

The Archaeologist

Issue 122

Summer 2024



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Themes and deadlines

TA123: *Archiving strategies*. This edition will explore the strategic frameworks and associated priorities, projects and activities taking place across different jurisdictions, organisations and specialisms. The latest information on related projects, resources and training opportunities will also feature, including a roundup of the Dig Digital project as it nears completion after five years. **Deadline 1 August 2024**

Contributions to *The Archaeologist* are encouraged. Please get in touch if you would like to discuss ideas for articles, opinion pieces or interviews.

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

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

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Cover photo: Cadw Field Monument Warden site
visit photograph of unauthorised excavation
around prehistoric rock art panel. Credit: Cadw



EDITORIAL



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Welcome to this Heritage Crime-focused issue of *The Archaeologist*, guest edited by ClfA's Heritage Crime Special Interest Group. It includes updates from around the UK and articles on some exciting developments in technology and partnership practice.

Heritage crime prevention and investigation is arguably the fastest growing area of practice for heritage professionals and for law enforcement agencies. As you will see from the articles which follow, this has created some exciting opportunities and highlighted the need for developing mutual guidance and understanding.

This was the driver behind the ClfA Heritage Crime Special Interest Group (HCSIG), which had its inaugural AGM last May. Since then we have had a successful session at the ClfA 2024 conference in Chester, attended by over 60 delegates including Police Officers from a number of forces. We have started to work with partners and members to develop new initiatives. The aims of the HCSIG are to

- raise awareness of the impact of heritage and cultural property crime
- help prevent heritage and cultural property crime through signposting of resources including training and guidance
- bring together interested parties to identify partnerships and opportunities across heritage and law enforcement
- explore with the ClfA Board of Directors the establishment of a register and panel of experts in heritage and cultural property crime

In the beginning...

In 2011 a need to recognise crime affecting the historic environment was identified as a specific area of concern. This led to the partnership now known as the National Heritage and Cultural Property Crime Working Group, which is chaired by the National Police Lead for Heritage and Cultural Property Crime. Mark Harrison, the driving force behind the recognition of Heritage Crime in England, tells us more on page 5.

Things have come a long way since then. Today, there are heritage crime officers in most UK police forces and the heritage agencies have trained some of their staff to assist police forces in investigations and prosecutions as well as in developing prevention strategies. Historic England staff have assisted police colleagues and the Maritime & Coastguard Agency on search warrants related to both terrestrial and underwater heritage crimes. Many of these have led to prosecutions or other sanctions against offenders. This includes significant prison sentences and confiscations of property and funds under the Proceeds of Crime Act.

Recently published research in England by Historic England (spring 2024) has identified a number of key findings.

An area of concern remains theft of historic metals and historic stone. Investigation of these cases has led to prosecutions of members of organised crime groups (OCGs). These can be very brazen and as Andy Bliss (page 13) explains, Heritage Watch and engaging local communities and partner agencies can be a very effective prevention and detection approach.

Paul Jeffery MCIfA (576), Chair of ClfA Heritage Crime Special Interest Group (HCSIG)



Graffiti on interpretation boards at Lower Gillingham Park, Kent. Credit: Jonathan Gladwin

There is good news, though...

Of particular interest to ClfA members will be that there has been a reduction in unlawful metal detecting. This is in part due to some high-profile prosecutions. It is also the result of the work of heritage crime officers, often part of rural crime teams, who have engaged with owners on prevention strategies. They have improved responses to incidents through better knowledge of potential offences and with the support of heritage crime advisers as well as new technology including drones, night vision and forensic techniques.

Engaging with the metal-detecting community and providing heritage crime awareness training via the main national groups has also been a key to prevention through education.

Developing shared training and standards

A key driver behind the HCSIG is the need to develop shared training and operational standards. This requires partnership between different specialist groups and across borders; see Aisling Nash's article on page 26.

Partnership and cross-ClfA Special Interest Groups are also an area we all need to develop. Criminals do not recognise borders, so there is a need to engage with our regional and international group members as well as with key specialist groups such as that for forensic archaeology.

Becoming part of the solution

We hope you find the following articles inspiring rather than troubling. Prevention is always better than cure so please do think about how you might get involved in helping to protect our past.

Paul Jeffery

Paul has spent over 30 years in various roles at English Heritage and Historic England. Prior to that he worked on excavations in southern England. Since 2008 part of his remit has included leading the team which manages activities related to the Protection of Wrecks Act. This has included helping to develop and provide training and operational support to police forces and the Maritime & Coastguard Agency.

He is the current Chair of the ClfA Heritage Crime SIG (www.archaeologists.net/groups/heritagecrime) and was one of the first cohort of internal Maritime Heritage Crime Advisers within HE.



The development of Heritage Crime Practice in the UK

Mark Harrison, Head of Heritage Crime, Historic England, and Paul Jeffery MCIfA (576), Interim Head of Listing, Historic England

Although definitions, legislation and practice vary slightly around the UK, heritage crime is generally defined as ‘any offence which harms the value of heritage assets and their settings to this and future generations’.

Crime and anti-social behaviour relating to historic buildings, archaeological sites (both maritime and terrestrial) and cultural property is not a modern phenomenon. Occurrences have been documented and recorded for hundreds, if not thousands, of years – from the looting of Egyptian tombs in antiquity to contemporary issues leading to the loss and destruction of historic sites and buildings. Crimes include metal theft, unauthorised development, unlawful salvage and the impact of armed conflict and terrorism. What’s new is the sheer scale and extent of the criminality.



A joint UK-wide operation resulting in searches and seizures from properties in North Wales (2017). Credit: Historic England



In 2010, the Conference of the Parties to the United Nations Convention on Transnational Organized Crime stated that: ‘Where ancient artefacts are stolen and the sites in which they were hidden are destroyed through looting, archaeologists are unable to gather knowledge about the past.’

The conference further identified the trafficking in cultural property as one of the ‘new and emerging crimes of concern. The emergence of these new crime types gives rise to the need for law enforcement response to adapt its efforts and capacities accordingly.’

For more than 100 years, UK legislators have recognised the need to protect our irreplaceable historic sites and buildings. There has been a succession of statutory measures, with shipwrecks, military remains and cultural objects more recently receiving protection.

The challenge set for the authorities charged with the protection of the nation’s heritage has always been very clear: to ensure that the historic and cultural environment is passed to the next generation in as good a condition as we found it, or even in a better condition. This also provides a definition of preservation and sustainability. But in reality, the division of responsibility between heritage protection bodies, local planning authorities and law enforcement agencies was not clearly described or coordinated. The situation was exacerbated by the perceived rarity of incidents and the lack of knowledge and understanding relating to the nature of the loss, and the limited expertise within the law enforcement and heritage sectors. This meant that the task was not being fulfilled to best effect.

As the following articles show, all UK Home Nations now recognise and are addressing approaches to Heritage Crime. Initiatives like the Alliance to Reduce Crimes against Heritage (ARCH) and the ClfA Heritage Crime SIG are bringing together partners from both Heritage and Law Enforcement with promising results.

Members of the ClfA Heritage Crime Special Interest Group with officers from Cheshire and West Mercia Constabularies at the ClfA2024 conference in Chester. Credit: ClfA

THE DEVELOPMENT OF THE HERITAGE CRIME PROGRAMME IN ENGLAND

Mark Harrison, Head of Heritage Crime, Historic England

2011 was the key year for England's approach to Heritage Crime. The partnership now known as the National Heritage and Cultural Property Crime Working Group and chaired by the National Police Lead for Heritage and Cultural Property Crime was established and brought heritage agencies and curators together with law enforcement partners in a coordinated way.

In 2012, Historic England (then known as English Heritage) funded research into the extent of heritage crime (<https://historicengland.org.uk/content/docs/legal/researchpaper-pdf/>). It indicated that in the previous twelve months, '18.7% of all listed buildings were physically affected by criminal activity'. The finding equates to over 70,000 listed buildings! For almost 30,000 listed buildings, the impact was classified as 'substantial'.

More generally, around 20 per cent of listed buildings are harmed by crime every year. This figure is almost double for listed places of worship. The biggest single threat identified by the research was metal theft, in particular from church buildings, with over 14 per cent of buildings being affected.

Since 2012, the working group has made significant progress and stimulated an awareness of the existence of and the significance of protected heritage assets at a national, regional and local level. The partnership has provided law enforcement agencies, heritage practitioners and local communities with the advice, training and expertise they need to protect the historic environment from the impact of crime and anti-social behaviour.



A member of Cheshire Police Rural Crime Team on patrol at Beeston Castle. Credit: Historic England

... around 20 per cent of listed buildings are harmed by crime every year.

The majority of police services in England now have identified officers to act as single points of contact for matters relating to heritage and cultural property crime. The function is often aligned to the investigation of offences within the rural and natural environment. This network of specialist officers, police staff and support volunteers is helping to provide an effective and efficient response to heritage crime and has been supported by the publication of *Heritage Crime: A Guide for Law Enforcement Officers*

(<https://historicengland.org.uk/images-books/publications/heritage-crime-guide-for-law-enforcement-officers/>).

In parallel, the Crown Prosecution Service has identified specialist prosecutors to act as Heritage and Wildlife Crime Coordinators (<https://www.cps.gov.uk/crime-info/wildlife-rural-and-heritage-crime>).

An increasing number of community safety partnerships and Local and National Park Authorities have added their signatures to



Officers from the Cheltenham Neighbourhood Policing Team, Police Cadets, L to R: DPCC Nick Evans, Inspector Simon Ellson, Dr Jon Berry, Inspector Steve Benbow and Sergeant Samantha Swinford. Credit: Gloucestershire Constabulary

Our knowledge and understanding of the threats posed to heritage sites, buildings and cultural property continues to improve through the provision of a bi-annual strategic threat assessment

the associated Memorandum of Understanding (<https://historicengland.org.uk/advice/caring-for-heritage/heritage-crime/memorandum-of-understanding/>) and many others have highlighted their intention to engage in the process. In March 2023, the memorandum was updated to include those offences classified as 'anti-social behaviour'.

Our knowledge and understanding of the threats posed to heritage sites, buildings and cultural property continues to improve through the provision of a bi-annual strategic threat assessment (recently published in spring 2024). As a result of the assessment's findings the working

group has launched a series of national campaigns designed to target specific heritage crime threats. These include:

- Operation Chronos – unlawful metal detecting, sometimes referred to as 'nighthawking'
- Operation Crucible – theft of metal from protected historic sites and buildings
- Operation Birdie – unlawful interference and salvage from historic wreck sites

Across the country, local history and archaeological societies, sub-aqua and metal-detecting clubs and Neighbourhood Watch groups (including Heritage Watch)

Prevention of damage to the historic environment in Northern Ireland

Archaeological legislation in Northern Ireland (NI) is provided by the Historic Monuments and Archaeological Objects (NI) Order 1995. The 1995 Order is similar to heritage legislation in other parts of the United Kingdom but lacks some of the recent updates, such as enforcement powers. It also differs in that archaeological excavation in NI must be licensed by the relevant authority, that authority being the Historic Environment Division (HED) of the Department for Communities, who undertake a range of tasks required to protect the historic environment.



Example of a damaged scheduled monument in Northern Ireland.

Credit: Historic Environment Division

Paul Logue, Senior Inspector,
Historic Environment Division

Potential offences range from illegal metal detecting, which in NI links to any search for archaeological objects that involves digging, and/or the possession of a detector on a scheduled monument, to contravening the conditions attached to an excavation licence or scheduled monument consent, or unauthorised damage to/alteration of a scheduled monument.

HED has recently created a post to deal with suspected breaches of the 1995 Order and that role has primarily centred on alleged damage to scheduled monuments. A close working relationship has been established between HED and the Police Service for Northern Ireland (PSNI) who lead any required investigation and have appointed a Heritage Liaison Officer at Detective Inspector rank. Likewise HED and PSNI welcome the support of our justice partners in the Public Prosecution Service NI who occupy the pivotal role in any subsequent charging and court process. Working together, we have seen two convictions already this year at scheduled monuments. The first involved damage to a Second World War heavy anti-aircraft battery, where the defendant received a sentence initially set at a fine of £32,000, which was then reduced by a third to £20,000 to take account of an early guilty plea and genuine remorse. The second more serious offence involved the demolition of late 19th-century lime kilns, where the guilty party had a sentence set at £80,000, reduced to £50,000 as a result of a similar early guilty plea and genuine remorse.

While we welcome such action and will continue to pursue prosecutions where warranted, the approach in NI is a developing one and we must keep in mind that it remains important to seek to work with and educate land owners, archaeologists and others to promote compliance and so hopefully avoid the need for investigation and prosecution in the first place.



Paul Logue

Paul is an archaeologist with 30 years' experience in various jobs within the private and public sector. His current role is in the Historic Environment Division, Dept for Communities N Ireland, investigating the type of potential offences commonly referred to as heritage crime.



HERITAGE CRIME: THE APPROACH IN SCOTLAND

Inspector Jordan Low, Police Scotland, National Rural and Acquisitive Crime Unit and Emily Freeman, Treasure Trove Manager, National Museum of Scotland

Heritage crime is one of the seven rural crime priorities with the Scottish Partnership against Rural Crime (SPARC) – a national rural crime strategy running since 2017 and now on its second iteration, and that has 22 member organisations.

The seven priorities within SPARC are focused on rural crime types affecting rural communities and areas. They are underpinned by robust action plans aligned to each priority, led by the partner agency best placed to lead on the priority and supported by Police Scotland and other partners.

The heritage crime action plan comprises short/medium- and long-term goals.

A specific heritage crime group is also chaired quarterly by the National Rural & Acquisitive Crime Police Inspector from Police Scotland, with representatives from Historic Environment Scotland, Treasure Trove Unit, National museum of Scotland, National Trust for Scotland, Edinburgh Archaeology Service and Crown Office & Procurator Fiscal (COPFS) amongst others, with outside speakers on specific topics invited to attend.

The meetings are action/task orientated and coordinated by an action log to drive the work within the SPARC strategy.

The group has provided a much-needed forum for improved collaboration and has had particular success with prosecutions in recent years. In 2022, two individuals were prosecuted for illicit detecting that resulted in 35 holes being dug on the scheduled monument at Dunadd Fort.

Ongoing issues are raised by partners in the meetings and mitigations and/or solutions are provided or taken off table to be progressed, such as larger pieces of

collaborative work in relation to metal detecting, the selling of items of historical significance, and theft and vandalism at sites of historical significance.

The approach in Scotland is very much one of partnership working aligned to clear objectives that are both achievable and measurable.

Heritage crime: SPARC Lead – Historic Environment Scotland

Heritage crime robs us not just of our history but can impact significantly on communities – not just in monetary value but social costs, as any damage caused denies future generations the opportunity to enjoy our rich collection of unique sites. It is the responsibility of us all to protect Scotland's heritage from those who would wish to degrade and harm it.



WHAT WE WANT	HOW WE WILL DO THIS	INDICATORS OF SUCCESS	TIMESCALE
Prevent, reduce and tackle incidents of illegal metal detecting.	Awareness-raising campaigns such as Crimestoppers plus increased visibility of the Treasure Trove Unit and Scottish Heritage Crime Group. Proactive and reactive responses to local and regional incidents. Educate policing and other enforcement bodies on recognising damaged sites, gathering evidence and joint collaboration on investigation and detection.	Increased reporting of incidents. Intelligence-led prevention tactics. Increased engagement through Treasure Trove Unit Outreach Programme.	Short Term
Reduce vulnerability of historic sites to crimes, incidents and offences.	Create accessible and current knowledge of heritage locations and their vulnerabilities within partner agencies plus produce information & assistance guides/literature. Improve protective security measures and work with partners to design and implement early intervention strategies. Influence local authorities and landowners to protect heritage sites located on their land.	Reduction in number of crimes, incidents and offences recorded on historic sites. Increase in detection, enforcement and prosecution cases.	Medium Term
Strengthen importance and raise profile of protecting and preserving heritage sites.	Establish an online presence to support local authorities, police and communities to understand range of heritage assets in their jurisdiction. Encourage greater protection and oversight of heritage assets.	Cohesive and coordinated sharing of knowledge amongst partners. Enhanced stewardship of Scotland's heritage.	Long Term

Inspector Jordan Low

Inspector Low has 18 years Police service in a variety of operational and investigatory roles across Scotland, currently lead for the National Rural & Acquisitive Crime unit in Police Scotland including heritage crime prevention and current chair of the Scottish Heritage Crime group.



The development of heritage crime policy and practice in Wales

Jonathan Berry MCIfA (2688), Senior Inspector of Ancient Monuments and Archaeology, Cadw

Cadw is Welsh Government's historic environment service.

As part of the Civil Service, we do not have direct powers of prosecution. Our role is to provide support and training to the four police forces and other organisations, such as local authorities in

Wales, regarding potential offences relating to scheduled monuments, listed buildings and protected wrecks. We also develop and contribute to legislation, policy, strategies, and guidance, and provide specialist advice for offences against scheduled monuments.

At a strategic level, Cadw joined the refreshed *Memorandum of Understanding for the Prevention, Investigation, Enforcement, and Prosecution of Heritage and Cultural Property Crime and Anti-Social Behaviour* and the Alliance to Reduce Crime Against Heritage (ARCH) in March 2023, when the existing provisions were extended to Wales for the first time. It was launched at Dryslwyn Castle by Welsh Government's Deputy Minister for Arts, Sport, and Tourism.



Cadw Field Monument Warden site visit photograph of unauthorised excavation around prehistoric rock art panel. Credit: Cadw

Operationally, the enforcement and prosecution of heritage crime is undertaken by the police and the Crown Prosecution Service (CPS). Cadw was delighted to partner our law enforcement colleagues with the launch of Operation Heritage Cymru in June 2022, hosted at Dryslwyn Castle. This operation seeks to raise the profile of heritage crime and its attritional impact, informing the public on how to report it and how to participate in Heritage Watch schemes.

Cadw has powers under the Ancient Monuments and Archaeological Areas Act 1979 to inspect unauthorised works, damage and unlawful metal detecting at scheduled monuments. Most cases are reported by the public or discovered by our Inspectorate and Properties in Care teams during inspections.

All cases are visited by a Field Monument Warden or Inspector to inspect and prepare a report. Each occurrence is reported to the police to inform national heritage crime statistics. Cases are triaged and the most serious will result in Cadw's report being sent to the police for investigation. Care is taken to ensure that archaeological concepts are explained from first principles and avoid the unnecessary use of jargon or

acronyms, mindful that our report needs to be understood by lay audiences in the police, CPS and perhaps a judge and jury.

Cadw prepares impact statements for cases that go to court so that the judge can understand the historic asset's significance, how it was harmed and the consequential impact, including financial; our officers may appear as expert witnesses and be cross-examined. Low-level crime and anti-social behaviour may warrant offenders receiving out-of-court disposals, and other cases may be progressed using alternative mechanisms, for example cross-compliance breaches for those receiving rural payments on agricultural holdings.

Recent provisions obtained through the Historic Environment (Wales) Act 2016 make it easier to bring cases of unlawful damage or destruction of scheduled monuments to prosecution by limiting the defence of ignorance of a monument's status or location. The accused have to be able to show that all reasonable steps had been taken to find out whether a scheduled monument would be harmed or destroyed by their actions.



Cadw site inspection of tipped material adjacent to Caerleon Roman legionary fortress and amphitheatre. Credit: Cadw

The Memorandum of Understanding launch on 2 March 2023 at Chepstow Castle, one of Cadw's properties in care. L to R: Deputy Chief Crown Prosecutor Paul Stimson & CPS lead for heritage and wildlife crime; Assistant Chief Constable Rachel Nolan, Essex Police & NPCC lead for heritage and cultural property crime; Dawn Bowden MS, Welsh Government's former Deputy Minister for Arts, Sport and Tourism; Duncan Wilson, Chief Executive of Historic England.

Credit: Cadw



We can use complementary enforcement notices to order repairs to monuments or the fulfilment of scheduled monument consent conditions without going to court.

The introduction of temporary stop notices gave the Welsh Ministers powers to put an immediate halt to unauthorised works or other damage to scheduled monuments. We can use complementary enforcement notices to order repairs to monuments or the fulfilment of scheduled monument consent conditions without going to court.

In terms of recent casework, a farmer was reported to Cadw for tipping thousands of tons of earth and rubbish on the scheduled area outside the Roman legionary fortress at Caerleon. The case was heard at Cardiff Crown Court in 2022; the farmer was found

guilty and received a fine. This was the first successful section 2 unauthorised works (Ancient Monuments and Archaeological Areas Act 1979) prosecution in Wales.

A second case involving damage to a scheduled prehistoric rock art panel at Mynydd Eglwysilan was heard at Newport Magistrates' Court in 2023. The defendant was found guilty and received a fine and a suspended prison sentence. This was the first successful prosecution of a section 28 damage offence (Ancient Monuments and Archaeological Areas Act 1979) in Wales.

Cadw's future aspirations include the wider uptake of Heritage Watch schemes and encouraging local authorities and national parks to join ARCH. Standardisation of heritage crime recording is also required to better understand occurrence, trends and hot spots.



Dr Jonathan Berry

Jon has worked for Cadw for over 20 years, and for over a decade in his current role as a Senior Inspector of Ancient Monuments and Archaeology. He is Cadw's lead for the heritage crime policy area and was lead officer supporting two recent successful prosecutions relating to scheduled monuments. He is Treasurer of the ClfA Cymru/Wales Group and a committee member of the Heritage Crime Special Interest Group. He is a Police Support Volunteer for Heritage Crime with Gloucestershire Constabulary in his spare time.



Heritage Watch and public engagement

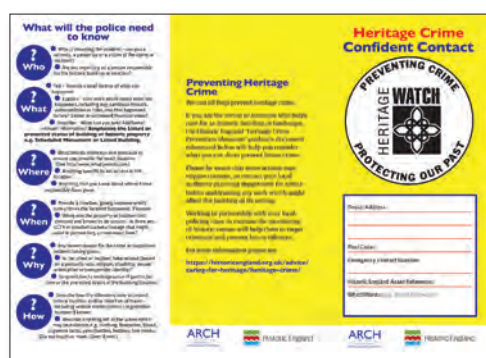
Andy Bliss,
Affiliate (9384)

The looting of historic sites is an international problem. When a rural Roman villa site was identified in the Midlands in an area where illicit metal detecting was prevalent, Andy Bliss and Stuart Orton, former police officers and specialist heritage crime advisers, were asked by Mark Harrison, Head of Heritage Crime Strategy at Historic England, to recommend how the site could be protected pending excavation. Andy and Stuart were already coordinating a project for Historic England to expand the Heritage Watch approach nationally, beyond 'early adopter' police force areas.

Within two weeks of an initial community meeting involving archaeologists, landowners, police and representatives of Leicestershire Heritage Watch, a team of some 30 volunteers had stepped forward to maintain a high-visibility and watchful eye on the site at all hours to protect it from crime and consequential damage to the archaeological record. This provided a vital overlay to other security measures and ensured that no crime occurred at the site; just one suspicious visitor was encountered by the team over a period of several months.

Modelled on the generic Neighbourhood Watch approach, Heritage Watch is intended to engage local communities, working with archaeologists and heritage professionals, to monitor and prevent crime and anti-social behaviour (ASB) risks at historic sites. Information is shared with police and other heritage protection organisations to ensure an appropriate response. Often police or fire officers will not appreciate the significance, value or particular vulnerability of heritage assets or the existence of legal protections such as scheduling or listing of historic places; a key element of Heritage Watch is to ensure that this information is appropriately communicated to optimise the response. This enhanced flow of intelligence to the emergency services builds on the existing Heritage Crime Liaison Officer network of specially trained officers in each police force.

Heritage Watch now operates in 12 of the 43 police forces in England and Wales, covering buildings, landscapes and maritime assets, with a similar approach, developed by MSDS Marine, for protected wrecks. Some schemes cover all heritage assets in a police area; in others the scheme is more locally focused.



Confident Contact checklist design



Community meeting, involving archaeologists, landowners, police and representatives of Leicestershire Heritage Watch. Credit: Andy Bliss, Aldwic Research Consultancy Ltd

The overall aim of the scheme is to protect and preserve a particular historic asset or group of assets from heritage crime. It offers four principal advantages:

- reporting of heritage crime and ASB allows heritage protection agencies and local communities to assess and better understand local heritage crime risks and deploy resources to counter them
- analysis of community-generated information, perhaps previously not reported, allows law enforcement agencies to develop intelligence and respond appropriately



Signage designed for Scheduled Monument sites in Leicestershire

- preventive measures deployed at particular sites signal to criminals that locations are cared for, increase the effort and risks of committing crime and remove potential excuses or defences for offending
- collateral benefits from engagement in terms of condition and climate impact monitoring, wider volunteer involvement in heritage projects and potential grant funding opportunities for volunteering and community participation

While encouraging local initiative and adaption to suit particular circumstances or specialist heritage assets, a baseline level of consistency needs to operate across all schemes. For a scheme to be effective, the following factors need to exist:

- an individual, community group or organisation with the motivation and means to establish and maintain a scheme
- active engagement from police, with fire service, local authority and/or Maritime and Coastguard Agency support, as appropriate. Other national bodies (such as the National Trust or Church of England) also have a role to play
- a structure to ensure that information is collected and passed lawfully to those operating the scheme and/or the local police and other partners, depending on urgency (e.g. 999, 101, webchat, etc)

- a structure to ensure that preventive messages from participating agencies are shared lawfully with and acted upon by those operating the scheme
- a means for members to communicate with each other and their local policing team, supported by a scheme administrator who is able to monitor content and ensure that relevant information is shared appropriately

A key tool developed to support schemes – ‘Confident Contact’ – explains how best to report heritage crimes to ensure the most apt response. It provides a checklist of key points to convey when reporting crime and outlines initial steps to preserve forensic evidence to assist with identification of suspects.

Alongside this, a range of other resources are available to support local schemes, including guidance for establish a scheme, signage, badged fluorescent jackets, emergency contact templates, measuring scales (to record images showing damage or artefacts at risk of theft) and other publicity materials.

Andy Bliss said, ‘Many people are passionate about historic places and Heritage Watch enables everyone to play their part, alongside heritage professionals, the police and others, to prevent crime and protect them for future generations.’

Andy Bliss QPM

Andy has 34 years’ policing experience and for a number of years was the police chief with national responsibility for Heritage Crime policy. He read History and Archaeology at Durham University and in 2018 he was awarded a master’s degree (Distinction) in Medieval Archaeology by York University. He is an experienced archaeologist and a Fellow of the Society of Antiquaries. He has recently updated the heritage crime guidance suite for Historic England, including specialist guidance on crime risk assessment and crime prevention for heritage and law enforcement professionals. During 2021 he led a multi-agency team on behalf of Historic England which produced a national analysis of metal theft from historic church roofs. He undertakes specialist heritage crime risk surveys at archaeological and historic sites around the country. He is an EU Horizon Programme accredited expert for heritage crime and law enforcement matters.



HERITAGE CRIME: A POLICE OFFICER'S EXPERIENCE

Julian Fry, Rural Affairs Officer,
Devon & Cornwall Police

Some areas of policing can be straightforward and easy to interpret from a law enforcement perspective, whereas others can be more complex, often involving many different pieces of legislation written many years apart. Heritage and cultural property crime most certainly falls into this category and, as such, presents a challenge to police forces both in terms of internal staff training and awareness and also the effective management of reports – from the initial call right the way through to the conclusion of any ensuing investigation. This does, however, present an exciting opportunity for officers, staff and police volunteers to become involved with a rewarding and important area of crime investigation.

Investigations can occur in a wide variety of situations, circumstances and environments – from unlawful salvage of marine protected wrecks through to illegal metal detecting on remote terrestrial sites; from random acts of vandalism of heritage sites to the wholesale theft of heritage metal from a roof. It is an area of policing that directly links to people and place and gives us context through an understanding of the historical events that shaped our landscapes and the society we live in today. In this sense, every heritage crime is a crime committed against all of us as heritage assets are, by definition, unique and irreplaceable parts of our nation's story.

The role of a police officer lies in upholding and enforcing the law. Many of the tactical options available for other crime types readily transfer across to the world of heritage crime and, as a result, opportunities to catch and convict offenders are increasing all the time as technological advancements are made. Police officers and staff are not (in most cases) trained and experienced archaeologists and neither can we be omniscient. Instead, we are assisted by an extensive network of partner agencies, avocational organisations and members of the public who help us to monitor sites and report heritage crime incidents when they occur. Last year, we launched Heritage Watch in Devon and Cornwall and are pleased to see that membership is growing exponentially.

Once a report is made and an investigation is underway, we turn to expert archaeologists to help determine the true impact of a crime. In Devon and Cornwall this crucially important network comes together under the banner of the South West Peninsula

... every heritage crime is a crime committed against all of us



Scheduled Monument sign at Longstone Manor, NHLE List entry 1415430. Credit: Devon & Cornwall Police



Men Scryfa, an early Christian memorial stone in West Cornwall, damaged by fire after the top section was doused in a flammable liquid, NHLE list entry 1018573. Credit: Ann Preston-Jones, Historic England

Heritage Crime Partnership. Everyone involved has been immensely helpful and their energy and enthusiasm to work with police to target heritage crime is limitless and unwavering.

One of the challenges of working in heritage crime is being able to draw a distinction between the subjective and objective nature of heritage assets. We all have a different interpretation of what 'heritage' means to us as individuals; however, in the context of a crime against a heritage asset, what appears to one person to be a valuable historical object or place providing a tangible link to our past may not be viewed by another with the same degree of importance. Theft from a shop is easy to attach a value to, but heritage assets are not so easy. However, after undergoing initial assessment and triage, heritage crimes are set against all other crime types and police resources are allocated accordingly. It is therefore vital that staff are upskilled in this area, so that heritage crimes can be identified correctly, assessed appropriately, and responded to promptly and efficiently. To assist with this, a cohort of Heritage Crime Liaison Officers now exists thanks to sessions provided by Historic England. These officers and staff are spread across the force area in a variety of workstreams and have a heightened awareness and understanding of heritage and cultural property crime which they can take back to their areas of business.



Damage to Okehampton Castle caused by antisocial behaviour, West Devon, NHLE list entry 1165647. Credit: Devon & Cornwall Police

It is vital that staff are upskilled in this area, so that heritage crimes can be identified correctly, assessed appropriately, and responded to promptly and efficiently.



Examples of heritage signage being deployed at selected sites in Devon and Cornwall together with new Heritage Watch materials. Credit: Devon & Cornwall Police

Nighthawking activity (illegal metal detecting), West Dartmoor. Credit: Devon & Cornwall Police

Devon & Cornwall Police will continue to work with partners and the public to target and reduce heritage crime. Links with serious and organised crime, and recognition of the wider economic benefits and associated employment coming from heritage tourism, as well as the significant impact offending has on the community, mean that heritage crime will continue to receive the attention and focus it deserves.



PC Julian Fry

Julian has served as a police officer with Devon and Cornwall Police for 22 years. He is a member of the Rural Affairs Team and is leading on work to deliver the force's Heritage and Cultural Property Crime strategy across the Devon and Cornwall peninsula. Before joining the police Julian studied at Oxford Brookes University, achieving a BSc (Hons) and an MSc in Environmental Assessment and Management. Julian is also the national tactical policing lead for Operation Birdie, which targets the unlawful salvage from, or damage caused to, our protected wrecks.

Working with the police: volunteering opportunities and challenges at Leicestershire Police

Not many people know that police forces not only employ police officers, but also police staff and volunteers. Leicestershire Police, for example, have over 600 volunteers who undertake a variety of roles. Roles range from mounted volunteers to volunteers undertaking speed monitoring, and there are many more opportunities in between!

Jenny Kent ACIfA (2241), Senior Project Officer, MSDS Marine

One of those roles is that of Heritage Crime Volunteer. Leicestershire first introduced their heritage crime scheme in 2016, when the county was experiencing a lead theft crime wave. It has since grown in strength and they currently have a team of seven Heritage Crime Volunteers.

Where does heritage crime fit within the police?

Heritage crime generally sits under the remit of the Rural Crime Team for most police forces. In Leicestershire the Rural Team covers agricultural crime, equine crime, wildlife crime and heritage crime.

This highlights why Heritage Crime Volunteers are so important, as each of the four categories are a specialist subject in their own right! Heritage Crime Volunteers form a specialist body within the police and the team report to the Rural Sergeant but focus entirely on all aspects of heritage crime.



Heritage Watch volunteer conducting a site security visit. Credit: Leicestershire Police

What does a Heritage Crime Volunteer do?

The main aims of the Heritage Crime Team are to monitor all reported instances of church and historic monument crime and offer a second layer of support to those sites, supporting local officers. The team identify historic monuments that are at high risk of heritage crime and offer the site owners and custodians proactive crime prevention advice. This involves working closely with partnership agencies such as the Diocese of Leicester and Historic England.

The team are aware that crime does not stop at the Leicestershire border and spend time actively building relationships with cross-border forces and organisations. However, the most important role of the Heritage Crime Team is to raise awareness of heritage crime both within the force and with the general public.

Churches

In 2016, a rise in lead theft saw the development of the Heritage Crime Team and since then churches have taken a lot of the team's focus. There are over 300 churches in Leicestershire and Rutland and to prioritise those most at risk, a database was made of those with lead roofs. This list was then sent to all neighbourhood policing commanders, so the police would know where to target their resources.

The team then approached all churches with lead present, offering them a site security risk assessment. This involved working through a risk assessment form (designed by the team) to provide the church wardens with quick-win opportunities to improve the security of their church.

These are all low-cost solutions, as although roof alarms are the best deterrent, many churches don't have the funds to install and maintain one. Quick wins to help churches with their security include signage, lighting, locking up tools and bins, developing community networks and applying forensic markings.

To encourage church wardens to call the police, the team put together a crib sheet, guiding the church warden on what to say to the call handler when they call the police. This really empowered the church wardens and boosted their confidence when dealing with the police and reporting crime.

To support this initiative the team also put together a training guide for call handlers, helping them in turn speak the language of a church warden. Leicestershire Police also went one step further and created a 'heritage flag' within their reporting system. Using the heritage flag means that all heritage crimes can be easily tagged on the police recording system, thus helping the police to allocate their resources efficiently.

Illegal metal detecting

In 2021 the Heritage Crime Team turned their attention to illegal metal detecting, commonly known as 'nighthawking'. The team put together a specialist working group to explore the problem and identify the key issues.

The group quickly identified that under-reporting was the main issue, with

landowners not realising the police were interested and wanting them to get in touch.

In Leicestershire there are over 300 metal detectorists registered with the Portable Antiques Scheme (registration is voluntary). To reach out to them and the landowners, the team took on the following tasks:

- encouraging metal detectorists to carry ID cards detailing a permission agreement with the landowner
- providing slides on how and when to call the police for when the Finds Liaison Officer and local archaeology groups give local community talks
- writing an article for the National Farmers Union newsletter and attending rural events
- including representatives from the metal-detecting organisations/councils in their heritage meetings to help bridge the communication gap
- planning this year to host a conference for metal detectorists, focusing on best practice and building relationships with the police

How do I report 'Night Hawking' activity?

Evidence of recent 'Night Hawking' is usually discovered during daylight hours and often consists of numerous holes dug in fields with no obvious explanation. Other types of evidence are:

- Discarded items eg. scrap metal
- Footprints and tyre marks
- Cigarette butts
- Drinks bottles/cans

To report evidence of a crime, call 101 or report online at: www.leics.police.uk/report-online

Include a GPS or What3Words location. What3Words is a free smartphone app, pre-reporting your location anywhere in the world using three words. (what3words.com)

How to report finds that are treasure

You can report finds to a voluntary scheme called The Portable Antiquities Scheme (PAS). Finds Liaison Officers work for PAS, recording all objects made before 1715, not just metal objects. They record the details on a database and return the object to the owner. The database is on their website which is searchable and is a great tool for finds identification as well! www.finds.org.uk

Call 999 immediately if a crime is in progress.

Gather details, descriptions and registration numbers if possible and safe to do so.

HERITAGE WATCH

Did you know Leicestershire Police have a Heritage Watch Team?

They are a dedicated team of volunteers who work for Leicestershire Police tasked with protecting our heritage.

You can contact them via email: heritagewatchvolunteers@leics.police.uk

The Heritage Watch Team raise awareness of 'Night Hawking' and other types of crime and anti-social behaviour such as the theft of metal from historic buildings and graffiti.

It is important to report all evidence of illegal metal detecting, no matter how small.

Portable Antiquities Scheme
ARCH
Historic England

Leaflet produced by the Heritage Crime Team at Leicestershire Police

Nighthawking
Unlawful Metal Detecting
A land owner's guide

Leicestershire Police
leics.police.uk

Nighthawking flyer by Leicestershire Police. Credit: Leicestershire Police



Case study: Rutland Roman Villa

In 2021, a Roman villa of national importance was discovered in Rutland. The villa contained a series of exceptionally well-preserved mosaics and was featured on the TV programme *Digging for Britain*.

The University of Leicester and Historic England ran a summer excavation on the site in 2022, which prompted concern about the site's safety following all the publicity.

In an excellent example of partnership working, the University of Leicester, Historic England, the Heritage Crime Team, police and local volunteers pulled together to wrap the site in a Heritage Watch bubble. Thirty volunteers stepped forward to help protect the site. They conducted 17 security visits over three months and installed new fencing and signage round the site.

The excavation has since finished and the site returned to a grass field, and there were no security breaches on the site while the excavations were being carried out. The project was a huge success and really showcased volunteering at its best.

Roman Rutland Villa mosaic. Credit: Historic England

How do I find out more about becoming a volunteer?

If you are interested in becoming a police support volunteer, visit your local force website. You will need to fill in an application form and go through a security vetting process to ensure you are suitable for the role. <https://www.leics.police.uk/>



Jenny Kent

Jenny has over ten years' experience within the archaeology sector, specialising in maritime archaeology, and currently works for MSDS Marine. Jenny is a commercial diver and specialises in protecting both terrestrial and maritime heritage sites from heritage crime.

Jenny spent eight years working with Leicestershire Police and currently chairs their Heritage Crime Team. Jenny is on the committee for the Protected Wreck Association and the ClfA Heritage Crime Special Interest Group and is passionate about protecting our heritage.



HERITAGE CRIME AND FORENSIC ARCHAEOLOGY: AN INTEGRATIVE APPROACH

Alastair Vannan MClfA (8576), Scientific Lead for Forensic Archaeology, Cellmark Forensic Services, and Pier Matteo Barone MClfA (12037), Senior Lecturer, American University of Rome

Introduction

Illegal activities affecting cultural heritage assets pose a significant challenge to societies worldwide. Ranging from looting and illicit trafficking of artefacts to vandalism and unauthorised alterations of historic sites, these crimes not only rob us of invaluable historical and cultural insights but erode the very fabric of our shared heritage. Forensic archaeology emerged in Europe as a distinct discipline during the 1980s and has become a pivotal ally in combating heritage crime, employing scientific principles and techniques within the framework of criminal investigations to preserve and protect our cultural legacy.

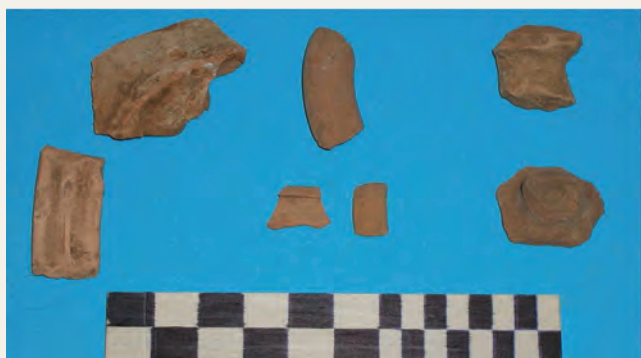
Cases include the examination of sites to assess and interpret the mechanisms of damage (what, where, how, when). Geophysics is used to assess damage and to detect concealed stolen items. Items are examined to understand provenance, date and material composition, and to detect trace evidence. Dating items not only applies to trafficked artefacts, but to the movement of modern items made from prohibited

materials (ivory, horn, bone, turtle/tortoise shell, etc) that are presented as antiquities to circumvent such laws.

Forensic archaeologists: scientific analysts

Forensic archaeologists, leveraging their expertise in the systematic recovery and analysis of material evidence, stand on the front lines of heritage crime investigations. Their role extends beyond the confines of traditional archaeology into the legal arena, where they serve as expert witnesses. The use of archaeological techniques in criminal casework in the UK, therefore, follows a separate path for accreditation, through ClfA, from conventional archaeology and is subject to a specific code of practice (*Standard and guidance for forensic archaeologists*), which is endorsed by the Forensic Science Regulator.

Using rigorous scientific methodologies, forensic archaeologists piece together evidence from crime scenes, reconstructing activities and offering objective interpretations that can substantiate or refute legal



Some examples where the expertise of the forensic archaeologist proved to be essential. There are signs of illegal excavations within an archaeological site and artefacts unlawfully stolen by tomb raiders. Credit: Barone PM

claims. Their contributions, grounded in factual results, are crucial in elucidating the circumstances surrounding heritage crimes, thereby aiding in the prosecution of offenders and the recovery of lost or damaged artefacts.

Forensic archaeologists also examine seized items, and this work may include sampling soils, pollen, and botanical traces from such items. Joint examinations with other forensic scientists ensure the preservation and collection of other evidence types, such as DNA and fingerprints. Subsequent analysis by forensic specialists enables these environmental indicators to be used as trace evidence to understand the provenance and geographical movement of objects, as

well as physical associations between recovered objects, heritage sites, suspects and vehicles.

Cultural heritage curators: stewards of legacy

In parallel, cultural heritage curators undertake the vital task of safeguarding our collective past. Institutions such as English Heritage, Regional Archaeological Advisors, and the National Trust embody the stewardship role, focusing on the preservation and documentation of and public engagement with cultural heritage sites and collections. Unlike their counterparts in forensic archaeology, curators are tasked with prevention of heritage crime, including site monitoring, risk assessment and the implementation of protective strategies. Their efforts ensure that heritage assets remain accessible and intact for future generations, fostering a continuous dialogue between the past and the present.

Collaborative efforts in tackling heritage crimes

The synergy between forensic archaeologists and cultural heritage curators is exemplified through numerous case studies across the UK and Europe. For instance, in response to spates of looting at ancient sites, forensic archaeologists have employed ground-penetrating radar and other non-invasive technologies to assess the extent of damage and recover stolen items, while curators have intensified surveillance measures and public awareness campaigns to deter future incidents. These collaborative efforts underscore the multifaceted approach required to effectively combat heritage crimes, leveraging both scientific inquiry and conservation ethics.

The forensic archaeologist collaborates with, and provides guidance to, experts from traditional archaeological backgrounds, such as specialists in specific artefact types. This not only ensures that their expert knowledge is harnessed, but also that their results are presented to the criminal justice system in a format and language that adheres to the legal requirements for expert witnesses. No individual can specialise in all areas relevant to such cases, so these types of collaboration are essential.

Navigating challenges and ethical considerations

The intersection of archaeology, law and heritage conservation presents unique challenges and ethical dilemmas. Forensic archaeologists and curators must navigate issues related to evidence preservation, the repatriation of artefacts and the potential impact of their work on existing cultural narratives. Moreover, the evolving nature of heritage crimes, driven by advancements in technology and changing market demands, necessitates continuous adaptation and learning. Addressing these challenges requires a



Recovery and subsequent repatriation of archaeological artefacts to Afghanistan thanks to investigations by the Manhattan District Attorney's Office (DANY) and Homeland Security Investigations (HSI). Credit: DANY



Carabinieri Command for the Protection of Cultural Heritage (TPC) in Bari (Italy) after seizing archaeological artifacts illegally stolen from archaeological sites in Puglia and Lucania in southern Italy. Credit: Carabinieri TPC

Future directions

The role of forensic archaeology in heritage crime investigation will undoubtedly expand, driven by technological innovations and an increasing global awareness of cultural heritage's value. The continued collaboration between forensic archaeologists and cultural heritage curators will be instrumental in devising more effective strategies against heritage crimes. By fostering a culture of respect and appreciation for our shared history, we can ensure that our cultural legacy is preserved for the enlightenment and enjoyment of future generations. The fight against heritage crime is not just a matter of law enforcement or scientific investigation; it is a testament to our collective resolve to honour and protect the narrative of humanity itself.

commitment to ethical practice, interdisciplinary collaboration and community engagement, ensuring that the protection of cultural heritage remains a dynamic and inclusive endeavour.

UK law requires expert witnesses to be demonstrably objective. This means that an expert witness must not attempt to 'build a case' against a suspect; that is the role of the prosecuting body and of heritage curators. The expert witness must instead provide objective interpretations supported by demonstrable factual evidence.

Forensic archaeologists are called by defence solicitors to provide reviews of work undertaken by other archaeologists and heritage professionals. Although the authors of such statements can be well-meaning, if they have not been trained in forensics then unfamiliarity with the criminal justice system and the requirements of expert witnesses can cause significant problems for investigations and can undermine the evidence being presented.

The threshold of confidence in results and interpretations differs significantly between conventional archaeology and forensic archaeology. Conventional archaeology may allow for a broader degree of speculation, whereas forensic archaeology operates within a legal and judicial context, where results and interpretations must be supported by demonstrable evidence and necessary caveats and alternative explanations for the evidence encountered. These results, and the degree of certainty expressed, must be capable of withstanding critical scrutiny in a courtroom.



Alastair Vannan

Senior Forensic Reporting Scientist and accredited Forensic Archaeologist. Scientific Lead for Forensic Archaeology at Cellmark Forensic Services. Joint Chair of the Forensic Archaeology Expert Register and Panel (FAEP).



Pier Matteo Barone

Accredited Criminalist and Archaeologist, Lecturer and Consultant in Forensic Geo-Archaeology collaborating with several universities and law enforcement. Chair of the Forensic Archaeology group (Scenes of Crime Working Group) within the European Network of Forensic Science Institutes (ENFSI).

Site Security Champion Ron Howell briefing Devon & Cornwall Police prior to diving the Salcombe Canon protected wreck. Credit: MSDS Marine



Protective marking and new technologies

In recent years there have been several steps forward in tackling heritage crime. The development of methods to reduce heritage crime at sea followed on from the high-profile thefts from protected wreck sites, including a bronze cannon from the Dunwich Bank protected wreck and a torpedo tube hatch from the *Holland 5* protected wreck.

Forensic markers have already been used to great effect on historic buildings for several years. Products are used to mark heritage metals, such as the lead on the roofs of churches. The well-publicised use of these materials has been of benefit as both a deterrent and to aid enforcement action and potential recovery. Forensic marking in this way allows scrap dealers to be alerted to the provenance of the material and provides a way to flag when material has been removed from sites illegally. In this way, material can be directly linked back to where it came from.

Hefin Meara MCIfA (8573), National Listings Adviser (Marine), Historic England, and Alison James MCIfA (6059), Director, MSDS Marine

Underwater forensic marking

No equivalent technology existed to mark material underwater, so Historic England commissioned a project to develop a product that was suitable for use in the marine environment. The project was undertaken by MSDS Marine and was funded by Historic England and the Cultural Heritage Agency of the Netherlands. The products underwent vigorous testing in a range of environments. Once the best products were identified from the tests, two were taken forward for deployment in a real-world situation.

The markers were deployed on protected wreck sites in English waters during the summer of 2023. One of the sites marked was the wreck believed to be the *Klein Hollandia*, a Dutch vessel lost in 1672. The site includes several bronze cannon, which are highly tempting targets for unscrupulous salvagers. They are worth a high price for their scrap metal value and highly attractive to collectors. All of the bronze guns on this site have now been

forensically marked. This means that should any of the guns be stolen, the marking product will enable enforcement authorities to identify them as well as link individuals who have been in contact with the items to the site. This is an incredibly important development for underwater sites that are often located away from the sight of managers and custodians.

Satellite monitoring

Another way in which archaeologists are attempting to tackle the threat of heritage crime offshore is through the application of satellite monitoring technology. The Maritime Archaeology Sea Trust (MAST) has developed the Maritime Observatory, in partnership with OceanMind. As well as examining patterns of vessel movement through the monitoring of vessel Automatic Identification Systems (AIS) the observatory uses a combination of satellite-based electro-optical (EO) and synthetic aperture radar (SAR) imagery to monitor activities in the vicinity of key sites. To the frustration of heritage managers and enforcement officials, AIS can be switched off, allowing a

vessel's activities and precise location to go undetected. However, through these additional methods of monitoring the true pattern of activity can be established. MAST has undertaken work to monitor the wrecks of Second World War British warships in the Java Sea, and has recently undertaken a review of activities in two areas around the coast of England on behalf of Historic England.

Expanding on techniques on land

The use of new technologies to tackle heritage crime on land has been progressing at pace along with that in the marine zone. The forensic marking of heritage metals has now incorporated new techniques of physical stamping, in addition to the forensic markers. These stamps are clearly visible to potential thieves, providing a deterrent effect, and are also easily identified by scrap dealers. The markers will allow the sites to be identified, as they link back to the National Heritage List for England. These improved methods, along with a comprehensive training package for scrap metal dealers, makes it much harder for thieves to offload stolen material.

The products outlined here form part of a suite of methods to tackle heritage crime on land and at sea. By working together with partner agencies and members of the public we can make it much harder for



Forensic marking ... allows scrap dealers to be alerted to the provenance of the material and provides a way to flag when material has been removed from sites illegally.

MSDS Marine diver holding an underwater sign indicating that a site is forensically marked and visiting divers should look but not touch. Credit: MSDS Marine

thieves to target these sites and help reduce the threat of crime taking place. New opportunities and developing new technologies will help tackle the ever-present threat of criminals targeting the historic environment.



Security marking on heritage metals. Credit: Historic England



Alison James

Alison is a director at MSDS Marine with experience in the management of historic shipwreck sites, volunteer involvement, community engagement and education initiatives. Previously Alison spent ten years with Historic England managing England's protected wreck sites and working with the licensed teams and volunteers who work on the sites. Alison is also a Trustee of the Nautical Archaeology Society.

Hefin Meara

Hefin is a committee member of the ClfA Marine Archaeology Special Interest Group. He is a maritime archaeologist at Historic England, with responsibility for marine designation casework and the management of protected wrecks. This year he has been involved with several projects to mark the 50th anniversary of the Protection of Wrecks Act 1973. He is also currently working on the redevelopment of the National Marine Heritage Record and is also preparing a conservation management plan for the wreck of Sir Ernest Shackleton's *Endurance*, in partnership with the UK Antarctic Heritage Trust.



WHAT NEXT? TRAINING AND STANDARDS FOR ALL

Aisling Nash MCIfA (10477), Senior Project Officer, MSDS Marine Ltd

While heritage crime continues to remain a significant threat, the previous articles have shown that partnership working and collaboration between law enforcement and the heritage sector has increased to combat this threat. With this cross-sector working has come the need to develop mutual guidance, understanding and training. Developing this will require partnerships between different specialist groups and across borders. How can we achieve this?

What skills are needed?

Tackling heritage crime is a growing specialist area of practice within both the heritage sector and law enforcement but what skills are needed to work effectively in this area? In order to help answer this question, Historic England commissioned MSDS Marine in 2021/2022 to carry out a project to identify these skills and determine a potential skills pathway.

Six key subject areas were identified, covering a total of 26 topics. These were categorised according to whether they represent Knowledge, Skills or Behaviours (see inset).

Knowledge refers to the information which is required to perform a duty/duties, whether this is voluntary or within a professional role. The **Skills** category covers the practical abilities that are required to apply knowledge or successfully carry out a role, while **Behaviours** is the mindset, attitude or approaches needed for competence.

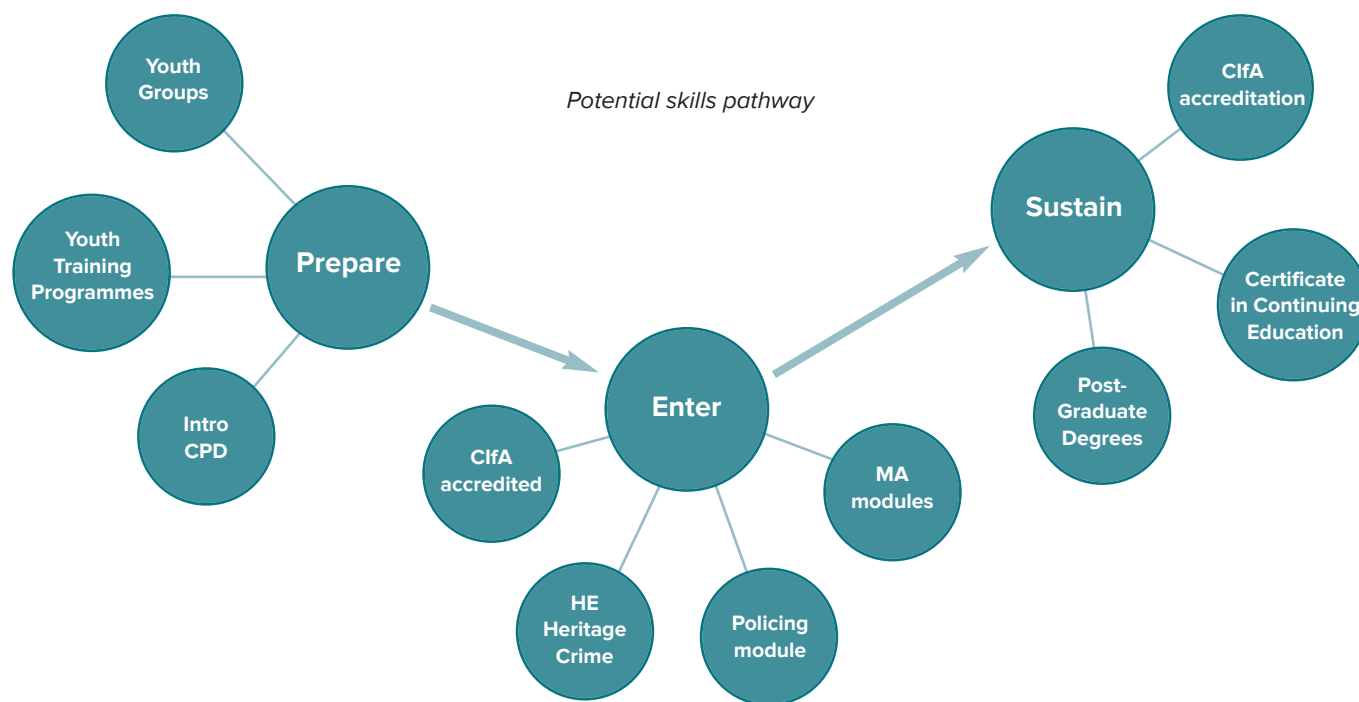
These subject areas and associated topic areas form the basis for a skills and competency matrix which can be mapped against the National Occupational

Subject area	Category	Topic
SA1 Introduction to heritage and cultural property crime	Knowledge	<ul style="list-style-type: none">• What is heritage crime?• How to recognise heritage crime• What are heritage assets?• Data resources for heritage assets• Reporting heritage crime (confident contact)
SA2 Legislation and strategic context	Knowledge	<ul style="list-style-type: none">• Legislation governing heritage assets including the devolved nations• National heritage crime initiatives• International law governing heritage (treaties and charters)• Determining jurisdiction
SA3. Preventing heritage crime through risk assessment and intelligence	Knowledge Skill Behaviour	<ul style="list-style-type: none">• Assessing risk/threat of heritage crime• Gathering intelligence• Physical and operational security at heritage venues and sites
SA4. Securing and preserving evidence	Knowledge Skill	<ul style="list-style-type: none">• Identifying archaeological artefacts• Storing seized archaeological artefacts• Collecting evidence (forensic)• Storing evidence (forensic)• Presentation of exhibits• Heritage crime impact statements
SA5. Enforcement and prosecution	Knowledge Skill Behaviour	<ul style="list-style-type: none">• Responding to heritage crime (confident contact)• Interventions and alternative disposals• Expert witness testimony
SA6 Community engagement and volunteering	Knowledge Behaviour	<ul style="list-style-type: none">• Preventing heritage crime• Heritage crime initiatives (national, regional and local)• Outreach• Wellbeing• Partnership working

Standards (NOS). These NOS can be used for developing skills and knowledge, including providing a framework for training programmes. There are eight suites of standards which can be applied to heritage crime:

- Archaeological Practice
- Cultural Heritage
- Emergency Response
- Forensic Science
- Investigations
- Policing and Law Enforcement
- Security Management
- Security Risk Advisers

The project also carried out an audit on the current training provision in the different subject areas. This audit found that while there are courses available in a number of the topics, several gaps were identified. The results of both the skills and competency mapping and the audit enabled a skills pathway to be drafted for heritage crime training. This pathway has been based on the Historic England training model of ‘Prepare’, ‘Enter’, ‘Sustain’ and designed so that entry can occur at any point on the journey. Gaps in training identified during the mapping exercises enabled recommendations to be made for how these gaps could potentially be filled.



Why is training important?

There is a growing need for formal recognition of skills and competencies within heritage crime practice for two principal reasons. Firstly, heritage crime officers/police heritage support volunteers and heritage crime advisers within heritage agencies will be able to support each other in the prevention and prosecution of heritage crime. Such recognition will enable these relationships to develop on a consistent basis and will enable more effective responses. Secondly, both heritage professionals and police officers can be required to give expert witness testimony in court to assist in prosecutions. Formal recognition of skills and experience will enable such expert witnesses to demonstrate their qualification in this area to the court and assist in underpinning their testimony.

Next steps

So, what are the next steps in achieving this formal recognition? The project identified several recommendations to close skills gaps and facilitate training. Historic England are currently taking these forward and are actively working with the academic sector to develop a more formal qualification in heritage crime practice.

As outlined in the editorial, one of the key objectives of the Heritage Crime Special Interest Group (HCSIG) is to:

Help prevent heritage and cultural property crime through signposting of resources including training and guidance.

The group will act as a hub for resources. It will work with ClfA, the National Police Chiefs' Council and the heritage agencies to ensure cross-sector recognition and endorsement. The group also aims to develop a series of short training courses on a variety of topics which will be ClfA approved.

In addition to providing training opportunities and guidance, the group will build on the results of the skills audit outlined above and work with ClfA to establish a recognised skills and competency matrix. This will enable not only heritage professionals but also law enforcement practitioners to gain formal recognition through membership of ClfA using this matrix. This is also related to another of the aims of the HCSIG, which is to explore with the ClfA Board of Directors the potential of establishing a register and panel of experts in heritage and cultural property crime.

Have your say

The HCSIG is also interested in hearing from ClfA members about what training and guidance in this area you would like to see produced. To facilitate this, a short online survey will be circulated to members in the coming months so that you can have your say in how we move forward with the training aims of the HCSIG. The group would really like your comments and suggestions, so look out for the link!



Aisling Nash

Aisling is an archaeologist with 20 years' experience working in the historic environment in a variety of roles spanning field archaeology, post-excavation, outreach and planning archaeology, including HERs. In recent years, Aisling has successfully delivered training workshops as part of the OASIS V Rollout Support project, which reached over 650 people. She has also worked with the National Trust on identifying heritage skills gaps, and audited heritage crime training provision. Aisling has also recently completed a project assessing the reasons behind the low uptake of apprenticeships within the sector.



DESPERATELY SEEKING THE NORMALISATION

ClfA's informal neurodiversity network for archaeologists

It's been about three years since ClfA set up its informal neurodiversity network. At the ClfA2024 fringe session, *Dismantling legacies and collectively building new ones – breaking barriers and bias in archaeology*, held on 16 April 2024, we took the opportunity to reflect on what the network has achieved during this time and how we can continue to build on this.

HOW THE NETWORK CAME ABOUT

In 2020 ClfA and Mentoring for Women in Archaeology and Heritage (MWAH) circulated a *Dyslexia and archaeology* survey. In this we wanted to explore the potential impacts that dyslexia had upon archaeologists and inform actions that we (individuals and employers) can take to support our neurodivergent colleagues. In response to the results of the survey, ClfA hosted an informal people-led digital chat for all members and non-members about what they want to see happen next, and the network grew from there.

HOW IT WORKS

The network uses a 'tea break chat' format as an informal 45-minute online session. These take place approximately every two months with the purpose of sharing information and advice; to provide a space for people to meet new contacts; and for emotional support on the issues they may be facing.

Sometimes we have particular topics we want to cover, for example workplace adaptations, or challenges with attending in-person meetings, but generally we go where the conversation takes us and what questions or thoughts people have on the day. These sessions are open to anyone who wants to join.

We also have an occasional email circulation list and have opened up a Knowledge Hub space, but the success really seems to be through the online sessions.

WIDER CPD AND RESOURCES

A lot of the discussions from the tea breaks have led to more in-depth training sessions and resources we can share more widely. These are collated on our *Neurodiversity and archaeological practice* webpage (www.archaeologists.net/practices/equality/resources/disability/neurodiversity) and include

- top tips for workplace adaptations
- case studies and experiences from archaeologists
- panel discussions about exploring neurodiversity on archaeology and supporting neurodivergent colleagues so they can thrive
- links to useful resources

WHAT IMPACT HAS THE NETWORK HAD SO FAR?

We know from feedback that the network and the associated activities have had a positive impact on the people who have been involved. The network provides an accessible and 'safe space' for people who previously would not have engaged with ClfA activities, particularly those that would have been held in-person. It has allowed us to start having wider conversations about neurodiversity and archaeology with individuals, employers and sector partners.

'I look forward to 'meeting' this group as there is that whole feeling of understanding and similarity'

The information we've received and experiences we've heard about from individuals involved in the network has also informed areas of ClfA's work. For example,

- thinking about how we present our work in neurodivergent-friendly formats
- informing the questions we ask as part of our data collection processes, such as our biennial member survey
- looking at the barriers in our processes that impact neurodivergent archaeologists, particularly the accreditation process

OF NEURODIVERSITY IN ARCHAEOLOGY

Cara Jones ACIfA (6085), Sector Skills Manager, and Alex Llewellyn MCIfA (4753), Head of Governance and Finance, ClfA

Ultimately, we have created a space for these conversations to take place in archaeology – we next need to make sure everyone knows that space exists.

WHAT NEXT?

We don't want to lose momentum on this work as we can see the positive impact of what we've achieved so far. However, we are aware that our resources and knowledge are limited. At the end of our short presentation at the ClfA2024 fringe session we posed a few questions about how we can continue, and particularly how we can get more people involved – not only more colleagues who can benefit from the conversations and support so every neurodivergent

archaeologist can survive and thrive, but also how we can get more conversations happening with employers. That aim will foster a greater understanding of neurodiversity – and hopefully lead to significant and meaningful engagement which will result in positive changes.

GET INVOLVED!

We'd love to get more people involved in the network so if you're interested in taking part, join us for our next tea break chat on 22 July, 12:30–13:15 (www.archaeologists.net/civicrm/event/ical?reset=1&list=1&html=1).

If you can't make it but want to join the mailing list, please email alex.llewellyn@archaeologists.net



ClfA Chartered Institute for Archaeologists

We think
there is a greater percentage of neurodivergent people in archaeology than some other professions

We know
neurodivergent people have many strengths including spatial awareness, problem solving, seeing different angles/scenarios in situations, excellent long-term memory, digital visualising skills and communication

We want
to raise awareness and start conversations to help individuals and workplaces to better support archaeologists

www.archaeologists.net/practices/neurodiversity

COMING SOON! A NEW ClfA TOOLKIT FOR FINDS SPECIALISTS

Jen Parker Wooding MClfA (7885), Senior Professional Standards and Practice Coordinator, ClfA



Medieval & Later
Pottery Research Group



PREHISTORIC
CERAMICS
RESEARCH
GROUP

Work is underway on converting the content of the published *A Standard for Pottery Studies in Archaeology* (Barclay et al 2016 – https://romanpotterystudy.org.uk/wp-content/uploads/2016/06/Standard_for_Pottery_Studies_in_Archaeology.pdf) into an online Toolkit to form part of the suite already available on the ClfA website <https://www.archaeologists.net/toolkits>.

The Standard provides the historic environment sector with guidance to ensure reliable and consistent planning, processing, assessment analysis and reporting of pottery from archaeological contexts and this project will ensure that content is also available in a user-friendly, accessible toolkit format that has proved successful for the delivery of other areas of guidance, including the ClfA Toolkits for specialist reporting, recording archaeological materials, and Roman coinage.

The conversion of this publication into a toolkit format also provides the opportunity to incorporate recent developments in specialist reporting good practice, complementing the series of Toolkits already available. Agreement was received from the pottery groups who originally authored the Standard, as well as the authors themselves, and the work is being undertaken by a team of consultants from Archaeology South-East.

This project is funded by Historic England with the support and endorsement of the ClfA Finds Group, the Prehistoric Ceramic Research Group, the Study Group

for Roman Pottery, and the Medieval and Later Pottery Research Group. It is due to complete later this year, with a launch event planned.

The ClfA Toolkits, developed and consulted on by sector specialists, are fast becoming an established feature on the ClfA website, proving to be a great vehicle for the delivery of accessible, user-friendly guidance, training and resources. This content supports practitioners at varying career stages across the historic environment sector to work consistently to recognised industry good practice and professional standards. One of the advantages of using this format is that content can be easily revised as and when updates are identified or new resources become available to add, so the Toolkits can develop and evolve alongside any changes in sector practice. There are more Toolkits in the pipeline too!

If you have an idea for a Toolkit, please get in touch with Jen Parker Wooding, ClfA's Senior Professional Standards and Practice Coordinator: jen.parkerwooding@archaeologists.net

Heritage carbon literacy training for the sector

Last December ClfA was pleased to announce that it would be supporting Historic England in delivering heritage carbon literacy training for the sector. We have now completed three of the five blocks of training, each of which have been held over two 3-hour sessions.

Aimed at small to medium-sized enterprises (SMEs), the course has been created by Historic England and is accredited by the Carbon Literacy Trust. To help heritage organisations prepare themselves to reduce their carbon emissions and move towards achieving net zero, Historic England has covered the cost of delivering this training so delegates will only be charged £10 to cover the cost of the end-of-course certificate.

Carbon literacy is a key way for organisations to gain an awareness of the causes and impacts of climate change and an understanding of carbon emissions. The training provides a great foundation for individuals, teams and organisations to begin to take steps towards reducing their carbon emissions and become more environmentally sustainable. The course includes specific examples relating to archaeology and gives the attendees guidance on how to actively talk about climate change and carbon reduction. At the end of the training, each attendee comes away with their own carbon action pledge based on the knowledge gained.

Places are limited to twelve delegates and to ensure that as many organisations as possible benefit, we ask that only one individual attends from an organisation (two for larger organisations). This means that over the course of the five blocks we hope to have delivered training across almost 60 organisations.



Sustainable green city with alternative and ecological power usage outline concept.

Credit: VectorMine

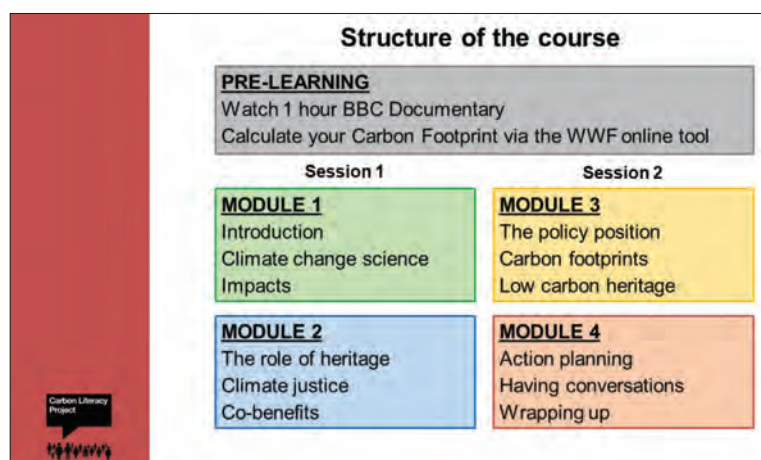
Feedback so far has been very positive, with delegates welcoming the opportunity to discuss and share ideas in a small group and to feel a sense of empowerment.

The dates for our next courses are as follows and you can register for these via our current and upcoming events page at

www.archaeologists.net/civicrm/event/ical?reset=1&list=1&html=1

- 9 and 10 July 2024, 13:00–16:30
- 11 and 12 September 2024, 09:30–13:00

If you work for a larger heritage organisation and are interested in running a training session for your own staff or would like more general information about the rollout of carbon literacy training to the sector, please contact Sarah Rousseau at sarah.rousseau@historicengland.org.uk

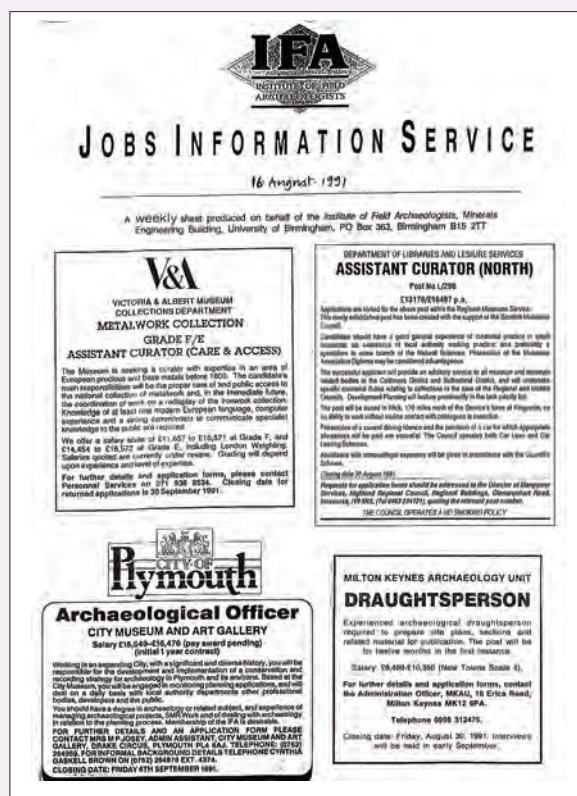


*Course content.
Credit: Carbon Literacy Project/Historic England*

Find more resources about reducing carbon emissions on ClfA's website at www.archaeologists.net/practices/archaeologists-and-climate-change

Wishing Lynne Bevan a happy retirement

We would like to announce that Lynne Bevan MCIfA has retired after 33 years working for the Institute. She is our longest-serving staff member to date and has been an integral part of the Institute for over three decades, compiling our weekly Jobs Information Service and Training (JIST) bulletin and managing the advertising process.



Front cover of the jobs bulletin from 1991. Credit: ClfA

ClfA staff members past and present have all had the privilege of working with Lynne and socialising with her over a glass of wine or two. Thank you, Lynne, for your dedication and hard work: we will all miss your commitment, support and good humour and wish you all the best for your retirement.

'I began working with Lynne nearly 12 years ago and have seen the changes and improvements she implemented over the years to the JIST. I have enjoyed working with her so much, always on the end of an email with her quick wit and kind words (I hope that continues!).' **Lianne**

'I've spent many years working alongside Lynne. The jobs bulletin is an integral service to our members, offering such a wide range of opportunities, and its success over the years has been down to Lynne.' **Alex**

'Lynne has seen more job advertisements than anyone else in her 33 years of service to ClfA – but not been tempted away from ClfA employment until now. There's no need to puzzle over that: it's loyalty and commitment to helping others with their careers and recruitment. The Board, staff colleagues, and – I'm sure – the membership, owe you huge thanks.' **Pete**

Lynne's role and the Institute has evolved significantly over this time. She's seen the Institute move from the Institute of Field Archaeologists (IFA), to the Institute for Archaeologists (IfA) in 2006 and then the Chartered Institute for Archaeologists (ClfA) in 2014. This has been alongside a growing number of ClfA staff members, from Lynne and two others to the 19 staff ClfA has now. She's seen it all!

When Lynne started back in 1991 the job adverts for the bulletin were gathered from newspaper cuttings, photocopied and distributed by post and fax to subscribers. Nowadays it is a much more streamlined digital bulletin with online advert posting.

Lynne has always done an excellent job of compiling a wide variety of job opportunities in addition to the adverts placed directly with us. More recently this has expanded to include CPD training notices too. Lynne has also been dedicated to providing a professional service to advertisers and job-seeking members, and she has never shied away from questioning or refusing adverts that appeared to raise issues of employment practice.

In addition to her ClfA role, Lynne works as an independent finds researcher. She specialises in the analysis of post-Palaeolithic flint assemblages and small finds dating from the Iron Age onwards. Lynne has a PhD in the prehistoric rock art of Valcamonica, Northern Italy and she remains active in the study of European rock art from a gendered perspective.

'I first encountered Lynne when I started working for the Institute in 2013 and we immediately clicked. I moved on to another job in 2016 but then returned to the Institute in 2018 and was thrilled to find Lynne still in post and still as welcoming as ever. She has never failed to make me smile with her fantastic sense of humour; I will miss that!' **Jen**

Member news

Natalie Aldrich.

*Photo:
contributor's own*



Natalie Aldrich PCIfA (11062)

I started as a heritage consultant in 2016, and the focus of my work has been on the management of historic buildings, specifically in relation to planning and development. This built on my Architectural Conservation degree. Outside of work I have always had an interest in 'traditional' archaeology, being involved in volunteering for many years. I joined ClfA in 2020 when it really dawned on me that studying historic buildings is also a form of archaeology. It is really important to recognise and celebrate that buildings archaeology is just as much archaeology as digging the ground is. As such, it was important to me to be recognised through accreditation, which is an acknowledgement from peers who understand and also appreciate my knowledge in this field.

I finally got round to writing my application a couple of months ago, supported by colleagues, and found it much easier with eight years' experience through work, plus nearly two decades' experience through volunteering. The guidance provided by ClfA was invaluable. My message would be: take advantage of the accreditation sessions and talk directly with ClfA staff – it will help. I'm already preparing my Associate (ACIfA) application!

Jenny Snook PCIfA (13372)

I completed my MA in Archaeology and Heritage with the University of Leicester in 2010. I went on to work as an intern for the National Museum of Ireland: Archaeology, and then the Dublin City Archives. However, I found it very hard to find a permanent job in museum or archival research, so I started working as a content writer for a software provider.

After losing my job during lockdown, I decided to go back to college, where I studied Environmental Science at University College Dublin. I completed my MSc in 2022 and started working as a Graduate Environmental Consultant with the design, engineering and project-management consultancy AtkinsRéalis in January 2023.

I've now decided to focus on the cultural heritage environment. Work so far includes the writing of an Archaeological and Cultural Heritage Constraints Study for the Dunboyne & Clonee Pedestrian and Cycle Scheme. I joined ClfA to meet other people working in the area and hope to become a full Member over the next few years. I really look forward to attending the events and training that ClfA has to offer.



Jenny Snook. Photo: contributor's own

Member news

Dr Christopher Dore MClfA (8900)

We are pleased to announce Dr Dore has been elected as the next president of the Society for American Archaeology (SAA). He is the first ClfA-accredited archaeologist to hold this position, and he states that he will bring a more international perspective to the SAA.

Dr Dore is a private-sector consultant working for Heritage Business International and this, too, will mainstream the interests of the majority of archaeologists who work outside of academia. Issues in the Americas are not that different from those faced by ClfA-accredited archaeologists around the world.

Dr Dore's priorities for the Society include an emphasis on respect, professionalism and accountability – creating a sustainable financial structure for the Society, strengthening SAA's journals and meetings, improving the employment conditions and career paths

of archaeologists, especially at the junior level, and achieving parity of membership benefits for those outside of the United States. Dr Dore welcomes input from ClfA archaeologists, especially if they are SAA members, and he can be reached at SAAPrez@heritagebusiness.org.



Christopher Dore.
Photo: contributor's own

Obituary

Nancy Hollinrake, former PlfA (838)

We were saddened to learn of the loss of Nancy Hollinrake, a former IfA member and archaeologist who excavated some of the most prestigious historic sites in Britain, and partner of Charlie Hollinrake for 50 years. Nancy passed away peacefully on 1 April 2023.

Nancy is sorely missed by her family and by her many, many friends, far and wide.

Read the full obituary at

<https://www.hollinrake.org.uk/wp-content/uploads/2024/04/THE-Obituary-for-Nancy-Hollinrake-with-photos.pdf>

New members

Member (MCIfA)							
		12837	Elisabeth Harvey	13340	Andrew Butt	13344	Nicholas O'Shea
		13257	Abbie Horton	13413	Daniel Cameron	13405	Roisin O'Toole
6470	Jim Brightman	12611	Sally Horwill	13390	Elizabeth Chappell	13424	Catriona Potter
13358	Adam Clapton	13316	Rafal Henryk	13425	Olivia Charlton	13364	Olivia Potter
5120	Hugh Corley		Jedrzejewski	13378	Paula Charlton	13396	Amy Potterton
7085	Sarah Lambert-gates	13305	Joanne Jones	13426	James Cherry	13440	Isobel Ramsay
1316	Malcolm Lillie	13278	Marlene Kristiansen	13304	Matthew Coats	13303	Julia Raub
12968	Jennifer McCarthy	11297	Verity Landrock	13326	Grace Conium Parsonage	13379	Emma Reeves
13195	Gavin Robinson	10148	Tomasz Mazurkiewicz	13416	Andy Coupe	13438	Daisy Roffe
Associate (ACIfA)		13398	Lucy McQuie	13439	Quinn Cuff	13346	Daniel Ross
		13311	Max McShane	13335	Nathaniel Darby-Hoskin	13323	Georgina Russell
		11186	Liam Morris	13363	Zygmunt Darschewski	13287	Helen Ryder
13360	Christiana Anastasiadou	13308	Stuart Munro	13436	Esther Yue Ding	13330	Chris Scahill
13254	Gina Daly	13369	Alastair Nock	13298	Charlotte Doig	13302	Emma Scott
8094	Claire Davey	9074	Rui Oliveira	10926	Megan Donovan	13332	James Shields
13359	Taiwo Fadare	13349	Josie Parry	13290	Haniya Drury	13297	Farrah Skimani
6656	Jonatha Goldberg-booth	13350	Chris Patterson	13435	George Ellison	11405	Andrew Stafford
13412	Libby Langlands	9867	Harry Platts	13329	Dominic Farrugia	13324	Gilbert Stevenson
13386	Maisie Marshall	13373	Joseph Price	13418	Bluma Fernandes	13441	Daniel Taylor
13362	Charlotte Mawdsley	13313	Joshua Retter	13402	Kimberly Figura	13407	Andrew Towler
12558	Rachel Pearson	13377	Phoebe Scrivener	13442	Sarveswar Ganesh	13422	Harry Tracey
13361	Adam Pietrzak	13370	Munashe Sibanda	11611	Charlotte Harman	13368	Georgina Voyantzis
13256	Daniele Pirisino	13307	Thomas Smith	13315	Katrine Haydock	13295	Maisy Wadsworth
13399	Clara Schonfeld	13372	Jenny Snook	13320	Katie Hill	13411	Grayson Walters
13431	Sharon Soutar	13371	Sean Stevens	13444	Lauren Hodges	13375	Anna Watts
11208	Joshua Toulson	13391	Catherine Teodorescu	13325	Kaitlin Hull	13352	Claire Wilkinson
12513	Katharine Ward	11719	Christopher Warburton	13283	Sue Jaiteh	13289	Abigail Wood
Practitioner (PCIfA)		Student		13347	Catherine Jenkins	13417	Mia Wright
				13384	Molly Jenkinson	13338	Wenxuan Zhang
				13310	Olivia Jones	13322	Zihao Zhou
				13341	Abigail Keeney		
				13421	James Laynesmith	Affiliate	
				13357	Shih-Jung Lin		
13365	Ilia Barbukov	13437	Michel Abbott	13321	Ellery Littlewood	13292	Isaac Baker
13261	Tomas Baxter-Campbell	13345	Magda Adkins	13406	Megan Lukaszeski	13288	Matheus Bearman
13392	Iona Cargill	13342	Justine Aleria	13385	Thomas Magor	12649	Frederick Carter
7687	Paolo Croce	13328	Summer Alexander	13432	Anya Marples	13414	Grace Clark
13366	Heather Dontenville	13434	Lauren Antle	13300	Amy McIntosh	13291	Harry Davies
12216	Ellen Durbin	13389	Krishley Arriola	9592	Phelim McIntyre	13443	Heather Davies
11827	Saskia Edwards	13333	Maximilian Bardowell	13299	May Milojevic	10848	Claudette Day
13306	Sean Emery	13382	Anais Barros	13348	Rose Moffat	13380	Matthew Dobbins
13419	George Fennell	13394	Mateusz Berke	13301	Frances Moldaschl	13397	Molly Duffy
13309	Elizabeth Fraser	13415	Avantika Binani	13334	Jacob Murphy	13395	Sian Evans
13374	William Grant	13339	Dylan Bond	12771	Tina Neale	13296	Charlotte Harris
13403	Elysia Greenway	13393	Milli Brockwell	13420	Amy Nicholls	13284	Anna Hughes
12474	Jenny Hammond	13388	Bella Brown				
13314	Natalie Hamilton	13286	John-Henry Burn				
13312	Gabrielle Hart						

Upgraded members

Member (MCIfA)		Associate (ACIfA)		Practitioner (PCIfA)	
6276	Rebecca Hunt	12226	Danika Beale	11062	Natalie Aldrich
8532	Jamie Walker	12056	Gregory Bowen	13153	Emily Blackmore
7929	Lauren Wilson	10746	Isabella Carli	11827	Saskia Edwards
		10714	Genoveva Dimova	12474	Jenny Hammond
		9189	Rachel Ford	13015	Joanna Moran
		10786	Adam Howard	12987	Rebecca Latham
		10820	Theodore Reeves	13047	Lucy Starling

NOTICEBOARD

Innovation festival – call for sessions



Our next digital Innovation Festival will be held on 7–11 October 2024, and will provide the opportunity to showcase and celebrate the innovative practices and approaches being undertaken across the historic environment sector. Our week-long virtual festival will comprise a mix of short sessions each day, and can include presentations, workshops, virtual experiences, individual case studies, opportunities for open discussion, or poster galleries.

Areas we're hoping to explore at the festival include

- academic research
- public benefit
- working practices
- innovative approaches
- innovation by design

If you are interested in running a session, please complete our online proposal form (<https://forms.microsoft.com/e/5Hkm0XR5ua>) or contact conference@archaeologists.net with a short outline of what you'd like to include – we'd love to hear from you!

Deadline for proposals is Friday 16 August 2024.

Online accreditation application workshops

We want to encourage every archaeologist to submit a successful application for professional accreditation. But how do you ensure you have included everything in your application, so it is more likely to be successful?

If you're currently working on an application or thinking about upgrading, join Lianne and Ellen at one of our online application workshops for a review of the accreditation process, covering the online application form to the statement of competence and everything in between. Lianne and Ellen will walk you through each step of the application, ensuring you understand what CIfA's Validation committee is looking for and how to best demonstrate your skills and knowledge to them.

Dates for upcoming PCIfA, ACIfA and MCIfA workshops are on our current and upcoming events page (www.archaeologists.net/civcrm/event/ical?reset=1&list=1&html=1)



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