing for archaeology? Do you think you could have an impact on the discipline more widely?

RD Archaeology is on a knife-edge across all sectors at the moment, and some things are going to have to change. Many professionals are products of the PPG16 generation, and it will take time and a fundamental shift in how we do things to change. As a small group, we have seen an opportunity and we are taking it – though we are yet to find out if it will work and if it is wholly sustainable.

LWW Our aim has been to find a new way to engage people and turn people on. Ultimately we want our projects to create jobs, create learning opportunities and to build sustainability around important archaeological research. How the sector responds is a bit of an unknown.

BW As a discipline, archaeology and archaeologists can be very inward looking and innovation can be viewed as a threat. That is certainly what we have found.

LWW One thing we hope we might impact on is how archaeologists can engage with social media to reach people. If this project can help show other archaeologists how to reach an audience, that would be great. However, what the discipline needs is far more fundamental - and something that bodies like IAA and CBA should be working on together. We have so many voices in archaeology that we have an identity crisis. We really need to be joined up and working with the rest of the world, and to reach a new settlement with the public that archaeology is worth doing and to do so we need them to consume it.

This is a dream project for you all. What would you say you have learnt from doing it, and what would you say to others who have a dream project of their own?

RD A lot of what we have learnt has been

Lisa Westcott Wilkins MA FRSA, Managing Director, DigVentures

Since leaving UCL, Lisa has applied her professional background to archaeological endeavours, including from 2003–2005 as Director of Museum Operations for the launch of the Museum of the Earth, and from 2007–2011 as Editor of Current Archaeology during the transition of the magazine to a monthly publication and the inception of the annual Current Archaeology conferences. In 2011, Lisa was appointed the first-ever Clore Leadership Fellow in Heritage and Conservation, which has brought an entirely new cultural perspective to her work.

In addition to DigVentures, Lisa is currently working on several consulting projects, including as the Cultural Olympiad Legacy Project Manager for the London Organising Committee of the Olympic and Paralympic Games.

Brendon Wilkins MA MIfA (4494) MAI, Project Director, DigVentures

Brendon Wilkins is Operations Director for Rubicon Heritage (see page 55), whom he joined earlier this year. He has over ten years’ experience directing, and managing large, complex sites in the UK and Ireland – usually in advance of major construction projects, such as motorways, pipelines, and railways. With a consistent research and publication record, he has lectured internationally on wetland archaeology, Irish archaeology, and new advances in excavation methodology.

Raksha Dave Project Manager, DigVentures

In 1999, Raksha graduated from the UCL Institute of Archaeology, having already excavated on research projects in Puerto Rico and Texas. In 2000, she secured her first position as a commercial field archaeologist, working for the Museum of London Archaeology Service (now MoLA). After finely tuning her craft in 2003 Raksha was recruited by Channel Four’s popular archaeology programme Time Team – and she’s been a regular face on the show ever since.

Raksha’s career has taken her down several interesting paths, including working for local government in Westminster, where she ran a family information and outreach service, and developed her skills in community engagement. Raksha is currently an advocate and a trustee for the CBA (London) and the Young Archaeologists Club.
We are always keen to hear from members who want to update us (and everyone else) on ventures new. This month’s round up is especially relevant as one of our own long standing members of staff, Kathryn Whittington, has moved on to a new position with another member institute. Kathryn has worked with IfA since 2006, and has always brought a lot of energy and enthusiasm to her various roles. We would all like to wish her well in her new job – Good Luck Kathryn!

John Hunter (MIfA 103)
IfA member John Hunter (MIfA 103) retired from the University of Birmingham in 2011 and has taken on the management of MFL Archaeology, a development of MFL Forensics Ltd. MFL Forensics Ltd is a forensic science company based in Oxfordshire, with a long-standing expertise in forensic archaeology and forensic ecology. Staff will include John Hunter (formerly Professor of Ancient History and Archaeology at the University of Birmingham) and Graham Eyre-Morgan (formerly Archaeologist for Sandwell Borough Council) together with other archaeologists well experienced in civil matters. The activities of the parent forensic company are now extended into desktop, evaluation, watching briefs and small scale excavation work throughout the UK, but notably in the midlands and north of England. It also offers specialist services in heritage conservation, human remains, church archaeology and coastal sites, as well as delivering CPD training programmes and seminars.

John Hunter said that the new organisation was a natural development of the parent company’s portfolio of activities; it was also one which required the same stringent levels of efficiency and quality control demanded in forensic science. The organisation hopes to achieve Registered Organisation status in 2012.

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Tel: 0845 3712486
Fax: 01235 769682 e-mail: enquiries@mflarchaeology.co.uk
Website: www.mflarchaeology.co.uk

Oliver Jessop BA (Hons) MA MIfA (2284)

Oliver Jessop has recently established himself as an independent heritage consultant, specialising in standing buildings and historic parks and gardens. He is continuing in his role as Archaeological Consultant for the Chatsworth Masterplan, which began in 2008. This is a significant project that is transforming the visitor experience of the Grade I Listed House. He is using his 19 years of experience to begin the challenge of revisiting the history of the house, which starts with a new understanding of the Elizabethan structure.

Oliver has been active in the IfA since 2005, contributing to resurrection of the Buildings Archaeology group and has served for over six years on the Membership Validation Committee.

His career all stems from when a school friend persuaded him to go along to a YAC meeting in Oxford back in 1983. The friend never went again, but he was hooked and will always be grateful for this early introduction to the subject. Prior to private practice, Oliver worked as a Project Officer for the National Trust at Stowe gardens and as Project Manager at ARCUS for seven years developing an expertise in industrial buildings. Following its closure in 2009, he was employed as a Senior Project Manager for Wessex Archaeology to help establish a new regional office in Sheffield.

He can be contacted at oliver@thejessopconsultancy.co.uk.

Kathryn Whittington BA MA AIfA 5021

Having worked for IfA for six and a half years, Kathryn moved on to pastures new in June. She was recruited as the Administrative Assistant in 2005, and has since worked as Publicity Administrator, Public Relations Coordinator and finally Membership Services Coordinator. She has worked with the Validation committee, Editorial Board, and more recently the Membership Services and Promotion committee as well as all of the Institute’s Special Interest Groups, though probably most members will know her as the person who sends out JIS every week.

She has taken up the post of Marketing and Meetings Manager at another membership body called Sight Care, but will be keeping up her IfA membership (and CPD!).

You and your CPD

All members should be aware that as part of your membership you are now required to keep up your CPD log up to date and ensure that you are continually maintaining and recording any training you undertake. To help you do this, we will be updating and reorganising our CPD webpages, showcasing up and coming training events and making it easier to record and keep track of the training you do. As IfA members ourselves, we know all too well how difficult it can be recording every move you make and making sure the CPD log is an accurate reflection of the training and development we all undertake. We also know that in economic times such as these, opportunities for training and development are difficult to take up. Private companies may not have the resources to support staff in attending formal training, and individuals do not have the funds to pay for it. In a new regular CPD feature in The Archaeologist, we will be discussing how we maintain our CPD logs, why it is important to do so – even when training is at a minimum, and what there is on offer to help you learn and develop which doesn’t break the bank.
New members

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Upgraded members

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Registered Organisations

Our Registered Organisations are involved in a huge variety and diversity of projects across the UK and Ireland, and we are keen to highlight some of the great work being done in The Archaeologist. RCAHMS (registered since 2007) is also flying the flag for partnership working – the theme of this years’ annual conference held at Oxford Town Hall in April – reporting on results of work they have been undertaking with the National Trust for Scotland to bring the important research of both organisations to the digital world. We also hear from Rubicon Heritage – our most recent Registered Organisation – and wish them every success in their new venture.

A SURE Thing? Participative knowledge creation in Scotland’s National Record

One of the objectives of the Southport Report is to find ways to promote participative knowledge creation. Whilst Noel Fojut (Historic Scotland) recognised that Scotland is unlikely to ‘adopt’ Southport in any recognisable way (TA 83, Spring 2012), many of the principles are nevertheless strong north of the border, particularly those regarding fostering more collaborative approaches and promoting participative knowledge creation.

In late 2010, the Royal Commission on the Ancient and Historical Monuments of Scotland (RCAHMS) and the National Trust for Scotland (NTS) set up the Specialist User Recording Environment (SURE) – a ground-breaking partnership to open the National Record for Scotland (Canmore, held by RCAHMS), to the archaeologists at the NTS. Providing direct electronic access to the database enables them to more efficiently curate the archaeological data generated through their research and management. By sharing records, the burden of archaeological recording – inputting excavation reports, survey data, new publications and related research and observations – can be shared and information exchanged instantly. Data are only entered once and can be used many times by multiple users, meeting a key Scottish Government requirement for spatial data. On the technical side, the NTS archaeologists no longer have to deal with the ‘nuts and bolts’ of maintaining a complex database; the responsibility for upgrades, maintenance, resolving technical issues and meeting national and international data standards lies with RCAHMS.

SURE uses one database (visible online through Canmore http://canmore.rcahms.gov.uk) to input and share information on the historic environment, eliminating duplication of effort. Using Canmore, an already well-known and internationally admired resource, public and professionals can find information in one place; future enhancements such as making more spatial data available via the Canmore website and as web services, will further expand the range of information available to the user. The creation of this innovative digital environment has proved a watershed in the management of heritage records in Scotland, and has rapidly expanded to include new partners. The Orkney...
Islands Council Archaeologist, Julie Gibson (AIfA 1175) has now joined SURE and the Orkney Sites and Monuments Record have been incorporated into the system. SURE is now an essential tool in the conservation of three of Scotland’s UNESCO World Heritage Sites – St Kilda (NTS) and the Heart of Neolithic Orkney (Orkney Islands Council), as well as parts of Edinburgh’s Old and New Towns.

Recent partners, like the Garden History Society in Scotland, show the inclusive possibilities of SURE. The Society is a third sector organisation, with a dedicated team of volunteers producing high-quality reports on gardens and designed landscapes. The work of this group is reported, with validation by the Society, through Canmore, adding to the national record while providing this community of interest with national exposure and recognition of the importance of their work. The most recent partner to join SURE is the Treasure Trove Unit at the National Museums Scotland, who will add detail to the existing picture by recording findspots directly into Canmore – instantly being able to view distributions or patterns of recovery and reporting through the use of Canmore mapping, while reinstating the link between object and place.

The benefits of such a participative approach to knowledge creation are obvious: double-handling of records and duplication of effort is eliminated; records are shared by the partners and disseminated to the public; recording mechanisms are simplified and the financial burden of maintaining separate databases and IT infrastructure is reduced. This last point is of critical concern in the current economic climate, where organisations from across the sector are finding it increasingly hard to find resources to sustain their invaluable work. By working together, SURE ensures a permanent home and ongoing legacy for the work of all partners while reducing costs and improving the user experience. Perhaps the greatest beneficiaries of SURE are public and professional users of the data, who can now view - in real time - the results of collaborative working online.

Susan Hamilton, Data Upgrade and Liaison Officer, Royal Commission for the Ancient and Historic Monuments of Scotland
Rebecca Jones, Survey & Recording Operational Manager, Royal Commission for the Ancient and Historic Monuments of Scotland
Daniel Rhodes, Group Archaeologist (South), National Trust for Scotland

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This month we are pleased to welcome Highland Archaeology Services (www.hi-arch.co.uk/) and Rubicon Heritage (www.rubiconheritage.com/) to the RO scheme.

**Rubicon Heritage Services**

Rubicon Heritage Services Ltd has announced its latest expansion into the UK, with the opening of offices in London and Edinburgh to deliver the full range of fieldwork and specialist services. This is a timely development, as Rubicon has just been added to the growing list of Registered Organisations.

The company was founded in 2000, originally under the name of Headland Archaeology (Ireland) Ltd, and rebranded as Rubicon in 2011. The move is a natural progression for Rubicon, building on its existing reputation for expertise in heritage and archaeology, and solid track record as principle archaeological contractor for some of the largest development-led archaeological projects in Europe.

Notable project credits include major infrastructure like the N9-N10 Kilcullen to Carlow road scheme (employing over 450 archaeologists during the excavation phase); complex EIS consultancy projects such as the LUAS BDX urban railway extension through the historic core of Dublin; and substantial post-excavation projects, including Ardeeigh cemetery analysis of the medieval assemblage of 1600 skeletons. Rubicon is also committed to outreach and publication, with their latest road scheme monograph Cois Éire – nine thousand years of human activity in the Lower Suir Valley launched in February.

Returning to the company where he started his career, Brendon Wilkins, Operations Director (UK South), will be heading up the London office. Brendon will spearhead Rubicon’s growth in the South of England, bringing a wealth of experience in UK commercial archaeology managing large-scale projects for the public and private sectors.

Commenting on the expansion, Brendon said: “this is a fantastic opportunity to extend our specialist expertise throughout the UK. We have a strong
The call for nominations for the 2013 Award will be issued later in the year. Entries should demonstrate an overall commitment to learning or training, and an innovative approach to best practice. In particular the judges look for entries which

- Reference appropriate skills needs data for the sector (paid or voluntary)
- Demonstrate clear benefits that go beyond the organisation itself, either to the sector, community or to individual employees or volunteers
- Make reference to National Occupational Standards
- Show commitment to Continued Professional Development
- Demonstrate an innovative approach or involve the development of best practice
- Show commitment to recognised professional standards and ethics

Entries might include

- Development and successful implementation of innovative training plans
- Innovative ways of maximising limited resources
- Innovative ways of supporting professional development
- New ways of recognising and rewarding on the job learning
- Investing in staff or volunteers/skills generally
- Investing in the sector (paid or voluntary)
- Investing in developing specialist skills
- Transfer of skills/succession planning
- Partnerships between employers and educators
- Partnerships between professional and amateur groups
HLF WORKPLACE LEARNING BURSARY SCHEME

The extension scheme aims to offer two further rounds of placements lasting between 3 and 12 months, starting in September/October 2012 and January 2013. Placements will be targeted at identified skills gaps.

Our skills priorities for the next two years are

1. specialist skills focused on analysis and recording of historic buildings, artefact and ecotact research and analysis and palaeoenvironmental processing/analysis
2. generalist skills in the management of the historic environment, in particular the skills needed to provide integrated advice to local planning authorities
3. skills needed to meet the recommendations of the Southport report, focusing on ensuring maximum public benefit from developer funded historic environment work, creating, promoting and using accessible archives, ensuring maximum research input into and benefit from developer funded work and ensuring that archaeologists have the skills necessary to work effectively in integrated, multidisciplinary teams
4. career-entry fieldwork skills

We are currently seeking hosts who are committed to delivering high quality training in these priority areas. IFA will work closely with successful hosts to develop detailed training plans linked to National Occupational Standards and will provide support and training for the key support roles involved in the placement. IFA will fund between 50% and 75% of salary costs for placements in the majority of cases; in exceptional cases we may be able to meet 100% of salary costs but prospective hosts will need to make a strong case demonstrating need. We would particularly encourage prospective hosts who are sole traders offering specialists skills training to contact us to explore funding mechanisms. We are also looking for placement hosts who can fund 100% of salary costs but who need support with the development of training plans, with the recruitment process and with monitoring and accreditation through the NVQ.

For more information about the HLF Skills for the future projects, you can find more details on the website: www.hlf.org.uk/HowToApply/programmes/Pages/SkillsfortheFuture.aspx

Further information for hosts and application forms will be available on the IFA website at www.archaeologists.net/learning/hilfbursaries. If you have any questions, or would like to discuss ideas for placements, please contact Kate Geary at kate.geary@archaeologists.net.

Editorial note
In 2011, Oliver Davis won a year’s bursary supported by the Heritage Lottery Fund and IFA Workplace Bursary Scheme to train in aerial archaeology with the Royal Commission on the Ancient and Historic Monuments of Wales. The piece below provides a summary of Oliver’s year with the Royal Commission, and illustrates why the bursaries have been so successful.
The Archaeologist

Summer 2012 Number 84

AEROPLANES, LASERS AND PUFFINS; MY YEAR AT THE ROYAL COMMISSION

Oliver Davis

Having finished my PhD in 2010 I was eager to develop my career in archaeology, but had hit the job market at the worst time possible. I had been interested in aerial photography for many years – in fact, mapping prehistoric archaeology from aerial photos had formed a big part of my thesis – so when the opportunity to train in aerial archaeology with the Royal Commission came up, I applied right away, but knew I would be only one of many capable graduates going for the post. Fortunately, I was lucky enough to be offered the role, and even though it meant up-heaving my settled life from Cardiff to Aberystwyth, the opportunity was just too good to turn down.

The year has been exciting, but intensive. Training had been provided in everything needed to undertake the aerial survey of archaeological sites, from flight-planning and map-reading to interpreting and cataloguing the captured images. I have even learnt how to use cutting-edge survey technology such as LiDAR, which uses lasers to produce highly detailed terrain models of the earth’s surface that show the lumps and bumps of surviving archaeology. It could perhaps have been easy to have felt overwhelmed when faced with learning all these new techniques and processes, but from the start, I had the expert guidance of Toby Driver, the Royal Commission’s Aerial Investigator, who, throughout the year provided me with his invaluable support and encouragement.

Without doubt, the flight training has been the most exhilarating and rewarding part of the role. I had been up in a light aircraft once before, but when you do it as a day job it’s an entirely different experience. We take to the skies in a four-seater Cessna 172, expertly flown by a professional pilot. The aerial archaeologist sits on the left-hand side of the aircraft and takes photos through the open window. There is little spare room – just enough space in the back for a trainee aerial archaeologist and a spare camera! Strapped in and wearing coats to keep warm and headphones to communicate, we fly at around 1,000 ft, navigating between known archaeological sites and always searching for new discoveries.

The view from above is often astonishing and can give an understanding and appreciation of the archaeology of Wales that is often not possible from the ground. I found it difficult at first to orientate myself and get used to the different scales of places and buildings when seen from the air. Even familiar landscapes that I have lived in for years and visited regularly on the ground appeared so different from the aerial perspective. But it wasn’t until my first front seat flight that I realised just how tricky it was to look for archaeological sites whilst also navigating and taking photographs! It is a juggling act that takes experience and a cool head, but I was always helped along the way by the expert flying of the pilots such as Bob and Gwynfial at Welshpool and Haverfordwest Airports.

We fly throughout the year. The low light of winter and spring is ideal for picking out the earthworks of ancient forts and fields, but it was the cropmark months of the summer that I found the most thrilling when we could discover tens of new sites in a single flight. Cropmarks form in ripening wheat and barley when buried archaeological features, such as walls or ditches, stunt or promote the growth of the plants during hot, dry weather. These can leave fantastic shapes on the ground that show the outlines of long-lost forts and buildings. I still remember the exhilaration the first time I saw one and realised that I had discovered new evidence of the ancient occupation of Wales.

What has been great about my time at the Royal Commission is that I’ve been given the opportunity to gain experience of so many different areas of work. One of the highlights has been undertaking fieldwork on Skomer Island, Pembrokeshire. Famed for its puffins and other seabirds, the island is also home to one of the best preserved prehistoric farming landscapes anywhere in the British Isles. I feel really privileged to have been part of a team undertaking a new ground survey of the surviving remains, working in one of the most beautiful landscapes of Wales, with some of the most dedicated and enthusiastic archaeologists the country has to offer.

And that is what sums up my year at the Royal Commission: when your office is the front seat of an aeroplane or amongst the puffins on a remote island you know you’re in a good spot!

A sumptuous new Royal Commission book by Toby Driver and Oliver Davis “Historic Wales from the Air – Images from the National Monuments Record of Wales” celebrating aerial photography in Wales is due in April 2012.

Oliver Davis PhD AIfA (7013)

Oliver won a year’s bursary supported by the Heritage Lottery Fund and the Institute for Archaeologists to train in aerial archaeology with the Royal Commission on the Ancient and Historical Monuments of Wales. He undertook his doctoral research focusing on Iron Age settlement and Society in southern Britain, using aerial photographs to map settlements and other activity areas. He is now taking a lead role in the development of LiDAR as an archaeological prospection tool in Wales and he is currently involved with the Skomer Island Mapping Project which is investigating a remarkably well preserved later prehistoric landscape through remote sensing.

Since 2011 he has been co-director of the CAER Heritage Project, which a community led project to investigate, discover and celebrate the story of Cardiff and the surrounding area from the Bronze Age to Medieval period.
It has been a busy Spring for IfA’s Tim Howard (Policy Advisor) and Peter Hinton (Chief Executive), who have been pursuing some big issues throughout the United Kingdom. Tim delivered a presentation at the Natur Conference in Aberystwyth, seeking to ensure that the historic environment is fully integrated into the Welsh Government’s forthcoming Environment Bill. May saw both Peter, Tim and Amanda heading over to Belfast, for various reasons; Tim to give evidence on the Northern Ireland Marine Bill to the Environment Committee at Stormont, and Pete, with Amanda, visited Queens University to speak about the IfA and the Southport vision, and to attend the Northern Ireland Archaeology Forum.

Tim was keen to outline to Stormont the need for the new Northern Ireland Marine Bill to include historic marine protected areas allowing the designation of marine conservation zones on historic or archaeological grounds. Pete and Tim also met with English Heritage to pursue issues relating to the operation of the National Planning Policy Framework (NPPF), and attended meetings with The Archaeology Forum (in Cardiff) and Heritage Alliance’s Spatial Planning Advocacy Group (in London).

CONSULTATIONS

In addition, Tim has formally responded to the following consultations on behalf of IfA:
- Scottish Government Consultation on proposals to reform CAP
- EH Improvement Plan for (Planning) Services 2012–2013
- DCLG Consultation on changes to the Building Regulations
- HMRC Consultation on VAT: Addressing borderline anomalies
- Welsh Government’s Consultation on Natural Resources Wales: Proposed Arrangements for Establishing and Directing a New Body for the Management of Wales’ Natural Resources.

The Institute’s full responses (unless submitted confidentially) can be found on the IfA website at http://www.archaeologists.net/advocacy/consultations/2012 along with suggestions on what you can do to help protect to protect archaeological services (http://www.archaeologists.net/advocacy/protectingservices). The protection of archaeological services (and particularly those provided by local authorities) continues to be a major issue and one that we are working hard to address.

Consultations which Tim is currently working on, and which IfA will be responding include:
- Sustaining a Living Wales: Green Paper on new approach to natural resource management
- Marine Scotland’s Consultation on registerable Marine Activities and on Marine Licence Applications Requiring Pre-application Consultation
- DCLG’s Major Infrastructure Planning – Light Touch Review
- Scottish Government’s Consultation on General Permitted Development Amendment Order 2012.

VAT AND LISTED BUILDINGS

IfA, along with many others in the heritage sector, has lobbied hard in recent weeks to reverse Government’s stated intention to levy VAT on alterations to listed buildings (which are currently zero rated). As a member of the Heritage Alliance we have long sought the removal of VAT on repairs to listed buildings arguing that it was anomalous to give a tax incentive to alter a listed building rather than repair it – an argument which Government has repair it – an argument which Government has to date not been impressed with. However, there is still much to be done. In the first place, we still await an invitation from the Privy Council Office formally to submit an application; secondly, you, as members, have to be consulted and approve in General Meeting the terms of any formal application (including any new governance framework) and, only then would a formal petition be lodged, advertised and, subject to any objections raised, adjudicated upon by the Privy Council. At this stage our feet remain firmly on the ground.

Nonetheless, there are grounds for optimism. We have set out to the Privy Council a cogent case for Charter and one that has received the support of the Department for Culture Media and Sport and English Heritage. Our efforts in this regard have been generally well received by members and others in the sector and, thus far, the legitimate concerns of those who oppose the move to Charter (as well as many of those who support it) have not detracted the application process. That is not to say that issues (such as the cost of the process, the potential for third party objections and the risk of rejection) are not ones that we should be fully aware of and continue to address.

The fact is, nonetheless, that the benefits of Charter (in particular, in terms of the prestige and credibility of the Institute and of the archaeological sector) are substantial, the risks are manageable and the budgeted costs to date are affordable. An application for Charter has been part of IfA’s Business Plan since 2000 and the time has come to ‘put up or shut up’.

Chartering the Institute is a necessary first step to obtain the right to confer Chartered status (as Chartered Archaeologists) on members who can demonstrate pre-eminence in their field. However, the two are not synonymous and, if IfA obtains Charter as an Institute, it would then have to apply to amend the Charter so as to grant the power to confer Chartered status on individuals. This, we hope to do, but the terms of any such further application would require detailed consideration. We have been advised that we should concentrate in the first instance on our efforts to Charter the Institute.

A number of the above issues have been considered more fully in Chartered status for IfA: more questions and answers which appeared in TAB2 (www.archaeologists.net/sites/default/files/node-files/tab282.pdf). If there are any issues that you wish to discuss or matters that require further clarification please do contact me at tim.howard@archaeologists.net.

PROGRESS WITH CHARTER

Tim Howard

Since the AGM in October last year, when members authorised application to the Privy Council to Charter the Institute, that application has been submitted (early in 2012) and IfA’s Solicitors are preparing a draft Petition and Charter which would need formally to be submitted in the event of a positive indication from the Privy Council Office. The draft Charter is being prepared on the basis of the reformed governance provisions discussed at the AGM.

So, is that it? Champagne on ice, feet up and looking forward to a better future? Sadly, ‘no’, for there is still much to be done. In the first place, we still await an invitation from the Privy Council Office formally to submit an application; secondly, you, as members, have to be consulted and approve in General Meeting the terms of any formal application (including any new governance framework) and, only then would a formal petition be lodged, advertised and, subject to any objections raised, adjudicated upon by the Privy Council. At this stage our feet remain firmly on the ground.

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AGM 2012

This year's AGM will be held on the 8 October 2012, at the Society of Antiquaries, London. Prior to the AGM we will be holding an afternoon dedicated to Charter – what it means for the Institute, and what the implications are for members and Registered Organisations. As Tim Howard has outlined in this issue, IfA is getting closer to the point when we can put in a formal application for Charter – the aim of the session at AGM is to ensure you are fully equipped to know what it is we are really talking about, and what the timetable is for progression.

You will see in the papers included in this mailing that nominations for new members to Council are now being sought. In addition, there will be several points which will require your vote at October’s AGM – so look out for updates and details on forthcoming eBulletins and with the next issue of The Archaeologist.

Conference 2013

The location for next year’s conference will be in the midlands – if you know of any good venues or a keen to suggest a particular town or city, please let us know. Look out for the Call for Papers and Sessions circulation as well; it’s time to get your conference thinking caps on! Feedback from Oxford this year has been extremely positive, and we intend to make Conference 2013 just as good – if not better. Our next TA will give a summary of the discussions and outcomes of the Oxford conference – a taste of which you can see in the image of the opening address opposite.

Archives workshops

In May 2012 the IfA Archives Special Interest Group held its first archives workshop. The group is keen to run a series of regional workshops, to help highlight issues associated with those working with archaeological archives and also to cut across the different sectors we find ourselves working in. The regional workshop will invite those working in and around specific areas in archaeological field units (including project managers, finds specialists and archivists), museums, planning offices, Universities and consultancies to roll their sleeves up and delve into an archaeological archive. The sessions provide a fantastic opportunity to meet the people you probably only usually speak to down the phone, and highlight the problems which everyone faces at different stops along the way. The aims of the sessions are to signpost some simple ways that we can help each other and smooth the process out, as well as discussing those more complex issues that need more creative solutions. If you are interested in attending such a workshop, or could provide a venue, please get in touch via the group email address, groups@archaeologists.net.