

Conference Programme

30 April – 1 MAY

SHAPING
THE
FUTURE



BIRMINGHAM

CifA2025 Annual conference

CPD, discussion and debate

*“ Now is the perfect
time to take part in
and shape the work
of ClfA as we work
towards the future
of archaeology. ”*

Pen Foreman, ClfA Chair



SHAPING
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FUTURE

ClfA

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Whiteknights Road
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www.archaeologists.net

Ci/A2025 Conference Programme

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Disclaimer

This Ci/A conference programme is correct at the time of publication. Ci/A reserves the right to change dates, the programme and speakers without notice as a result of circumstances beyond the control of the organisers.

While reasonable care has been exercised to ensure the accuracy of conference information, changes to the programme may take place at the last minute. As far as possible, Ci/A staff will make this information available.

Ci/A does not accept any responsibility for any opinions, advice or information contained in the conference pack, conference programme or presentations.



A word from our sponsors

Towergate Insurance's Archaeology and Heritage Insurance Division



.....

Towergate are again delighted to sponsor the Institute's conference. Insuring archaeologists for since 1998 has given us a unique insight into the industry.

We are constantly working to improve the insurance products for archaeologists, creating additional value for our customers and negotiating better rates with insurers. We have also negotiated specialist insurance products to cover the liabilities arising from the loss of data (GDPR) and corporate ID theft/fraud as well as protection in the event of ransomware.

Our Professional Indemnity policy also protects you if you end up in a dispute over fees where a client tries to get out of paying your fees by making allegations of negligence as well as giving pollution and asbestos cover. We can also give you guidance on Contract Risk from an insurance perspective.

We have now expanded our offering to all areas within the heritage sector in the UK and hope to build on these key areas in 2025/26.

We are confident that the 2025 conference will prove as successful as ever for industry professionals. We look forward to meeting friends, both old and new, over the next five days. Come and speak to Tariq Mian at our exhibition stand.

Thinking of going freelance? Run your own business? Do you know where you stand in terms of your insurance requirements?

Do you know how to manage your risks from a contract point of view? Do you know which insurances are appropriate for you?

Do you know which insurance company is best suited to your needs? Towergate are the recognised industry leaders in insuring archaeologists, with over 25 years' experience and offering advice, guidance and tailored cover to ensure you receive the right protection at the right price.

What cover could I need? There are many essential areas of cover that you should consider taking out when working as a freelance archaeologist. These include

- Professional Indemnity
- Public Liability
- Employers' Liability (whether for employees, volunteers or sub-contractors)
- Directors & Officers & Trustees Liability and Employment Practices Liability (Management Liability)
- Cyber & Financial Crime
- Plant & Equipment cover
- Fleet Insurance to include temporary hires and mobile plant on roads

Aside from the core insurance covers, one to seriously consider is Management Liability (protection for Directors, Officers, & Trustees) if you are a Company Director, Trustee or Partner in an LLP, or even just a decision maker within an organisation. There are many risks involved with being a company director, partner or trustee these days. They're subject to onerous duties and responsibilities and if someone thinks they have not lived up to them, rightly or wrongly, then they can face serious legal action. With potential penalties that range from hefty fines, all the way

to disqualification and possible imprisonment, the need for an immediate and effective response to any threat is clear.

Our Management Liability insurance policies provide legal protection and an advice service to directors, trustees and partners.

Cyber Crime and Financial Crime are now very prevalent. Is your business adequately geared up from a risk management and insurance perspective to protect you from falling victim to these crimes? Email heritage@towergate.co.uk or visit www.towergateinsurance.co.uk/small-business/heritage-insurance



Archaeologists Insurance for ClfA members

Towergate Insurance Brokers has offered market leading insurance solutions to archaeology organisations and its people for over 25 years.

We have developed a range of products with ClfA members and organisations in mind, including:

- Professional Indemnity
- Management Liability
- Hired-in Plant and Equipment
- Public & Employers' Liability
- Cyber & Crime

Also, if you're a member of ClfA or a Registered Organisation, we can tailor a policy to meet your specific needs.

ClfA recommends the services of Towergate Insurance to archaeologists and historic environment professionals. Alex Llewellyn, Interim co-CEO (Membership and Governance)

Chartered Institute for Archaeologists, April 2025

Contact the Archaeology and Heritage team today

Tel: **0344 892 1638**

Email: **heritage@towergate.co.uk**



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A word from our knowledge partner

National Highways Archaeology



.....

National Highways are delighted to partner with the Institute's conference. This is a first for National Highways and we are thoroughly looking forward to the conference.

National Highways is a publicly funded organisation, formerly known as Highways England, and before that the Highways Agency, we are a government-owned organisation responsible for the operation, maintenance, and improvement of England's motorways and major A roads.

We also set highway standards for all four UK administrations through the Design Manual for Roads and Bridges. Additionally, we have a legal obligation to ensure that archaeological remains are preserved and recorded when new roads, motorway widening projects, or trunk road improvements are built. This involves providing appropriate archaeological expertise, advising on design and contract documentation, supervising and monitoring work, and reporting progress on all stages.

We are the highest spending organisation for archaeology in the UK and for the first time in 2021 National Highways put an archaeology framework in place, it is an enabled framework so that others can use it. The framework contract ambition is to:

- Participate in nationally and regionally focussed communities
- Develop and implement best practice
- Support the transformation of the Client and its delivery models
- Behave in a way that allows the Client and framework suppliers to succeed together
- Allow innovation and encourage general improvement in delivery

We believe no one should be harmed when travelling or working on the strategic road network and as Safety is our first imperative, we want everyone who works with us, and everyone who travels on our network, to get home safe and well.

The world needs to get to Net Zero carbon emissions to **stop global temperatures from rising by more than 1.5°C.**

At the highest level, we have committed to reaching Net Zero across our 3 spheres of influence:

- By 2030 for our corporate carbon
- By 2040 for our maintenance and construction carbon (working with our supply chain)
- By 2050 for carbon emitted by road users (where our role is to support the Government)

For us to achieve the ambitious targets of the Plan, it is critical for all of our people to understand, buy into, and implement it. The first step is for everyone to be aware of the Plan and its implications for their role.

We've just launched England's first Social Enterprise Dynamic Purchasing System (SEDPS). This initiative is designed for organisations that prioritise social objectives and reinvest their surpluses back into their business or communities. The goal? To give organisations access to more contracts than ever before.

Click on the link, have a look and see if you qualify to join the SEDPS. This means more opportunities to contribute to meaningful projects and make a positive impact.

SEDPD <https://nationalhighways.co.uk/suppliers/becoming-a-supplier/social-enterprises/supplier-directory/>

ClfA2025 Information for delegates

Social media

This year's conference hashtag on all social media platforms is #ClfA2025

Catering

Lunches, tea and coffee will be served in the Atrium during the corresponding breaks in the programme.

Conference abstracts

Conference abstracts are available to view by clicking on the session in the Sched virtual conference platform

Harassment policy

ClfA is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, nationality, education, experience, career or speciality. By registering to attend ClfA2025 you confirm you have read our ClfA conference harassment page and understand that any form of harassment, discrimination and bullying is unacceptable and will not be tolerated.

Accessibility

ClfA aims to be as accessible and inclusive as possible. Further information on conference accessibility can be found at <https://www.archaeologists.net/events-training/events/accessibility>. If you have any requests or suggestions for how we can make the conference more accessible for you, please do get in touch at conference@archaeologists.net

We encourage our conference delegates to be mindful of the language they use in and out of sessions. Check the back of the programme for a quick refresher on inclusive language and micro-behaviours.

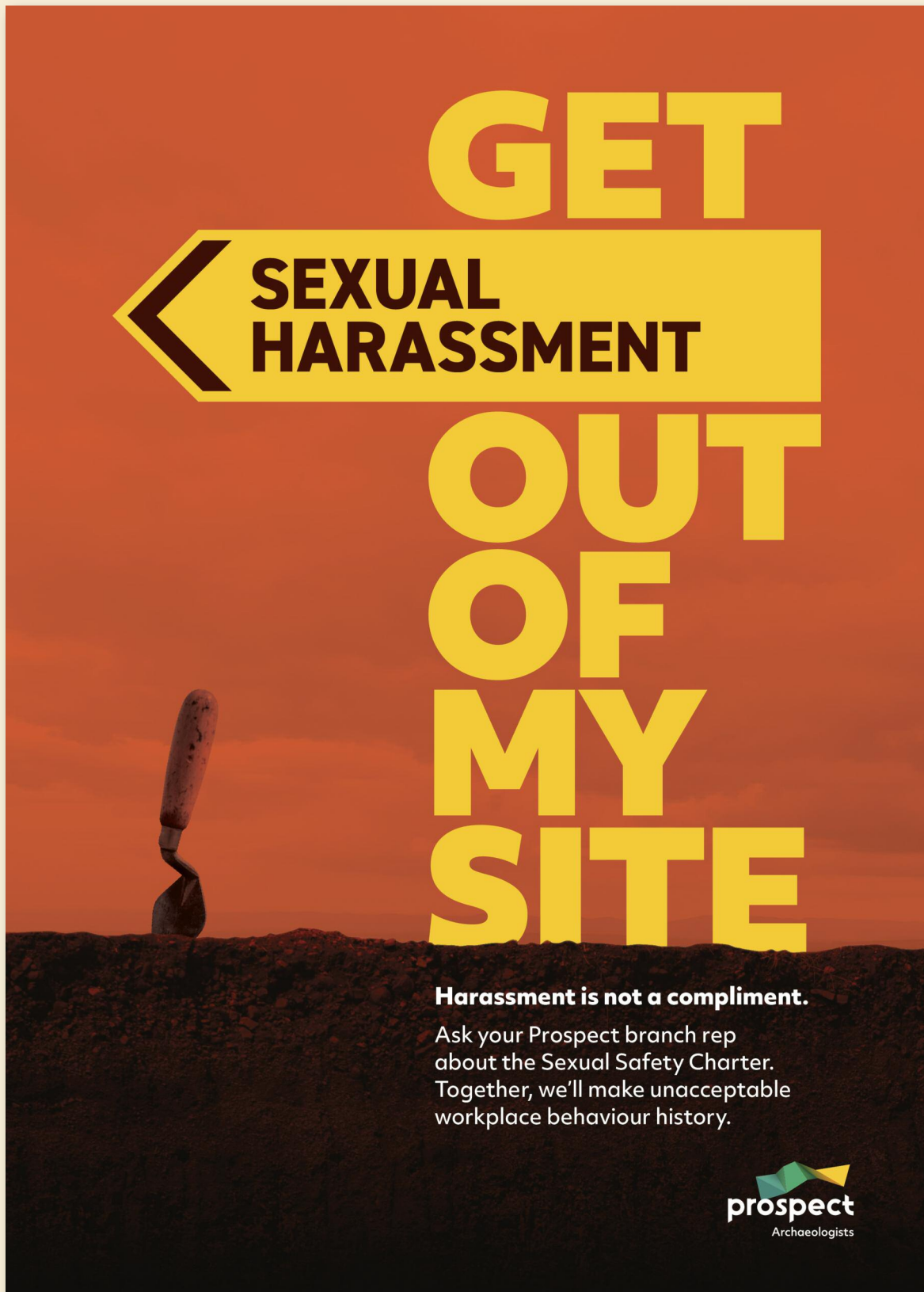
Technical information

The Sched conference platform is web-browser based so no additional software needs to be installed and the site can be accessed from any computer or device with a web browser. If preferred, you can also download the Sched app for your mobile device or tablet which is available on both Apple and Android devices.

Session recordings


All sessions at ClfA2025, unless otherwise indicated, will be recorded and made available to view through the Sched platform exclusively to conference attendees for 90 days. Certain exceptions to recording will be made for sessions such as discussions, socials or interactive workshops, sensitive topics or areas of a session that the organisers have requested not to be recorded. Sessions that are recorded and unrecorded are clearly identifiable on the Sched platform.





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Prospect



Many thanks to our exhibitors for their continued support of the ClfA conference: Towergate Insurance (corporate sponsor), National Highways (knowledge partner), Historic England (bursary sponsor), Prospect (bursary supporter), Archaeology Data Service/University of York, Archaeopress Publishing Ltd, Cirencester College, Diggitt Digital Recordings, Drakon Heritage and Conservation, GAP Hire Solutions, GNSS Solutions UK Limited, Heneb, JB Unmanned Aerial Systems, Magnitude Surveys, Phase Site Investigations, Strode College, SUMO GeoSurveys, and York Archaeology.

Socials and networking

Wednesday 30 April

Drinks reception and dinner

18:30 – 20:00

Location The New Indian Brewery & Taproom
1 Mary Ann Street
Birmingham, B3 1RL

Join us for our annual conference drinks reception and dinner social at the New Indian Brewery & Taproom. A drinks reception will be held open to all conference attendees free of charge. This will be followed by a family-style dinner for conference attendees who have pre-paid. Unfortunately, due to the setup in the kitchen at the venue they cannot guarantee their dishes are free of allergens.

Fringe event

Wednesday 30 April and Thursday 1 May

ATRIUM 09:00 – 17:00

Raising representation: Wikipedia Editathon

Organisers University of Manchester's Raising Representation

Whilst you are at the ClfA Conference this year, come along to the stand and contribute to a Wikipedia Editathon to help us to raise the representation of marginalised archaeologists.

Archaeology's poor record around EDI has been well documented, and if we want things to change then we need to take direct action! One type of action is to raise the representation of those who are minoritized within our sector using online activism. A stand in the exhibition hall will be hosting a Wikipedia Editathon throughout the conference to do just this.

Students from the University of Manchester's Raising Representation project will be on hand to either guide you through writing your own Wikipedia entries for women, non-binary and other archaeologists, or to learn from your insights to build new profiles or edit and add to existing ones. More information and important web links can be found on Sched.

Wednesday 30 April MORNING

ATRIUM 08:00 – 09:00

Registration and refreshments

AUDITORIUM 09:00 – 10:30

Opening session

Speakers *Pen Foreman (Historic England), Katrina Foxton (MOLA), Liberty Hinze (CBA), Catherine McGrath (National Highways), Helen Wass (HS2)*

As we embark on a new phase in ClfA's journey, we look to our members and partners to lead the way, embracing new technology, new thinking and innovative approaches, creating new knowledge and benefit for the communities they serve. The opening session will set the scene, including talks from sector leaders Helen Wass from HS2, Katrina Foxton and Liberty Hinze on the PUNS2 Trowel and Error Project survey results, and Catherine McGrath from National Highways.

AUDITORIUM 11:00 – 12:30

A conversation about conservation ...

Organisers *Steven Allen (York Archaeology), Morgan Creed (York Archaeology)*

Speakers *Gretel Evans (AOC Scotland), Phil Parkes, David Thickett (English Heritage), Leesa Vere-Stevens (English Heritage), Emily Williams (University of Durham)*

Artefact conservation is more than the immediate preservation of a find. There are long-term implications if the object is to be available for future study. Conservation is often under-resourced -partially because the aims of conservation are not necessarily understood.

In a commercial model resources are under pressure. So does conservation have a sustainable future? Are the expectations of our clients realistic or do we need to manage expectations whilst still meeting professional and ethical obligations? Should retention be more selective? Does the sector have the skills to cope with what we do now or in the future?

This session aims to clarify what happens in a conservation facility in the current commercial environment, what challenges we face and how we go forward. We will look at how existing methodologies have evolved and what approaches are making this work more efficient, cost-effective and enhancing of the cultural value of the resource.

Wednesday 30 April MORNING / AFTERNOON

STATION 11:00 – 15:00

Challenges and opportunities in post-excavation: lessons learned from archaeological ‘mega-projects’

Organisers John Halsted (HS2), Alex Smith (Access+)

Speakers Jay Carver (4AD Consultants), Pieta Greaves (Drakon Heritage), Seren Griffiths, Sara Machin (Headland Archaeology), Charlotte Self (Headland Archaeology), Don Walker (MOLA), Michael Wallace (Headland Archaeology), Emma West (Headland Archaeology), Brendon Wilkins (DigVentures)

There has been an increasing number of extremely large-scale archaeological projects relating to infrastructure in recent years, which together have involved a sizable proportion of the commercial archaeology sector. The post-excavation programmes of these come with great challenges but also provide the most promising opportunities for collaboration and innovations in methodologies and outputs, with the potential to reach out and engage with wider audiences and to help address specialist shortages and inequalities in our profession.

Led by the Access+ HS2 post-excavation consortium and the HS2 Historic Environment team, this session will draw upon a number of these projects to provide a lesson learned review in terms of best practice and pitfalls to avoid and will look ahead to discuss how such projects can be harnessed to truly help shape the future of our profession. It will include papers on themes such as specialist work, scientific practice, archives and social impact.

CONNECT 11:00 – 15:00

Stories of our past to inspire our future

Organisers Jim Williams (Historic England), Louise Rayner (Archaeology South East), Mark Hinman (Pre-Construct Archaeology)

Speakers Phillippa Adams (Strategic Pipeline Alliance), Matt Beamish (University of Leicester Archaeological Services), Letty Ingery (Archaeology South-East), Kristina Krawiec (York Archaeology), Charlotte Lockwood (Pre-Construct Archaeology), Louise Loe (Oxford Archaeology), Vicky Owen (York Archaeology), Francesca Pellegrino (Leicester Cathedral), Rachel Small (University of Leicester Archaeological Services)

Over the last few ClfA conferences we’ve had some great sessions on how archaeologists work together and how we use new technologies and methods. However, we feel there has been a shift away from talking about archaeology itself and the results of our collective ground breaking work. In this session, we’ve challenged our presenters to demonstrate the extraordinary range and diversity of RO-led archaeological projects, and wow us with the new stories their work enables them to tell. We’ve asked them to talk about all aspects of their projects, from innovative methodologies illustrated with stunning imagery to the best analytical work, and through creative approaches to meeting the challenges of our sector, show how commercial archaeology in the 21st Century is helping us understand our past and is serious about communicating its value and significance.

Wednesday 30 April AFTERNOON

AUDITORIUM 13:30 – 17:00

Crossing the Divide: starting a conversation to improve communication, collaboration, co-ordination and creativity between the commercial and academic sectors

Organisers *Daria Dabal (Research and Impact Group), Matilda Holmes (Freelance Zooarchaeologist), Megan Schlanker*

Speakers *Hannah Cobb (University of Manchester), Ellie Davis (Historic England), Guillermo Diaz de Liano (MOLA), Nick Overton (Oxford Archaeology), Phil Pollard (Historic England), Sakshi Surana (Early Careers Group)*

Archaeology degrees are one of many ways that we can shape the future of our profession, but higher education is widely considered to be in crisis, while commercial and academic archaeologists often work in isolation to each other with little crossover or communication, to the detriment of the sector.

This panel, comprised of five fifteen-minute papers and a roundtable discussion will focus on questions such as: How can we work to improve communication, collaboration, and co-ordination? How can we improve the connection between higher education and archaeological employment? What innovations in archaeological education are being made? What role can collaboration between students, higher education institutions, professional bodies, and employers play in shaping the future of archaeology?

A variety of perspectives are welcomed and by the end of the session we aim to have produced an action plan with clear steps to facilitate better relationships between archaeological organisations and universities so we can move forward together.

Wednesday 30 April AFTERNOON (cont)

STATION 15:30 – 17:00

The contribution of heritage to the design and delivery of major infrastructure projects

Two case studies: A303 Stonehenge tunnel project and Trans Pennine Railway Upgrade project

STATION 15:30 – 16:15

Journey's End, a review of the A303 Stonehenge Scheme: an insight into this collaborative project in an internationally significant World Heritage landscape

Organisers *Melanie Pomeroy-Kellinger (Wiltshire Council), Abi Tompkins (Mott MacDonald)*

Speakers *Andy Crockett, Matt Leivers (Wessex Archaeology)*

Between 2014 and 2024, the A303 Amesbury to Berwick Down 'Stonehenge' Scheme sought to improve connections between the South West and the South East, whilst both protecting and enhancing the World Heritage Site and bringing significant benefit to local communities.

The project involved a wide range of archaeologists and specialists collaborating on innovative approaches for working within one of the most important archaeological landscapes in the world.

The Scheme obtained legal consent, and the support of the World Heritage Committee, but was cancelled in July 2024; this session will present the perspectives of the range of heritage bodies and advisors involved – contractors, consultants, curators, land owners and land managers. The focus will be on the innovative approaches, strengths and challenges of the project, and lessons than can be taken and applied to future infrastructure schemes.

The session falls into two papers. The first will give a brief overview of the Scheme and will then identify some of the key innovations and ways of working established by the archaeological contractor and consultants for working in such an important landscape. The second paper will focus on the collaborative curatorial approach to the project and the opportunities and challenges it presented.

Wednesday 30 April AFTERNOON (cont)

STATION 16:15 – 17:00

The TransPennine Railway Upgrade (TRU): the role of heritage in upgrading 19th century railway infrastructure for 21st century travel needs through embedded design development, multi-specialist collaboration and engagement

Organisers *Matthew Jenkins (AtkinsRéalis), Katie Rees-Gill (AtkinsRéalis)*

The session will discuss how heritage is playing an essential role in shaping our future infrastructure and how, as a profession, we have been fully engaged in the TRU scheme since 2017. Being embedded within the design team from the project outset enabled early conversations and problem-solving around issues of substantial change or even loss of significance and how to reverse, mitigate and compensate through the design process. Heritage specialists' advice was integral to the design development for new facilities and helped to achieve bespoke, innovative and sensitive new additions within the setting of historic structures. The success is tied into the strong collaboration between Network Rail, designers, engineers and construction managers as well as our facilitation of early engagement with critical stakeholders such as Kirklees Council's Conservation team and Historic England. This provided continuous opportunities for shaping designs and critical thinking through joint working group sessions and meetings.

CONNECT 15:30 – 17:00

Don't call it a T3D Talk: the future of the profession in big ideas

Organisers *Emily Plunkett*

Speakers *Guillermo Diaz de Liano (MOLA), Alex Godden (Environment Agency), Iris Kramer (ArchAI), Denisa-Stefania Luca (University of Oxford), Nidhi Patel, Sakshi Surana (Early Careers Group)*

The future of our profession is shaped not just by those big ideas beyond our profession such as policy or sustainability, but also those big ideas which come from within the profession.

One example is the big idea that archaeologists should tender for work rather than only working 'their patch', which for better or worse led us here.

This session will present up and coming professionals with their 'big ideas' for the future of the profession in a series of T3D style talks.

Thursday 1 May MORNING / AFTERNOON

AUDITORIUM 09:00 – 15:00

Shaping the future: ensuring legacy and accessibility of archaeological resources

Organisers *Alphaeus Lien-Talks (University of York), Barney Sloane (Historic England), Claire Tsang (Historic England)*

As the heritage sector continues to grapple with increasing volumes and heterogeneity of data, it faces growing challenges in ensuring accessibility, reusability, and long-term value. At the same time, archaeological archives confront a crisis in management and access, prompting an urgent need for transformative solutions. This session unites these critical conversations, exploring innovative strategies to safeguard the legacy of heritage data and archaeological archives while enhancing their accessibility for diverse stakeholders.

Future for archaeological archives 09:00 – 11:40

Speakers *Manda Forste, Kevin Gosling (Collections Trust), Tim Malim (FAME), Aisling Nash (MSDS), Sam Paul, Elsa Price (SMA)*

The first session reflects on the work of the Future for Archaeological Archives Programme. This initiative, a C21st Challenges for Archaeology work package, has been working towards a sustainable future for archaeological archives tackling the current and ongoing crisis in the management and access to archaeological archives. This segment will explore the work of that multi-project programme, including a picture of how a national collection for archaeological archives could operate and reflecting on its position within the broader heritage collections context.

Heritage data 11:50 – 15:00

Speakers *Lorna Hughes (University of Glasgow), Keith May (Historic England), Marion Page (Historic England), Jack Pink (Historic England)*

The second session will cover heritage data management, reviewing progress in national programmes and updates on systems, challenges, and barriers. It will highlight best practices and explore emerging technologies like AI to advance the field. Attendees will gain actionable strategies to improve data reusability and build a lasting heritage legacy. The session promotes collaboration, transparent planning, and open data practices to maximise the future potential of heritage data.

The overall session will conclude with a summary and a Q&A discussion to encourage dialogue on future strategies and solutions.

Thursday 1 May MORNING

STATION 09:00 – 10:30

The DCMS Culture and Heritage Capital Initiative – what's in it for archaeology?

Organisers *Kate Clark (University of Canberra), Hannah Fluck (National Trust)*

Speakers *Department for Digital, Culture, Media & Sport, Hugh Brown (University of Leeds), Adala Leeson (Historic England), Sadie Watson (MOLA)*

The DCMS Culture and Heritage Capital Initiative is exploring ways to widen our understanding of the value of heritage on an economic platform, to include not just its economic value but its contribution to welfare, sustainable growth and standards of living, using economic methods. The aim is to create a formal approach to culture and heritage capital to sit alongside other models of natural, human, social and financial capital to make a stronger case for investment.

This session will introduce archaeologists to the overall initiative and showcase two projects that are currently involved in taking the initiative forward.

The presentations will be recorded. In addition to this conference session, CIFA members will have the opportunity to take part in a free online workshop in June. This will be an opportunity for members to ask questions, to debate the application of the approach and provide feedback on the two projects.

CONNECT 09:00 – 10:30

Shaping the future of evaluation

Organisers *Richard Higham (UCL), John Mabbitt (Royal HaskoningDHV)*

Speakers *Chris Constable (Southwark Council), Natasha Powers*

Archaeological evaluation is the most important stage in any development-led archaeological investigation. It is the process of moving from an understanding of potential to the demonstrable presence (or absence) of archaeological remains, and encompasses all aspects of archaeological investigation, from desk-based research through remote sensing and prospection to excavation. Considerable effort has been made in establishing the validity of different evaluative techniques, through methodological research into both gathering and interpreting survey data or understanding sampling strategies and sizes. Questions still remain around how we know when we have done 'enough', how the effectiveness of evaluation strategies is evaluated, how investigative techniques are tailored to a proposal and to a specific policy need, and how we practice in a proportionate and timely manner. This session will explore the progress made, to understand the challenges to the practice of evaluation and understand how practice can be developed.

Thursday 1 May MORNING (cont)

STATION 11:00 – 12:30

Archaeologists for a nature and climate positive future

Organisers Coralie Acheson (ARUP), Hannah Fluck (National Trust)

Speakers Cat Lodge (National Trust), Kathryn Price (University of Reading), Rebecca Vickers

Concerned about the future? Not sure whether being an archaeologist is something that can help in a nature and climate crisis? Want to feel positive and empowered, an archaeologist fit for the future?

In this workshop you will be given the opportunity to apply your skills as an archaeologist to address some real-world challenges for a nature and climate positive future. We will use experiences of archaeologists, ecologists and countryside managers to challenge you as archaeologists to use what you know to help make better land use decisions that deliver benefits for nature and climate.

Expect group work, interaction and inspiration, bring an open mind and an interest in a different approach to our sector.

Thursday 1 May MORNING / AFTERNOON

CONNECT 11:00 – 15:00

Wellbeing-focused engagement in archaeology: how and why we do it and what it means for us?

Organisers *Kate Geary (ClfA), Héloïse Meziani (ClfA Diggers Forum), Katherine Miller (Shropshire Museums), Linda Monckton (Historic England)*

Speakers *Leigh Chalmers (Wessex Archaeology), Ben Donnelly-Symes (Northamptonshire Archaeological Research Centre), Ellen Durbin (ClfA Diggers Forum), Sarah May, Sadie Watson (MOLA)*

This session will dive into how archaeology provides meaning and purpose for participants, communities, and archaeologists through exploring the current research, case studies, and panel discussion.

Outreach and education have long been part of archaeology and are ever evolving with the increasing perceptions and knowledge of health and wellbeing. What wellbeing means for us; how to make things happen in an intentional way, and how we utilise the work of the sector to influence policy and opportunities within the planning system will be explored here.

However, while we understand wellbeing-focused archaeology can and has transformed people's lives, what is the impact of these projects and programmes for archaeologists? At the 2024 EAA Sarah May posed the question 'If heritage is good for wellbeing, why are professionals so miserable?'. We will explore how - done well - archaeology provides meaning and purpose for those paid to do it and acknowledge that - done badly - it can be soul-destroying. Given that, we also would like to discuss and highlight positive ways we can all rediscover the joy in archaeology.

Thursday 1 May AFTERNOON

STATION 13:30 – 15:00

Archaeology that doesn't cost the earth: building green competencies for all archaeologists

Organisers *Coralie Acheson (ARUP), Daniel Phillips (DRP Archaeology)*

In this session, ClfA's Climate Change Working Group will share a call to action for archaeologists across the profession to make sustainability central to our work, whether we are in the field, the office or with the public. To do this we will need to develop our existing skills and learn new ones. To support this, we will be launching a sustainability toolbox talk – the first resource in a learning pathway we propose to develop collaboratively with members. Come along to engage with the toolbox talk and inform the development of future resources.

Thursday 1 May AFTERNOON (cont)

AUDITORIUM 15:30 – 17:00

Closing keynote

Creating small wins: preparing wicked archaeologists for the heritage future

Organisers *Andrea Bradley, John Schofield (University of York)*

Speakers *Kate Geary (Chartered Institute for Archaeologists), Neil Redfern (Council for British Archaeology), Sadie Watson (MOLA), Sakshi Surana (Early Careers Group)*

In his recently published book, 'Wicked Problems for Archaeologists' (OUP, 2024), John Schofield suggests that archaeologists have the superpowers necessary to address some significant global challenges faced by society: climate change, environmental pollution, crime and conflict, social injustice, health and well-being, so-called 'wicked problems'. In this session John will introduce us to some of the thinking in his book, including looking at how archaeologists can engage in global challenges through the concept of 'small wins'. Short responses to John's paper will develop ideas raised by the book around the need for strategic frameworks, advocacy, and what needs to change in the way we teach and learn about archaeology. Based on these papers, and on ideas raised by the conference as a whole, the follow-on structured discussion will home in on actions and opportunities, to be developed further after Conference. In the session we will address the following questions: How could professional archaeological practice become better at addressing wicked problems in the future? Do we need better transdisciplinary working or more developed 'policy entrepreneurship'? What about the idea of 'small wins': what would help extend these small wins to create wider impact? What skills, abilities and personal attributes does an archaeologist of the future need to tackle wicked problems, and what do we need to 'unlearn'?

CIfA2025 Conference Timetable

Wednesday 30 April

08:00 – 09:00

ATRIUM Registration & refreshments

ROOM	AUDITORIUM	STATION	CONNECT
09:00 – 10:30	Opening session		
10:30 – 11:00		Morning tea & coffee break	
11:00 – 12:30	A conversation about conservation	Challenges and opportunities in post-excavation: lessons learned from archaeological 'mega-projects'	Stories of our past to inspire our future
12:30 – 13:30		Lunch	
13:30 – 15:00	Crossing the Divide: starting a conversation to improve communication, collaboration, co-ordination and creativity between the commercial and academic sectors	Challenges and opportunities in post-excavation: lessons learned from archaeological 'mega-projects' (cont)	Stories of our past to inspire our future (cont)
15:00 – 15:30		Afternoon tea & coffee break	
15:30 – 17:00	Crossing the Divide: starting a conversation to improve communication, collaboration, co-ordination and creativity between the commercial and academic sectors (cont)	Large project case studies: Stonehenge scheme and TransPennine railway upgrade	Don't call it a T3D Talk: the future of the profession in big ideas

18:30 – 20:00

THE NEW INDIAN BREWERY & TAPROOM Drinks reception & dinner

Thursday 1 May

08:00 – 09:00

ATRIUM Registration & refreshments

09:00 – 10:30	Shaping the future: ensuring legacy and accessibility of archaeological resources	The DCMS Culture and Heritage Capital Initiative – what's in it for archaeology?	Shaping the future of evaluation
10:30 – 11:00		Morning tea & coffee break	
11:00 – 12:30	Shaping the future: Ensuring legacy and accessibility of archaeological resources (cont)	Archaeologists for a nature and climate positive future	Wellbeing-focused engagement in archaeology: How and why we do it and what it means for us?
12:30 – 13:30		Lunch	
13:30 – 15:00	Shaping the future: Ensuring legacy and accessibility of archaeological resources (cont)	Archaeology that doesn't cost the earth: building green competencies for all archaeologists	Wellbeing-focused engagement in archaeology: How and why we do it and what it means for us? (cont)
15:00 – 15:30		Afternoon tea & coffee break	
15:30 – 17:00	Closing keynote Creating small wins: preparing wicked archaeologists for the heritage future		

Conference CPD Log

Date	Session / workshop	Contributing to CPD objective?	What did you learn?	Hours of CPD



What is inclusive language?

Inclusive language is about communicating in a way that respects the diversity and dignity of people and avoids using words which reinforces assumptions and stereotypes that can make someone feel disrespected or excluded.

What are examples of non-inclusive language?

We may not be aware that we are using non-inclusive language, particularly if we belong to a majority group in an environment. Examples include

- referring to a mixed group of people as 'guys'
- persistently referring to women as 'girls'
- using jargon and acronyms with those who don't have specialist knowledge
- using idioms and slang terms
- swearing
- referring to age, race, religion etc when it isn't necessary
- saying things that reinforce negative stereotypes

What can we do?

- use respectful language when talking to colleagues and co workers
- use gender-neutral terms
- if we need to refer to a physical or personal characteristic, do so in a respectful way
- be open to changing the language we use and not to be afraid to ask if we are unsure what's appropriate
- undertake training to keep up to date with changing language
- recognise our words have a huge influence on others and set the culture



What are micro-behaviours?

Micro-behaviours are things we say or do – or don't say or do – which send a message to others. Often we are not aware of these but they can impact on the way we come across and how others react and respond to us.

What are examples of positive micro-behaviours?

- paying full attention when someone is speaking
- making positive expressions like smiling and nodding
- letting someone finish their sentence
- actively encouraging ideas and contributions
- recognising and rewarding achievements

What are examples of negative micro-behaviours?

- tutting, sighing, eye-rolling
- interrupting or talking over someone
- not paying attention
- whispering to someone else

What can we do?

Engage in positive micro-behaviours and reflect on how our actions may come across to others



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