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Cover photo: Volunteer excavating the site of Burtle Priory in Somerset. © South West Heritage Trust
EDITORIAL

Believe it or not, it’s been over twelve months since the formal launch of the Chartered Institute for Archaeologists. Back in December 2014 at the Museum of London we talked about the benefits chartered status would bring and the opportunities we would be taking to promote why we exist, and why those commissioning work should look to our members and Registered Organisations as reliable and trustworthy professionals. Some of the work we’ve been doing is highlighted in the articles in this edition of CIfA – particularly on our external communications work, where we have been promoting the benefits of early, strategic involvement of accredited archaeologists to bodies such as the Institution of Civil Engineers and the Federation of Master Builders. We have also been discussing, as part of the Critical mass workshop, opportunities for partnership working with the public, private and voluntary sectors and how these promote good practice and deliver public benefit. Both these initiatives support one of our key messages – that CIfA champions professionalism in archaeology by setting standards, measuring compliance, promoting best practice and sharing knowledge.

These are only a couple of the initiatives we’ve been working on over the past year and more information about the other areas of CIfA work we have been undertaking can be found in our Annual Review 2014/2015 (available as a pdf at www.archaeologists.net/about) or through our regular eBulletins. At the Annual Conference in Leicester we’ll also be reporting on the opinions we’ve gathered from members about Chartered Archaeologist status, based on our series of consultation workshops that have been taking place throughout the country. More information about booking for the conference is on the Noticeboard page.

We always welcome content from members to include in TA, so if you have anything you want to share please get in touch.

Alex Llewellyn
Commissioning Editor

Equality and Diversity Group article: clarification

Following the release of IAA96, I received a call from Nick Shepherd, Chief Executive of the Federation of Archaeological Managers and Employers (FAME) about the article for the Equality and Diversity Group. Whilst wholly supportive of the establishment of this group, and of its aims and objectives, FAME members had been surprised by the paragraph which said ‘In the current climate, pressure for archaeological companies to make themselves financially competitive leads to them making discriminatory choices’, and had concerns that this statement, and the examples provided, would give the false impression that many organisations are in breach of employment law.

CIfA and FAME would like to clarify that to their knowledge organisations are not acting illegally and no formal complaint or action has been brought against any RO or FAME member about these issues.

FAME’s concerns were discussed at the more recent Equality and Diversity Group meeting and committee members were happy for this to be clarified. The group is very keen to work with FAME as one of the key forums to help them address the issues of equality and diversity in archaeology.

Don’t forget, CIfA’s policy statement on equal opportunities in archaeology is on the our website at www.archaeologists.net/sites/default/files/PolicyStatements.pdf.
A call for the mobilisation of CIfA talents and capabilities to participate in the protection of World Heritage Sites and resources under threat

Frank Meddens and Gerry Wait

In recent decades there has been a steady onslaught of destruction of archaeological sites and cultural heritage assets around the world resulting from war, targeted intervention by militant groups, the antiquities trade, ignorance, greed and natural disasters.

Examples of such events include in Afghanistan the demolition of the stupa-monastery complex of Ṭepe Shortor and the sites of Bactres and Ṭepe Marandjan, Hadda in Gandhara, and Ai Khanoum, all during the 1980s. The destruction and looting of the National Kabul Museum in the 1990s resulted in the loss of some 70 per cent of the items on display and constitutes a major loss of World Heritage assets. Its collections until then had been among most important ones of Central Asia, comprising well over 100,000 objects. On the positive side, international efforts in this case have so far resulted in the recovery of about 8000 artefacts.

The destruction of the giant Buddhists of Bamiyan, at the site of several Buddhist monasteries along the Silk Road in Afghanistan in March 2001, received perhaps the most international press coverage. These

Sites in Yemen and the Citadel of Aleppo in Syria prior to their recent destruction. Credit: Richard Hughes
statues were dynamited on orders of the then government of Mullah Mohammed Omar. They comprised two 6th-century Buddhas carved into the sandstone cliffs, and originally embellished with painted plaster. Until their destruction they were the largest examples of standing Buddha carvings in the world. Previous unsuccessful attempts at demolishing the statues had been made by the Mughal emperor Aurangzeb in the 17th century and again in the 18th century by the Persian king Nader Afsha, with the Afghan king Abdur Rahman Khan destroying the face of one of the larger of the two statues in the late 19th century. The scale of the sculptures triggered the imagination of those who saw and heard of them, with the larger statue figuring as the malevolent giant Salsal in medieval Turkish fairy tales.

The destruction in 2012 of historically important mausolea and some 4000 manuscripts from Timbuktu by militant group Ansar Dine took place as part of the group’s efforts to implement Sharia law across the area under its control.

The looting of ancient sites and the National Museum in Baghdad, as well as the burning of the National Library and Archives and Central Library of the University of Basra of Iraq following the 2003 war, resulted in losses of 70 per cent of its archives, with the Mosul University libraries similarly suffering losses of in the order of a third of their holdings.

Many years of neglect have followed, with recent further looting of sites taking place, as well as the active destruction by elements of the Islamic State of the ancient cities of Hatra and Nimrud, Shia religious centres and the collections of Mosul Museum.

The looting and destruction of ancient sites in Syria has resulted in major damage to World Heritage Sites including Man and Umayyad Mosque, as the ancient city and World Heritage Site of Palmyra suffering extensive harm and Aleppo being devastated as a result of combat. Daesh’s impact in Iraq, Syria and Libya also includes the ruination of Sufi shrines in the latter country. This narrative of heritage obliteration continues unabated, and by the time you read this article our notes of effects will probably be outdated.

The harm done to the cultural heritage of the former state of Yugoslavia during its civil war in 1991–99, the destruction and damage to parts of Sarajevo, including its 16th-century market, its Turkish baths, the Kuršumlija Muslim school and the Gazi Husrev-begova mosque, has been well documented.
The impact of natural disasters include the effects of El Niño on archaeological sites along the coast of Peru, for example the ancient Moche sites of Batán Grande, Huaca El Ico in the Lambayeque valley and the site of Llucume during 1997–98, as well as the latest impact of a series of major earthquakes on ancient palaces and temples forming part of the heritage of Nepal.

Greed and ignorance get a look in with the bulldozing of 4000-year-old pyramids at the site of El Paraíso, north of Lima, in 2013 by construction companies seeking to free the land up for redevelopment. Ignorance, or perhaps not caring, is demonstrated by the damage done by construction of a military base on the ancient site of Babylon by the US army in 2003. Despite repeated requests to the military authorities to desist, heavy earth-moving plant damaged the site during the construction of a helicopter landing pad, the setting up of fuel tanks, the erection of a range of concrete walls, and the excavation of numerous deep trenches.

As we write this, reports are coming in of the destruction of part of the Old City of Sana’a in Yemen, another World Heritage Site, in an airstrike; the list is long and unfortunatley growing rapidly.

The potential for similar events impacting the world’s cultural heritage in the future certainly does not look likely to diminish. Global warming is set to further affect climate and increase competition for resources. The threat of both natural calamities and conflict damage to the world’s heritage is ever increasing, and includes impacts to sites in the UK.

The authors believe that CIiA has a role to play. CIiA has in its ranks a great deal of expertise and experience which could be deployed to be active in prevention, support and training as well as damage control, recovery and reconstruction. New technology offers opportunities to carry out rapid, cost-effective surveys of heritage sites to create detailed and very accurate three-dimensional records of existing sites and monuments. Technologies that facilitate using historic imagery to create virtual reconstructions of what has been lost other significant potential. Core funding possibilities seeking to support the targeted deployment of relevant expertise will need to be explored and potential links with existing organisations with overlapping goals will be pursued.

CIiA is actively involved in advocacy and policy work, supporting campaigns for the UK ratification of the Hague Convention for the Protection of Cultural Properties in the Event of Armed Conflict and its Protocols, and highlighting the importance of cultural heritage in times of humanitarian crisis. At the CIiA Advisory Council meeting on 24 September 2015, there was unanimous support for CIiA to apply to become an associated organisation of ICOMOS-UK and ICOM UK.

IUCN/UK is the UK national committee of IUCN (International Union for the Conservation of Nature), which has a special role as official adviser to UNESCO on cultural World Heritage Sites. It encourages contact between heritage and conservation professionals, providing links with the international network of ICOMOS members. ICOMOS works for the adoption and implementation of international conventions, participates in the organisation of training programmes for conservation specialists on a world-wide scale and puts the expertise of highly qualified professionals and specialists at the service of the international community.

ICOM UK, the national branch of the International Council of Museums, is the global organisation of museums and museum professionals committed to the conservation of the world’s natural and cultural heritage; it also raises awareness of international issues such as intangible heritage, restitution and combating illicit trade. ICOM UK is a conduit for conversations and action on international issues such as material cultural heritage at risk in zones of conflict, intangible cultural heritage, professional development and ethical standards to guide practice in a changing world.

If you are interested in playing a part in heritage disaster response, please consider joining the International Practice Special Interest Group contact groups@archaeologists.net and provide some intimation on your areas of interest and any expertise that you may be able to contribute.

Parts of the El Paraiso complex of some 13 pyramids spread over 60 ha, on the Central Coast in the Chillos Valley, Peru, dating between 3700 BP to 3065 BP, before and after being bulldozed in June 2013 by Provelanz E I.R.L. y Alivio S.A.C., a company wanting to develop the site for construction. Credit: Benedict Ojeda

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Frank Meddens MCI&IA (1825)

Frank Meddens was born in the Netherlands; he got his PhD from the University of London, and is one of the directors of Pre-Construct Archaeology Ltd. Prior this he was Assistant Curator at the Passmore Edward Museum and Newham Museum Service, worked for the Department of Urban Archaeology at the Museum of London, and at the Ancient Monuments Laboratories of the Historic Buildings and Monuments Commission for England. From 1976 on he has been engaged in numerous archaeological projects in the Andes, mostly in Peru in the departments of Ayacucho, Apurímac and Cuzco. He has published extensively in academic journals and books as well as regularly lecturing on a varied range of archaeological subjects. He is a Fellow of the Society of Antiquaries of London, a Research Associate of the Institute of Andean Studies, and an Honorary Research Associate of the Department of Geography, Royal Holloway, University of London and has been a member of council of a number of heritage related societies and bodies.

Gerry Wait MCI&IA (771)

Gerry has over 30 years of experience as an archaeologist and heritage consultant. His real passion is in finding ways to make the past relevant to people and communities in building their future, with the belief that successful communities have firm roots in their past. Gerry is an expert in conservation and management planning, heritage site management and interpretation for the general public. He has undertaken environmental and social impact assessments in the UK, USA, and many European, African and Asian countries. He has also undertaken due diligence for sponsors and lenders on a number of projects in Europe and Africa. He was seconded to South Stream Transport B.V. as cultural heritage advisor, overseeing three international ESIAs and associated cultural heritage investigations in Russia and in Bulgaria, both terrestrial and maritime.

Gerry served as Chairman of the Institute for Archaeologists (and remains a full member) and is a long-term member of the European Association of Archaeologists. Gerry has a BA in Anthropology, an MA in Anthropology and Archaeology from the University of Missouri-Columbia, and a PhD in European Archaeology from the University of Oxford. He is a Fellow of the Society of Antiquaries of London and of many other professional and academic associations.
From 1990 to 2015 – 25 years of development-led archaeology in England

Roger M Thomas MCIfA (255), Historic England

For archaeologists of a certain age, 21 November 1990 stands out as a date to remember – a date on which, in a sense, everything changed. On that day, Planning Policy Guidance Note 16 on Archaeology and Planning – ‘PPG 16’, as it became almost universally known – was published.

Until then, ‘rescue archaeology’ (a phrase which sounds oddly old fashioned now) had been funded primarily by central government. Funds were limited, and important sites could be lost without record, or with only a very inadequate one. Most significantly, archaeology lay outside the planning process; planning permissions were generally given without any thought for their archaeological consequences.

PPG 16 changed all that. Its key principles, now incorporated into the National Planning Policy Framework, seem unsurprising today: that the archaeological effects of development should be properly assessed before planning permission is granted, and that responsibility for the archaeological work made necessary by a development lies with the developer. At the time, they marked a radical departure from what had happened before.

I twenty-five years on, it is a good moment to take stock of what has been achieved. As part of that, Historic England, in association with sector partners, has produced a short, accessible publication titled Building the Future, Transforming our Past – Celebrating development-led archaeology in England 1990–2015. It is available at this link, along with Historic England’s summary:


The publication aims to explain, in non-specialist readers, how the results of 25 years of intensive work have transformed our view of England’s past. It also highlights some striking and individual discoveries, and emphasises that development-led archaeology yields a range of public benefits. A foreword from the Chief Executive of the British Property Federation, Melanie Leech CBE, underlines the central message: that the policy introduced in 1990 is good for developers (it reduces risk and can yield good PR) and is also good for society.

The publication was launched at a Parliamentary briefing, hosted by the All Party Parliamentary Archaeology Group (AP-MG) on 23 November 2015 – 25 years, almost to the day, after PPG 16 was published.

The June 2016 issue of The Archaeologist will be on the theme of ‘25 years of development-led archaeology in England’. Suggestions for contributions are welcome – please send these to Alex Llewelyn at alex.llewelyn@archaeologists.net by 1 April 2016.

Roger Thomas MCIfA (255)

Roger is a member of the Historic Environment Intelligence team at Historic England. He led the production of Historic England’s Building the Future, Transforming our Past publication.
This year, CIfA ventured to the Merchant Adventurer’s Hall in York for its 2015 AGM event, a workshop to discuss a range of issues around the general theme of community archaeology.

Jointly hosted by CIfA and CBA, with support from Archaeology Scotland and the York Archaeological Trust, the aim of the workshop was to bring together practitioners from across the public, private and voluntary sectors to identify opportunities for greater partnership working, for promoting good practice in all aspects of community-driven archaeological work and to emphasise the importance of public benefit underpinning all archaeological endeavour.

Outside our sector concepts of active citizenship, ‘Citizen Science’ and the localism agenda have been widely promoted. Within development-led archaeology, we are starting to see a much more positive emphasis on public benefit, in the form of increased access, knowledge and understanding arising from archaeological work. The Heritage Lottery Fund (HLF) has, through its funding programmes, facilitated increased public engagement with and access to heritage, particularly amongst ‘non-traditional’ audiences.

Perhaps inevitably, concerns have been raised about standards, both in terms of the skills needed by paid ‘community archaeologists’ to support and facilitate public engagement with the past and in terms of the quality of work undertaken on ‘community archaeology’ projects. And while examples of excellent practice on both counts exist, the mechanisms for sharing them, and for learning from the less excellent examples, may not.

The skills required by community archaeologists were the focus of the HLF-funded Community Archaeology Training Hacemts scheme run by the CBA between 2011 and 2015. The work undertaken by many of the CBA trainees, along with high-profile projects like Operation Nightingale, demonstrated the potential of archaeology to engage and rehabilitate sections of the community that may be disadvantaged, disenfranchised or excluded.

There were many issues to discuss: skills and training, funding, evaluation, the role of CIfA, professional standards, monitoring, the
pressure on curators, the potential of archaeology as ‘therapy’ and the contribution of community archaeology to wider research priorities. The enthusiasm for debate was demonstrated by the numbers attending; the workshop was filmed to allow those not able to attend to engage with the discussion after the event and a sign-up list for a revamped joint CIAT and CBA special interest group for Voluntary and Community Archaeology was quickly filled. I’ve tried to give a flavour of the discussion below but for more detail, you can access the videos on our website: http://www.archaeologists.net/groups/voluntary

Communities as practitioners: building capacity across the UK
Following presentations from Wales and Scotland on the Arturdir and SCAPE coastal recording volunteer projects (respectively), the roundtable discussions identified a wide range of potential funding sources but noted difficulties around capacity to develop funding bids and the restrictions of short-term project-based funding, which may not be sustainable when funding comes to an end. The need to think beyond traditional funding sources was highlighted – archaeologists need to be tapping into other agendas, particularly around poverty, health and education. Evaluation was identified as being key and should be built in from the outset using a range of frameworks rather than a single model. The museums sector was cited as a good example and we should be looking to learn from them. The importance of identifying training needs and of understanding the audience was noted.

The need to think beyond traditional funding sources was highlighted – archaeologists need to be tapping into other agendas, particularly around poverty, health and education.
Fieldwork training, particularly, could be offered across current sector boundaries to include volunteers and career entrants alike.

**Bridging development and community**

The aim of this session was to explore the interface between ‘community’ and ‘commercial’ archaeology and to consider how we can ensure that development-led archaeological work is genuinely delivering public benefit. With examples from Hungate in York and from Greater Manchester, and some initial thoughts from HS2 on community engagement, we considered how to ensure that community engagement becomes standard practice and not an afterthought, who should be responsible for monitoring quality and outcomes and what the role of CiF should be.

The feedback highlighted a need for closer working between CiF and CBA and the importance of partnerships at a regional and local scale, as well as national level; CBA’s role as a standards-setting body and the need to ensure that standards and good practice guidance are accessible to all through better promotion of ISGAP (Introduction to standards and guidance in archaeological practice, http://www.isgap.org.uk); and the importance of getting the right balance between top-down and bottom-up approaches.

**Knowledge creation, contribution and access**

This session discussed how community archaeology can be better integrated into wider research frameworks – from the early project planning stages to end of project dissemination. Presenting a model of community-led projects, they considered how we can utilise this contribution to create new archaeological knowledge as well as ways of supporting communities to produce ‘good’ archaeological resources. Dan Miles from Historic England considered the contribution of community-generated research and Helen Johnston, a volunteer with the Thames Discovery Programme, described a programme of volunteer-led research on the Thames foreshore.

The discussion emphasised the importance of HLF’s role in requiring adherence to standards and highlighted capacity issues and local authority historic environment teams. Sustainability and the dangers of short-term project-based funding were also highlighted.

Involving community groups in the design of projects and in the dissemination of results, and not just in the data gathering exercise, was felt to be vital in delivering true ‘Citizen Science’.

**Next steps – getting involved**

We identified a number of actions to take forward as a result of the workshop, chief of which was closer working between CiF, CBA and Archaeology Scotland as a means of delivering the others. Re-launching the Voluntary and Community Special Interest Group as a joint CiF and CBA group is also key, as it provides an active network through which to share experiences and disseminate good practice and lessons learned.

CiF clearly has a role in terms of quality monitoring and in promoting the importance of accessible standards to funding bodies like the HLF. The potential of major infrastructure projects like HS2 to promote new ways of working centred on public benefit may also be the catalyst for better partnerships between paid and volunteer archaeologists, producing better archaeology as a result.

If you would like to get involved with the Voluntary and Community Special Interest Group, please contact Lianne Birney at lianne.birney@archaeologists.net. Membership is free for CiF and CBA members and costs £10 for non-members.
GROUPS

Surveysing the King’s Knot: an AGM with a difference!

Matt Ritchie MCIfA (6429), CiFA Scottish Group

The CiFA Scottish Group got together on a sunny Saturday in September for a most unusual AGM. The King’s Park surrounds Stirling Castle in Scotland and dates from the 12th century. It was a royal pleasure ground where the medieval royal court enjoyed jousting, hawking and hunting alongside extensive gardens, orchards and farms. The garden earthworks known as the King’s Knot were probably laid out in advance of Charles I’s ‘homecoming’ tour of his Scottish coronation, which eventually took place in 1633. These elaborate gardens, one of the best examples in Scotland, represent the final major phase of royal investment in Stirling before attention was focused on London.

The AGM allowed a multi-disciplinary skills-sharing workshop that used the King’s Park as the focus of a range of archaeological presentations and spirited discussion with a mixed audience of students and early-career professionals. Attendees enjoyed the demonstration of a range of survey techniques by AOC Archaeology, learned about terroir small finds with an excellent presentation by the Treasure Trove Unit; took part in an integrated archaeological metal detecting survey with members of the Scottish Artefact Recovery Group; and participated in a conservation management workshop run by Stirling Council Rangers. A total of 31 participants took part in the event, representing 18 organisations, with a further 30 members of the public spoken to on the day – doubling attendance from the 2014 AGM. The workshop even made the BBC news with an online article promoting the work of CiFA in Scotland.

The workshop was organised by members of the CiFA Scottish Group committee.

We aim to
• represent and assist CiFA in Scotland
• represent and assist CiFA Scottish Group in the wider UK context
• coordinate the CiFA Scottish Group communication framework (members and non-members, including recruitment)
• advise on the CPD needs of Scottish archaeologists

Cara Jones, Scottish Group Chair, explains further: ‘We feel that our collective purpose is to assist in implementing the CiFA Strategic Plan in Scotland. We aim to promote CiFA’s professional standards and guidance by providing a range of tutorials within which CiFA Scottish Group can effectively communicate, facilitating debate and celebrating success. We advise on CPD events (presently delivered through a grant provided by Historic Environment Scotland) and assist CiFA recruitment activities.’

With these objectives in mind, the CiFA Scottish Group committee undertakes to
• organise and promote the CiFA Scottish Group AGM
• publish a regular CiFA Scottish Group newsletter and encourage contributions
• coordinate the CiFA Scottish Group Facebook discussion forum
• coordinate a members’ survey every third year, collating and distributing the results
• ensure and coordinate CiFA Scottish Group and CiFA Registered Organisation representation, promotion and recruitment at relevant conferences, careers fairs and other events
• develop CiFA Scottish Group promotional literature and input into all CiFA material that is produced for a Scottish audience

We plan a similar ‘Adopt-an-AGM’ event next year – another day of conservation work, archaeological recording, skills sharing and social networking, aiming to make a difference by action. Sounds fun? Get involved! Email groups@archaeologists.net

In 1625 William Muts was despatched from London to be ‘maister gardiner to his Majestie at the Castell of Stilling’. Muts was soon engaged in ‘plattting and contruying his Majesties new orchard and garden’. The King’s Knot comprises an octagonal stepped grass-covered mound rising to over 3m in height. It fell into neglect after Charles I’s return to England until Queen Victoria ordered its restoration following her visit in 1842. These hill shaded terrain models (derived from terrestrial laser scanning by AOC Archaeology) capture the beautiful regular geometry of the site – the first time this important site has been surveyed in such detail.
External relations at CIffA

Stephen O’Reilly, Loud Marketing
Peter Hinton MCIFA (101), Chief Executive, CIffA

In preparation for the launch of the Chartered Institute we commissioned work on a marketing communications (marcomms) strategy, and plan to build on the existing communications plan and the objectives of our Strategic Plan. The marcomms strategy sets out a framework for us to implement marketing and communications about CIffA and its members in the key areas we identified. One of these areas is to focus on our external relations to promote that accredited members are skilled in the study and care of the historic environment, and that by working with accredited professionals, clients will increase their chances of reaping benefits from archaeological work. To assist us with this we have commissioned Stephen O’Reilly of Loud Marketing.

Overview

External relations is a business function that strategically manages communications to audiences outside an organisation’s immediate sector.

Day-to-day communication with members is critical, as is the advocacy work which targets policy makers, influencers and stakeholders in the archaeology/heritage sector. But, like all professional bodies, CIffA also looks beyond its members and the heritage sector.

This is important, because no profession can live in isolation. CIffA members often work on complex projects, but even the simplest will involve a whole range of people. Working alongside others in a team is simply part of the day-to-day professional lives of most accredited archaeologists. The external relations work carried out at CIffA mirrors this collaborative approach.

Building relationships with our audiences

There are a number of audiences outside the heritage sector that are crucial to the continued successful development of the archaeology profession.

CIffA believes it is important to build effective and complementary working relationships across politics, the media, business and society. It plays an active role in demonstrating how archaeology adds value.

One of the most important external audiences is government, legislators, regulators and others who influence the policy environment in which accredited archaeologists operate. Much work is already carried out under the advocacy banner. The media is another important external audience and CIffA actively works with the press, TV and other media outlets where the Institute can add value.

The current focus for external relations at CIffA is on co-promotions and trades and the objective is to reach them through their associations. For example, CIffA works closely with the Royal Institute of British Architects so that architects will get a better understanding of accredited archaeologists.
External relations working in practice

By working with the Federation of Master Builders, CiFA is improving awareness and understanding amongst small to medium sized construction companies and their senior management. For example, the FMB is working with CiFA to ensure its members understand that using accredited archaeologists assures clients that the work will meet their needs and the needs of the public.

CiFA is also working with the Institution of Civil Engineers on a number of initiatives, including helping to improve the knowledge base of engineers. The ICE is transforming the way it delivers relevant, timely and accessible engineering knowledge to its members through lifelong learning. For example, their library space is changing into a multi-purpose interactive learning zone in 2016 and CiFA is well placed to assist the ICE by providing up to date information, advice and other compelling content to the civil engineering community.

Compelling content is a key aspect of external relations, especially when reaching out to other professions and trades and the wider business community. Although it could be described as patchy, many professionals and businesses that come into contact with accredited archaeologists have a basic understanding of how archaeologists work, what they do, and the archaeological obligations inherent in many construction and engineering projects.

What they don’t necessarily think about are the opportunities that archaeology can bring. CiFA is working on a series of case studies that show how construction and engineering projects can benefit from the early, strategic involvement of accredited archaeologists. Examples of these benefits include public consultation, community relations, corporate social responsibility and development marketing.

Benefits for members and the public

The objective of external relations is to use opportunities like collaboration with the FMB and ICE, developing case studies and working with the media to enhance the recognition, reputation, impact and influence of the Institute and its members.

This is done through managed communications with audiences where there is a clear link with archaeology, focusing on co-professionals and trades who directly or indirectly influence the procurement of archaeological services.

CiFA is actively working with organisations that represent these stakeholders. This demand-side emphasis is an important aspect of external relations.

Ultimately, the benefit to CiFA members, and to the public, is that co-professionals and businesses working in construction, property development and civil engineering (amongst others), will have a clearer understanding of the importance of ensuring that competent professionals carry out archaeological work to recognised industry standards.

What can you do to help?

As always, we welcome your support in all the activities we undertake. If you are in contact with external bodies or the media, as mentioned above, and have the opportunity to mention CiFA, then we would encourage you to do so and to share those contacts with us. The article in this issue from the Scottish Group about King’s Knot is a great example of where professional archaeology, and the skills and techniques we use, can be included in mainstream news. Also, if you have any suggestions of case studies we can use to promote how construction and engineering projects can benefit from early, strategic involvement of accredited archaeologists, please contact Peter Hinton at peter.hinton@archaeologists.net

And finally, don’t forget to use your post nominals and promote the fact that you are an accredited professional!

About Loud Marketing and Stephen O’Reilly

Stephen O’Reilly is a professional marketer. Through his business, Loud Marketing, he provides a flexible extension to his clients’ resources, helping them to develop and grow. Clients include professional bodies, trade associations and other membership organisations. Loud Marketing is media-neutral and specialises in strategy, market research and marketing communications services. Stephen leads the team and manages all client projects.

Peter Hinton

Stephen O’Reilly
VISIBLE DIGGERS: studying learning through research
Matthew Hitchcock, Stephanie McCulloch, Liya Walsh, University of Manchester

The QAA Benchmark Statement requires archaeology students to undertake archaeological fieldwork. Training in archaeological fieldwork is never an arbitrary task – one can never just dig a hole for learning’s sake. Instead, archaeological fieldwork will always involve work that sets out to answer a research question. This means that all students undertake real-world research when training in archaeological field practice, and in turn, learn about the techniques and methods of the profession, and about the period of the site they are working on. But the question is, how much do archaeology students themselves recognise this? And does this matter?

To investigate these questions the Visible Diggers project was turned. The project is funded by the University of Manchester’s Learning through Research fund, which aims to enhance undergraduate student learning through a specific piece of research. The team is comprised of three Level 2 undergraduate students (the authors) and a member of staff (Dr Hannah Cobb), and the research is student led. The team drew upon Everill’s (2009) critique of the invisibility of diggers in the commercial world to explore the position of student diggers on training excavations.

Survey participants
The study has taken the turn of an online questionnaire, which had 22 questions and was kindly distributed by the Universities of Bournemouth, Bradford, Bristol, Cambridge, Cardiff, Chester, Glasgow, Leicester, Liverpool, Manchester, Reading, UCLan, Winchester and York.

A total of 14 students took the survey, of whom 31 per cent were male and 69 per cent were female. The questionnaire asked students to recall the fieldwork they were engaged in during the summer of 2014. Respondents were mostly in the first or second year of their undergraduate studies that summer.

Additional anecdotal information was collected through a focus group meeting, held at the University of Manchester in February 2015. A summary of some of our key findings is presented here.

**Fig 1. The study year of all respondents**

**Interpretation matters**
It has been demonstrated that interpretation takes place ‘at the trowel’s edge’ (Hodder 1997) and in acts such as scale drawing, writing context sheets and taking trowel photographs. All of these are acts that students undertake on training excavations. The crucial question for this study was whether students were aware that they were producing new knowledge and making interpretations about the past.

It’s important to ascertain this because other studies have shown that giving students responsibility within the interpretive process can enhance student experiences of fieldwork and beyond (Croucher et al. 2008). Our research corroborates this, and adds to this body of work by showing explicitly that those who feel they added to the interpretation of the site enjoyed their fieldwork experience more, particularly if they were involved in finding a significant artefact. Of the students who enjoyed or mostly enjoyed their fieldwork, 86 per cent made a significant archaeological find. Of those who did not or mostly did not enjoy their fieldwork, only 26 per cent made a significant archaeological find.

Being part of the interpretive process is fundamental to student field training in terms of educational value, as well as simple enjoyment. Yet our study showed that 40 per cent of respondents were either unsure or did not feel they contributed to the interpretation of the site.
Our study shows that 70 per cent of respondents were either unsure or did not feel they contributed to the interpretation of the site.

This is a shocking statistic, particularly when we found that these students were explicitly involved in interpreting. Of those who were unsure or felt they did not interpret the site, all had completed context sheets, taken photographs and completed planned drawings.

This raises two important points: it students do not know that they are actively engaged in the interpretation of a site, even when they are, their learning experience is bound to be negatively impacted, and inevitably this will affect their empowerment (or lack of it) as visible diggers (sensu Everill 2009) when they graduate. If we challenge this issue, then, we examined the various barriers affecting student engagement with the interpretive process.

Who affects whom?
We found that interpersonal dynamics played a fundamental role in affecting student interpretations. Whilst many students were able to communicate their interpretations with supervisors (Fig. 3) and sometimes were acutely aware that their work contributed to the interpretation of the site, their relationship with supervisors prevented this. For example, Participant no. 16 commented:

‘There was no opportunity for students to contribute their own interpretations of the site or offer ideas. An individual on our site who did ... was criticised for doing so in private discussions and considered “rude” for giving an opinion that differed with the site director’s.’
Fig 3. Did you feel that you were able to communicate your interpretations of the archaeology with the supervisors?

![Pie Chart]

In contrast, where students were actively encouraged to be part of the interpretive process, especially where they felt this was valued, this positively affected their enjoyment of the learning experience and engagement with the site.

However, students affected one another positively as well – where students worked together collaboratively and supportively this enhanced their engagement with the interpretive process, learning and experience of fieldwork.

Conclusions
As we have shown here, it is crucial that students are part of the interpretive process, yet many are unaware that they are. In conclusion we offer a series of best-practice suggestions (which come from students who participated in the study themselves), not only to enhance training, but to enhance the student experience and the visibility of students in the interpretive process.

- Communication is key!
- Show students how they are producing new knowledge
- Value and encourage their input into this
- Explain to them why this is important
- Let them know the outcomes after the excavation
- Have an awareness of how group dynamics affect student confidence in interpreting.

References


Where students worked together collaboratively and supportively this enhanced their engagement with the interpretive process, earning and experience of fieldwork.

Students from the Universities of Manchester and Leicester being trained on the AndronikosI project. Credit: Lyra Nobal
Acknowledgements
This project was funded by the University of Manchester’s Learning through research fund and we are grateful for their support. We are also very grateful to all of the universities who distributed the survey and to all of the students who kindly gave up their time to contribute.

Read more about our project at: https://visiblediggersmcr.wordpress.com/
Twitter: @Visdigs

Accreditation of field schools
In response to demand from the sector, CIfA has developed criteria for accrediting training delivered via training excavations and field schools. CIfA accreditation is only awarded to field schools which can demonstrate that they are delivering appropriate skills and learning linked to the National Occupational Standards for Archaeological Practice, have appropriate student to trainer ratios, offer support for individual CPD and have processes in place for evaluation of aims and objectives. In addition, accredited field schools or training excavations must be underpinned by genuine research questions and carried out in accordance with CIfA standards and guidance, as well as complying with health and safety and insurance requirements.

If you are interested in applying for CIfA accreditation for a field school or training excavation, please contact Kate Geary at kate.geary@archaeologists.net

Matt Hitchcock Student (8402)
Matt is a third year undergraduate archaeology student at the University of Manchester, museum liaison officer the UoM Archaeology Society and also a student member of CIfA. Excavations include Castell Henllys Iron Age turf, Neolithic structures at Uorstone Hill, and more recently the Bronze Age Kissonerga-Skalia settlement in Cyprus and the Buille Hill Historic Park community excavations in Salford. Matt has a strong interest in museology and has worked with Manchester Museum on cataloguing the anthropology collection and has collaborated on a display in the museum’s new study area. He is currently conducting research in the UK and Japan for his dissertation on Edo period Japanese fans.

Stephanie-Adele McCulloch Student (8404)
Stephanie is a third year undergraduate student at the University of Manchester and Vice Chair of the UoM Archaeology Society. She is a student member of CIfA and has excavated at Dorstone Hill, Herefordshire; on the Ardnamurchan Transitions Project (A1P), Western Scotland; and was part of the geophysics team on the Ashton Park project in 2015. Alongside doing work for her dissertation, which is on Iron Age–Early Roman figurines made by the Perisi Culture found in East Yorkshire, she has recently featured in a television episode on the ‘That’s Manchester’ Freeview channel discussing Queer theory in archaeology alongside being part of a team of students and alumni organising the We are archaeology MCR initiative. Twitter: @Stephadeleemccui

Liya Walsh Student (8403)
Liya is a third year archaeology student at the University of Manchester, the publications officer for the UoM Archaeology Society and a student member of CIfA. Excavations that she has attended include the Ardnamurchan Transitions Project in the summer of 2014 and most recently the Bronze Age site of Kissonerga Skalia, Cyprus, under the direction of Lindy Crewe. She is greatly interested in pursuing archaeology after graduation, and is currently studying the Hittite Empire and their collapse during the Late Bronze Age for her dissertation.

The Archaeologist | 17
As the union representing specialists in heritage and archaeology, we knew that the Chancellor’s 2015 autumn statement would be significant.

While no one could have been surprised at our findings around longer working hours, pay stagnation, redundancies and reorganisations, we were particularly struck by the verbatim reports. We gathered pages and pages from members concerned not just about their own jobs, but genuinely concerned about the future of the sector.

It was also interesting that heritage work not directly funded by public money was also feeling the effects of austerity.

During 2015, I met several finance directors and chief executives who explained that while it had been tough in 2014, they had managed to make some savings.

But this was absolutely not the case this summer. People too senior to mention had been asked to model cuts of between 25 and 40 per cent. They all said that further cuts would be devastating to a sector already cut to the bone.

We decided that we needed to run a simple campaign to illustrate the lack of logic behind further cuts.

We wanted to make the point that even if you accept the need for austerity and balancing the books, cutting an industry that generates money is not a sensible move.

Unlike the work of Prospect members in engineering, this was not rocket science!

So we came up with the ‘High Five Heritage’ idea. We encouraged members to tweet us using #HighFiveHeritage as the hashtag.

We asked them to take and send us photos of people high fiving their support for heritage. We wanted to remind people that for every £1 of public money invested, the UK gets up to £5.10 in return. This was based on a wide range of research including reports from Arts Council England and Oxford Economics.

George Osborne recognised this multiplier effect when he told the Commons: ‘£1 billion a year in grants adds a quarter of a trillion pounds to our economy – not a bad return. So deep cuts in the small budget of the
Department of Culture, Media and Sport are a false economy.’

He announced increased funding for the Arts Council, maintained funding for national museums and galleries and his commitment to retaining free museum entry. All in all, a much better settlement than we’d feared and had been widely expected.

We are really grateful to everyone who embraced our campaign. People showed a great deal of imagination we had everything from muddy high-fiving archaeologists to selfies featuring cats and even a shark!

It’s great to see that all this support seems to have had an impact. Even though there are still some very difficult roads ahead and more cuts in the sector, we can enjoy the knowledge that that we played our part in a wider campaign that helped common sense to prevail.

We didn’t do it alone. The Museums Association, the National Museum Directors’ Conference and others all ran excellent campaigns too. What we can say is that together we made a difference.

How the campaign unfolded on social media: https://stonfly.com/Prospect


People showed a great deal of imagination – we had everything from muddy high-fiving archaeologists to selfies featuring cats and even a shark!

Prospect staff, Robert Lauder, organise; Sarah Wurd, negociate, and Louie Stand with, organiser stopping outside the Science Museum to promote the campaign.

Credit: Sarah Wurd

CFA staff Linnie Bixion, Jen Parker Wooding and Anna Welch show their support. Credit: Laura Beasley

Last stop of the day at Yute Made braving the rain, tourists and bubbles #highFiveRage. Credit: Sarah Wurd
URS and AECOM combine

URS was taken over by AECOM in 2014. The team, originally registered as UK’s Scott Wilson in 2011, integrates staff from previous companies URS, Scott Wilson, Bullen and Abbey Maunsell.

As part of such a large company, we have been busy getting to know each other and many of our new colleagues across the UK and further afield. Working in multi-disciplinary offices is one of the great advantages of working for a big company and we are lucky to be able to work alongside experts from almost any field of design, environment and engineering.

Our project experience this year has included contributions to large infrastructure schemes such as Crossrail, HS2, A1 Leeming to Barton, Thames Tideway Tunnel and the Wessex Capacity Upgrade, managing the archaeology and advising on historic buildings and structures. We have also been busy on a range of other schemes including conservation and research projects.

One of our favourite locations this year has been Plymouth, where we have several projects underway, including advanced works for the development of Sherrurd New Community, the development of South Yard in Devonport and repairs to some of the Palmerston forts.

Palmerston forts

These fortifications in Plymouth are a series of artillery forts and other associated works that were built to defend both the land and seaward approaches to Plymouth from a perceived threat of invasion by the French. The forts were planned and constructed in the mid and late 19th century following a major review of Britain’s defences undertaken by a Royal Commission set up under the instruction of Lord Palmerston in 1859.

Following a previous commission to produce a strategic study for the Palmerston forts, we are now starting a new phase of the project to investigate the condition and construction methods of two of the forts, Woodland Fort and Fort Austin, in order to inform their repair and thereby to remove them from the Heritage at Risk Register.

These two forts form part of a series of landward-facing forts, the ‘Northern Fortifications’, a ring of eleven fortified positions from Ernesettle in the west to Laira and Effurd in the east. Events in Europe during the late 19th century that removed the threat from the French determined that the forts were soon obsolete and they became known as Palmerston’s Follies. They were, however, retained as military positions and were used during both World Wars as recruiting stations, observation posts and munitions storage and logistical support. During the Cold War period, the gatehouse at Fort Austin was used as a community and civil support unit fitted with a command centre and air filtration system.

Plymouth City Council recognises that these buildings now present opportunities for regeneration, community involvement and enhancement, and are considering issues of management and conservation, long term use and viability. The project is grant funded by Historic England.

Ulster-Scots Archaeological Project

We are now reaching the final stages of a three year research project for the Department of Culture, Arts and Leisure Northern Ireland. The project team included...
The purpose of the project was to identify and document key sites and monuments of historical and archaeological significance from the Plantation era across Northern Ireland and, through a small number of site excavations, to provide detailed information on the daily lives, culture and traditions of Scottish migrants and their interactions with the native Irish as well as English settlers.

The team has produced a gazetteer of archaeological sites and monuments, undertaken three set piece community-based archaeological excavations and prepared associated education packs and public outreach activities. These activities created a great deal of interest from schools, community groups and the general public. We are also engaging with a number of cross-community groups to provide socially inclusive opportunities for them to engage in archaeology. The project will culminate in a landmark volume covering the results of the project, with a view to promoting heritage assets as a future tourism and education resource.

International
Members of AECOM continue to contribute to CI&A, particularly the International Practice Group. The team has been involved in a number of international projects this year in Azerbaijan, Uganda, Kenya, Mauritania and Gabon. Each project seems to throw up its own challenges, but the Group offers an opportunity to share lessons learnt and to contribute to discussions on developing international best practice and a degree of consistency of approach.
GUARD Archaeology welcomes Beverley Ballin Smith

GUARD Archaeology is delighted to announce that Beverley Ballin Smith MCIfA (294) has joined our project management team.

Beverley has been a member of CIfA for nearly all her professional life; she has served on the turnover IfA Council and was Vice Chair for Outreach as well as a member of the Validation Committee. She is currently a CIfA Board director. She is also Vice President of the Society of Antiquaries of Scotland, a member of the Society of Antiquaries of London, and has recently been appointed President of Archaeology Scotland. As well being a specialist in analysing prehistoric pottery and coarse stone tools, she continues to use her project management skills in bringing often old, and sometimes very old, projects to publication. She is also editor of ARO (Archaeology Reports Online)

A large-scale strip, map, sample project in advance of the construction of new whisky bonded warehouses in South Ayrshire.

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Member news

Patrick Booth ACIfA (8530)

After completing a Master’s degree in Archaeology at the University of Liverpool, where Patrick’s dissertation looked at the excavation of crashed Second World War aircraft, he gained a job at English Heritage in London in 2005. Since then Patrick has worked in a number of different roles within the London Office of English Heritage.

Since March 2012, Patrick has been working as a project officer within the Greater London Historic Environment Record, the only HER in the country based within a Historic England office. The main focus of his role involves the revision and update of Archaeological Priority Areas (A-W) throughout Greater London. This involves analysing current A-Ws and using information within the HER to make revisions, additions or deletions where necessary.

Patrick decided to apply to join the CiFIA so that he could keep up to date with important issues relating to archaeology in this country and become more active within the archaeological community.

Michael Briggs MCIfA (613)

Mike currently works as a heritage and archaeology consultant for Neo Environmental Ltd, a multi-disciplinary consultancy firm based in Glasgow. He graduated from the University of Glasgow with a BSc in Archaeology in 2008 and a subsequent MSc in City and Regional Planning. In the years following university, Mike spent time working with several different archaeological companies in Scotland, including GUARD and Rathmell Archaeology, where he learned the many ups and downs of commercial archaeology. His current consultancy role makes use of both his archaeology and planning backgrounds and has a particular emphasis on renewable energy projects.

Mike’s decision to join CiFIA was encouraged by the increasing professional recognition of archaeology, demonstrated by its recent Charter. He hopes that the new chartered status will lead to a higher profile for archaeology within planning and construction, as well as better, more stable working environments for archaeologists who are starting out in their careers.
Zara Burn ACIfA (8526)

Zara is an archaeological project officer and has worked for MAP Archaeological Practice Ltd for over six years. She was first employed as a trainee site assistant and has progressed to project officer since then. She has worked on a large portfolio of archaeological sites in both urban and rural contexts and has a wide range of pre-planning, fieldwork, and post-excavation experience. She is the co-author of MAP Publication 2: Sandhill. The Excavation of an Early Neolithic and Middle Bronze Age Site at Kirkburn, East Yorkshire, and is currently directing a large open area kroman excavation project on the outskirts of York.

Zara joined CiIA to further her understanding of best practices in archaeology in order to promote these to new members of staff within the company, and to become more actively involved in CiIA activities and workshops. She is looking forward to attending the annual conference next year and meeting many other members.

Wayne Perkins ACIfA (2543)

One of Wayne’s motivations for applying for the upgrade to Associate was a wish to be part of an organisation dedicated to the improvement of pay, working conditions and archaeological practices in Britain. He has always been interested in the ‘process.’ Wayne arrived at archaeology late in life so the expedient was to start working in the field rather than pursuing further studies – he decided to try to become the best field archaeologist he could be and is still working to fulfil that ambition.

Being part of CiIA is a way of legitimising the 19 years that Wayne has spent as an archaeologist – the first six years as an amateur, tullowed by seven years in France working for both the state and commercial companies, and the last six years working in the UK. He wants potential employers to know that he is serious about his chosen profession and wants his career to have a positive, forward-looking trajectory outlined in his Personal Development Plan.

Sophie Lewis ACIfA (8496)

Sophie received her BA (Hons) in Archaeology from Cardiff University in 2010, then went on to work briefly with Glamorgan Gwent Archaeological Trust as a project archaeologist, tullowed by working on the South Asasif project in Egypt.

In 2011 Sophie returned to the UK to work for the Trust as a project archaeologist and has also worked as site supervisor on a number of occasions. She has worked on numerous excavations, watching briefs and building surveys, and has been involved with post-excavation analysis and reporting.

Sophie is currently responsible for the delivery of a number of projects, including the Gower landscape project and the Hendre’r Mynydd community geophysical survey and research project.

Her primary interests are human osteology, including funerary and burial practices, sacrifice, ritual and cannibalism. She also has interests in the archaeology of Egyptian tombs, the Roman presence within Wales, and prehistory. Sophie is a member of the British Association for Biological Anthropology and Osteoarchaeology.

Applying to become a member of the CiIA was important to her to continue progressing in her career and to become more involved and connected with others within the profession.
Cath studied at York, obtaining her BA in Archaeology and MA in the Archaeology of Buildings. After graduation, she worked in publishing as a marketing intern, and as a volunteer coordinator in the local council.

She then moved to Oxfordshire to take a job with English Heritage as an archive services officer, using her knowledge of built heritage to assist clients conducting archive research. She has recently moved on to the University of Oxford, working at the Bodleian Libraries as tours coordinator in the events and marketing team, utilising her knowledge of marketing, volunteer management, and public engagement.

Cath is actively involved with CIHTA, being Secretary for the Buildings Archaeology Group, and a committee member on the new Equality and Diversity Special Interest Group. She is retaining her PCiA grade and is keen to maintain ties to heritage, as she is passionate about making a positive contribution to the world of archaeology. She is an ardent twitterer, and as such is involved in the newly formed ‘everydayarchaeology’ project. Cath is a keen blogger and tweeter (from numerous twitter accounts) and advocate of public archaeology.

Peter recently left Historic Scotland to establish an archaeology and heritage consultancy and to pursue his research interests. This is not an entirely new venture; he previously set up the first independent archaeology consultancy in Scotland in 1987 before leaving to become county archaeologist for Fifa. Peter was head of cultural heritage at Historic Scotland, running the archaeology programme and being the principal heritage researcher dedicated to developing archaeology and the knowledge base for the estate of 345 properties. He led the programmes that underpinned major interpretation projects at James V’s Renaissance Palace, Stirling Castle, Whithorn Priory, St Vigeans Pictish stones, Iona Abbey, and Edinburgh Castle.

He has also been an Inspector of Ancient Monuments, but went on to develop wider expertise in programmes of assessment of cultural significance and World Heritage Site conservation and management. He has developed expertise in the analysis and recording of historic buildings, and the investigation and conservation of major churches. A particular interest of his was pursuing excellence in the presentation and interpretation of early medieval carved stones in the new museum at Iona Abbey, completed in 2013.

Peter can be contacted at peteryeoman@btfaol.com
Hal Dalwood MCIfA (336)

Hal Dalwood, who died of cancer on 25 November 2015 at the age of 58, first became interested in archaeology during his childhood and went on to study under Professor Colin Renfrew and Clive Gamble at Southampton University in the 1970s. After graduating, Hal spent a year in Sudan teaching English before joining the archaeological digging circuit, working on excavations around the country, including Hazleton North, Beckford, Poundbury, Great Missenden, St Albans, and Shetland. In the mid-1980s he spent several years in Aylesbury working for Buckinghamshire County Museum, excavating and publishing a range of sites and leading the Museum’s Manpower Services Commission-funded team on the Aylesbury past project. During this time he was an active member of both CNJ and Archaeologists for Peace, as well as becoming a prime mover in the formation of the pressure group Archaeologists Communicate Transit (ACT).

In 1988 he moved to Worcester to work on Deansway, a major urban excavation located within the medieval and Roman town. Hal was instrumental in the delivery of this project, bringing it to publication as a highly regarded CBA monograph. He worked for Worcestershire Historic Environment and Archaeological Service for the next 25 years before taking voluntary redundancy in 2013. During this period, he was responsible for the completion of numerous projects across the West Midlands, the most notable of which was his role in developing and leading the Central Marches Historic is survey. This was the first extensive urban survey to be funded by English Heritage and covered 64 small towns in Herefordshire, Worcestershire and Shropshire. This project aimed to strengthen development control within small towns and it had, and continues to have, a significant effect on the management of the historic environment in all three counties. The last major project Hal was involved with was the excavation of an area of Worcester’s Roman suburbs and Civil War defences prior to construction of The Hive, which houses a unique combination of public and university libraries and the county archive and archaeology service. Throughout his career Hal provided invaluable advice to his colleagues, supporting them with his extensive knowledge, particularly in the field of medieval urban archaeology. Hal also had a strong sense of social justice, and was an active UNISON member and steward.

Hal married Rachel Edwards, also a member of CiIfA, in 1993. They worked as colleagues for much of the time, and had over 25 happy years together. Hal was a brilliant and inspiring team leader, worker and friend, and a great believer in developing younger archaeologists and supporting friends and colleagues. He had a passion for communicating the subject to everyone, be they other archaeologists, students, amateur archaeologists, members of the public, or family members old and young. He was completely engaged in the world of professional archaeology: teaching, attending and speaking at conferences, and writing popular and academic publications; the last of which, on Anglo-Saxon towns, will be published in 2016. He was a stalwart supporter of what has become the Chartered Institute for Archaeologists, from its origin in 1982.

Hal was an incredibly supportive, loving, engaging and fun person; he had an extraordinary encyclopaedic mind for archaeology, history and the ancient world, built around a personal library that would put many institutions to shame, but he was equally interested and informed about politics and current affairs. For many of us, our memories of him will be inextricably linked with his great depth of knowledge and many animated debates that extended long into the evening and night over a few drinks.

# New members

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<tr>
<th>Member (MCIfA)</th>
<th>Practitioner (PCIfA)</th>
<th>Student</th>
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<tr>
<td>8529 Debra Fox</td>
<td>8534 Eleanor Barnes</td>
<td>8599 Isabella Baroni</td>
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<td>8524 Tim Jones</td>
<td>8555 Andrew Brown</td>
<td>8607 Nathanial Blygoud Shelley</td>
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<td>7728 Ellen Simmons</td>
<td>8387 Lexy Ellis</td>
<td>8613 Liam Bowler</td>
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<td>8389 Sefryn Penrose</td>
<td>8536 Deborah Leigh</td>
<td>8589 Rebecca Bradlurd</td>
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<td>8531 Alexandra Thornton</td>
<td>8495 Yuhann Paci</td>
<td>8640 Sarah Bridge</td>
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<tr>
<td>8574 Hannah Tweedie</td>
<td>8532 Jamie Walker</td>
<td>8605 Charlotte Cox</td>
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<td>2373 Hugh Willmott</td>
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<td>5344 Rachel Cruse</td>
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## Associate (ACIfA)

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<tr>
<th>6255 Amanda Adams</th>
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<td>6617 Andrew Bate</td>
<td>8620 David Brown</td>
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<td>8510 Philippa Cockburn</td>
<td>8123 Brigid Geist</td>
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<td>8394 Ian Marshman</td>
<td>8590 Bekky Hillman</td>
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<td>8b75 Elizabeth Murray</td>
<td>8581 Robert Leedham</td>
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<td>2b43 Wayne Perkins</td>
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<td>8490 Jessica Tibber</td>
<td>8639 Kate Mawson</td>
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## Affiliate

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<td>8539 John Mitchell</td>
<td>8587 Gabriela Durner Lopez</td>
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<td>8454 Anna Nicola</td>
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<td>8592 Owain Simpson</td>
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<td>8b79 Nicola Whittington</td>
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<td>8638 Danielle Letouvre</td>
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# Upgraded members

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<td>2088 Rafael Maya Iurcelly</td>
<td>/636 Steven Watt</td>
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<td>4509 Laura Garcia</td>
<td>8111 Beth Spence</td>
<td>2011 Alexandria Young</td>
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NOTICEBOARD

ClfA conference 2016

Archaeology in context
20-22 April 2016
University of Leicester

Hosted at the University of Leicester, expect to find our 2016 event packed with sessions, training and networking opportunities. We will have our usual three-day programme, from Wednesday to Friday, this time exploring the broad theme of Archaeology in context by discussing the role that archaeology has across the many sectors it can sit within. Sessions will be looking at archaeology in communities and education, understanding landscapes, delving into criminal justice and investigating different national approaches. We will experience the archaeology of brewing, consider issues of equality and diversity, and talk about learning from previous mistakes.

You can find all the latest updates and news on our conference website: www.archaeologists.net/conference/2016

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

Book now
Booking is now open! You can book your place at the conference via our Eventbrite booking page:

http://www.eventbrite.co.uk/e/cita2016-archaeology-in-context-tickets-19205130061

The programme and timetable are also available online, so you can see on which day each session is taking place.

This year, our conference excursions will take us to Leicester’s Town Heritage Initiative (including the King Richard III Visitor Centre (on Thursday afternoon), and a tour around Bradgate Park (on Friday morning) with Dr Richard Thomas, co-director of the archaeological field school. We will be asking delegates to pre book excursions once the full programme is accessible in March 2016.

Special offers!
This year to help Registered Organisations support staff to attend conference we are offering a ten per cent discount on the registration fee. Look out for your discount code and further information which we’ll be sending out in the near future.

For individuals, our conference bursary scheme offers assistance of up to £100 to help with travel bursaries to student members, unemployed members or members on low income. Applying is simple via our online form, which can be emailed to conference@archaeologists.net