

The future of your profession
Dyfodol eich broffesiwn



Conference programme
Cardiff, 15 – 17 April 2015
Mercure Holland House Hotel

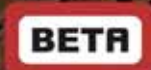
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Disclaimer

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

While reasonable care has been exercised to ensure the accuracy of conference information, change to the programme may take place at the last minute. As far as possible, CIfA staff will make this information available and conference attendees should take note of any notices provided by the CIfA registration and information desk regarding any changes.

CIfA does not accept any responsibility for any opinions, advice or information contained in conference pack, conference programme and presentations.

Foreword

Ken Skates
National Assembly for Wales



Croeso cynnes iawn i Gymru – A very warm welcome to Wales

I would like to take this opportunity to welcome delegates to the 2015 annual conference of the Chartered Institute for Archaeologists. I understand that this is the first national conference that you have held as a chartered Institute and I would like to congratulate you on this very significant recognition of the status of the archaeological profession.

Welcome also to Cardiff – a modern capital city that is surrounded by examples of our rich heritage, telling its story from the Roman Fort at Cardiff Castle to its rich industrial heritage as the centre of the world's coal trade. I would also encourage delegates to visit the Roman fortress and amphitheatre at Caerleon and learn about the new archaeological discoveries there and the magnificent medieval castle at Caerphilly – one of the largest in western Europe. We are also rightly proud of the achievements of the archaeological profession here in Wales, the backbone of which is provided by the four regional Welsh Archaeological Trusts which this year celebrate their 40th anniversary. During this time there have been significant changes in the structure and funding of archaeological work and it is testament to the resilience of the trust system that it has withstood, adapted and indeed thrived in the wake of these changes. The combination of funding from Welsh Government and from the provision of professional services has proved to be a winning formula, allowing the Trusts to continue to provide critical archaeological services, both in support of the conservation functions of our local authorities and other government priorities. For example I am aware of the valuable contribution that archaeology and the Trusts make in supporting hard pressed communities in many areas of Wales, providing volunteer and skills opportunities to help lift people out of poverty.

We are currently undertaking an ambitious review to make sure that our structures, policies and procedures are responsive to the changing needs and challenges faced by the historic environment of Wales. I am hugely grateful to members of the archaeological profession, and of CIfA in particular, for their engagement, encouragement and assistance with this work. Foremost of the new suite of measures, is the first Wales specific heritage legislation, that I shall be shortly be introducing into the Senedd. The Bill will enable us to provide more effective protection, improve the way we manage the historic environment and introduce greater transparency and accountability for the decisions that we take. I am aware that certain proposals within our Bill, for example with regard to the status of historic environment records and for improving protection for ancient monuments, are greatly welcomed by the archaeological profession.

The new legislation will be supported by a range of other measures, including updated planning policy, a new technical advice note and a range of best practice guidance to support the management of the historic environment. I know that the archaeological community will continue to help us to shape these proposals so that they will be robust and effective tools in caring for our historic assets, helping them to play a creative and vital role in shaping our future.

These ambitions complement the theme of your conference – 'the future of your profession'. I am firmly of the view that partnership at all levels is vital if we are to realise these collective ambitions. I trust that you will all have a successful, constructive and enjoyable three days of discussion and debate.



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For more information contact our Archaeology & Heritage Division

t: 0844 892 1638 e: archaeology@towergate.co.uk
w. www.towergate.co.uk/archaeology



A word from our sponsors: Towergate Insurance's Archaeology and Heritage Division

Towergate are once again delighted to sponsor the Institute's conference - and especially pleased to be able to congratulate the organisations chartered status. We are confident that the 2015 conference will prove as successful as ever for industry professionals. We look forward to meeting friends, both old and new, over the next three days in Cardiff.

We are constantly working to improve the insurance products for archaeologists, creating additional value for our customers. Our Commercial Combined wording now has wider cover and greater flexibility, offering improvements under the Hired-in Plant and Equipment cover sections.

Our Professional Indemnity policy now includes free legal expenses cover for most clients and an improved rating structure designed to help smaller companies.

Also, we have now expanded our offering to museums, civic societies, building preservation trusts and conservators around the UK, and hope to build on these key areas in 2015.

Thinking of going freelance? Do you know where you stand in terms of your insurance requirements? In the current climate, with companies downsizing and making redundancies, many archaeologists are faced with the choice of going freelance or setting up their own businesses. Towergate are the recognised industry leaders in insuring archaeologists with over 13 years experience and can offer advice, guidance and tailored cover to ensure you receive the best protection at the best price.

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

- Professional Indemnity
- Public Liability
- Employers' Liability
- Directors & Officers Liability

Aside from the core covers, one to seriously consider is Directors & Officers Liability if you are a Company Director, Trustee or partner in an LLP. There are many risks involved with being a company director, partner or trustee these days. They're subject to onerous duties and responsibilities and if someone thinks they have not lived up to them, rightly or wrongly, then they can face serious legal action. With potential penalties that range from hefty fines, all the way to disqualification and possible imprisonment, the need for an immediate and effective response to any threat is clear.

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A word from our sponsors: the Welsh Archaeological Trusts

The Trusts were established by the then Ancient Monuments Branch of the Department of Environment at a time when considerable concern was being expressed throughout the UK about the loss of archaeological remains. In a bold and innovative move the DoE created four Trusts in Wales which were aligned to the new counties created in 1974. These became established as the Gwynedd, Clwyd-Powys, Dyfed and Glamorgan-Gwent Archaeological Trusts. They are Registered Charities with the same charitable object – ‘to advance the education of the public in archaeology’.

Conceived as bodies that would have the ability to respond continuously to threats to the archaeological resource, whether by development, agricultural practices or natural erosion, the trustees and first directors soon developed a vision for the Trusts that in the context of public engagement and education they should take a proactive role in the management and conservation of the historic environment, rather than simply reacting to events.

This underlying vision has continued under successive Trust management. Holding to core values whilst modernizing when necessary has helped the Trusts flourish over four decades during which national and local government has been reorganized, historic environment legislation and regulation has developed, archaeology has become a profession, and technology has revolutionized practice.

Currently each of the Trusts through Welsh Government grant aid administered by Cadw provides a regional historic environment service which includes maintaining a Historic Environment Record, providing advice to local planning authorities, advice to bodies outside the planning system, and assists with the implementation of agri-environment schemes. The Trusts also undertake surveys of different monument types to inform protection and future management, carry out historical research, assessments, surveys, geophysical surveys and excavations of individual sites or groups of sites or buildings, and publish books and articles.

Some activities are specifically aimed at raising awareness of the historic environment as one of Wales’ greatest assets. These include involving volunteers on excavations and other projects, organising archaeological festivals, presenting talks, giving guided walks and providing information on websites and through social media.

During their forty-year existence emphasis has been placed on different roles, or on different elements of a role, as the Trusts have adapted to changing events. For instance, the Historic Environment Record was designed to be used as a management and conservation tool that might be occasionally consulted at our offices. Whilst the function has remained unchanged we are now able to make the record available through both the internet and also accessible via mobile technologies. Anyone with an interest in archaeology and the historic environment has always been able to contribute to the

“The four Welsh Archaeological Trusts welcome you to Cardiff and the 2015 annual ClfA conference.”



Record, but now it is far more visible, key data can be instantly accessed and new information provided at a touch of a button.

Encouraging volunteer participation in archaeology and the benefits of archaeology to the wider community slackened across Britain during the increasing professionalization of archaeology during the 1990s. In Wales, however, the Trusts never lost sight of the founding objective, ‘to advance the education of the public in archaeology’ and have always striven to involve volunteers in projects and publicize results to as wide an audience as possible, although obtaining funding to do so was not always easy. Thus the Trusts were very well placed when archaeology for all and community archaeology came back on the agenda of British archaeologists in the 2000s. As funding became more freely available, the Trusts developed projects specifically designed to involve volunteers and others, including excavations, building recording, surveys and historical research.

In 1975, the Historic Environment Record was at the heart of the Trusts, a repository of information for all to use. It is still at the heart of the Trusts, but its content and how it is accessed has changed beyond recognition over forty years. In 2008, the Trusts working together commissioned new Historic Environment Record software, and in 2010 launched 'Archwilo', giving free access to over 100,000 records of archaeological sites in Wales, the first country in Britain, and possibly anywhere, to make all their Historic Environment Records available online. Three years later the Trusts in partnership with the University of South Wales developed the Archwilo app. This application not only allows you to view records on your mobile phone in the field, but also to add information and take photographs of sites to add to the record. The app was runner up in the best archaeological innovation category at the British Archaeological Awards in 2014.

Excavation and survey continue to be a large part of the Trusts’ work, where new technologies are transforming the ways that data is captured, analysed, and published whether to academic or popular audiences. All four Trusts continue to contribute enormously to our knowledge and understanding of the history of the people of Wales.

The Trusts in common with all other organisations across Britain face several more years of austerity. Local government organisation will happen, again, in Wales in the next couple of years. These will be difficult times, but no more so than the past forty years, and the Welsh Archaeological Trusts will weather them and continue to investigate, conserve and promote the historic environment of Wales for the people of Wales.

We hope you have an enjoyable conference and return home fulfilled yet determined to come back to Wales to explore our heritage in greater detail.

Ymddiriedolaeth Archaeolegol
Clwyd-Powys
 Archaeological Trust



Mae Ymddiriedolaeth Archaeolegol Clwyd-Powys yn gweithio i warchod, cofnodi a dehongli pob agwedd ar yr amgylchedd hanesyddol.

- Gwasanaeth annibynnol a chynhwysfawr
- Datrysiaidau archaeoleg a threftadaeth ddiwylliannol o ansawdd uchel
- Prosiectau cyhoeddus arloesol ym meysydd archaeoleg, treftadaeth gymunedol, addysg a hyfforddiant

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The photograph shows the first Trust Chairman, Professor W F Grimes, when attitudes to health and safety were more relaxed.

The Shire Hall, 8 Carmarthen Street, Llandeilo, Carmarthenshire SA19 6AF 01558 823121
www.dyfedarchaeology.org.uk



Location

Our hosts for the 2015 conference are Mercure Cardiff Holland House Hotel and Spa (24-26 Newport Road, South Glamorgan, Cardiff, CF24 0DD). Situated in the heart of Cardiff, near to local amenities and travel links, the hotel will provide an excellent venue for our day programme.

Registration

Registration will take place in the Foyer of the Mercure Cardiff Holland House Hotel from 10:00 to 17:30 on Wednesday 15 April. On registering you will be given a pack containing the final programme and abstracts and other useful information.

On Thursday 16 April the registration and information desk will open from 9:00 to 17:30, and on Friday 17 April from 9:00 to 16:00.

Refunds

A full refund may be given on cancellations up to one week before the event. Within one week, a 50% refund will be given up to the day before your attendance. Once the conference has started, refunds may only be given in exceptional circumstances. To request a refund, please email us at conference@archaeologists.net.

Accommodation

There are a wide range of hotels and B&Bs in Cardiff. To assist you with finding accommodation we would recommend you visit the Official visitors' website for Cardiff at www.visitcardiff.com/accommodation.

There are plenty of hotels, hostels and B&Bs within central Cardiff and near to the conference venue, offering a range of both accommodation and price.

Lunch, tea and coffee

Lunch will be served every day from 13:00 – 14:00 in the Calon Suite for delegates, which is also the location of the exhibition hall. Please ensure that you wear your conference badge.

Tea and coffee will be available in the Calon Suite:

Wednesday : 9:30 – 11:00 and 15:30 – 16:00

Thursday: 8.30 – 9.30, 11.00 – 11.30, and 15.30 – 16:00

Friday: 8.30 – 9.30, 11.00 – 11.30, and 15.30 – 16:00

Information

Travel

Our colleagues at Official visitors' website for Cardiff have some great information and links about travelling to the city on their website at:

www.visitcardiff.com/travel-information

You should find many direct flights to Cardiff from other UK locations, and some international airports, which are both cheaper and quicker than other modes of transport.

If you want to reduce your overall train fare, you can try splitting your ticket between stops on the route using the website www.splityourticket.co.uk.

Car parking

The Mercure Holland House hotel has a pay & display car parking system in operation. There are only 85 spaces available on a first come first served basis.

The parking tariffs for the car park are as follows:

£2.50 per hour (Once an amount of £5.00 has been reached an 8 hour stay charge will apply)

£5.00 per 8 hour stays up until 6pm (day only)

£12.00 per 24 hour stay

£12.00 Weekend Stay from Friday – Sunday

Internet Access

Free WIFI access is available throughout the hotel, you will be asked to fill in your details to log in.

Cloakroom

A cloakroom area is provided in the terrace of the Calon Suite but items are left at the owner's risk.

Disabled access

There is disabled access to all the rooms within the conference suite. If you have any questions, please contact the venue at

Mercure Holland House Reception

02921 132 801

Contacting delegates

If you should need to be contacted during the conference, urgent messages can be left with the Mercure Holland House Reception

02921 132 801

or you could email ClfA at admin@archaeologists.net.

Social events and networking

Wednesday 15 April - Wine reception, from 18.00 in the Calon Suite exhibition hall.

This event is free to all delegates and offers a chance to enjoy a glass of wine with colleagues.

Formal dinner at the Mercure Holland House, from 19.30 in Caernarfon (pre-booked and ticketed event).

Thursday 16 April - Informal buffet and beer at Urban Taphouse, from 19.30 (pre-booked and ticketed).



Geophysical survey specialists

Phase Heritage, is the specialist archaeological geophysics section within Phase Site Investigations. Our surveyors work full-time on geophysical and non-intrusive surveys and our archaeological geophysicists are highly experienced with specialist archaeological knowledge, qualifications and training. We offer a professional, specialist service with an emphasis on quality but at competitive rates.

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Prospect: the union for archaeologists

Prospect sends best wishes to all delegates at the 2015 CIFA Conference.

Archaeologists don't always get a fair deal with it comes to pay and reward, despite being highly skilled, qualified and committed to what they do. Prospect wants to change that.

Through the sharing of ideas and best practice, growing membership and increasing determination, we are campaigning for archaeology to provide sustainable careers with proper career development, good health and safety support and decent levels of pay.



We're about people being treated fairly and with respect in the workplace. We believe that by standing together in one trade union and supporting one another we can make a difference. **If you share these aims, join Prospect now.**

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We would like to thank all of our sponsors for helping us make the 2015 conference happen.

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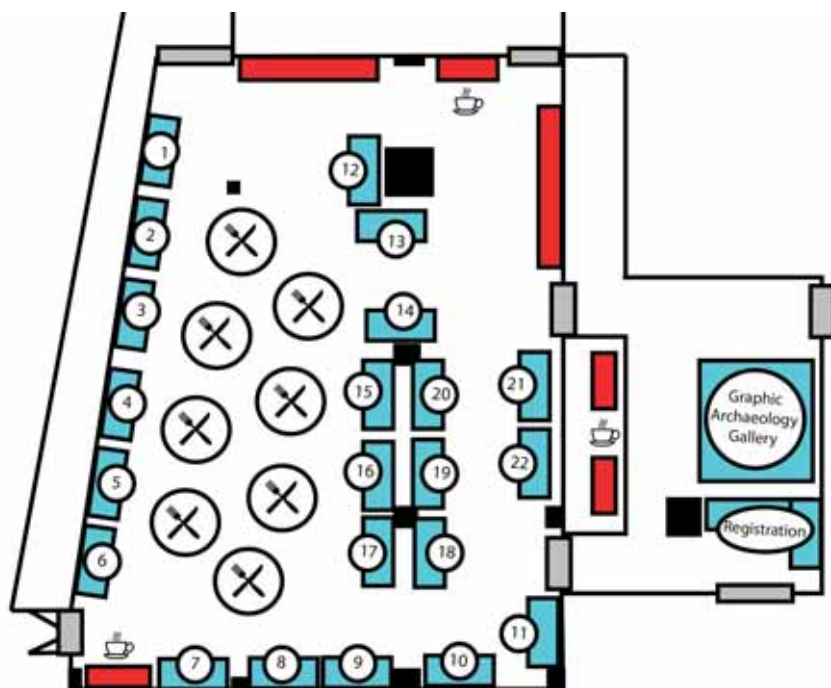
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Our exhibitors

Exhibitors will be located in the main catering hall



Exhibitors



- | | |
|--|----------------------------------|
| 1. Overdrones Ltd | 17. ADS |
| 2. IHBC | 18. Towergate Insurance |
| 3. Phase Site Investigations | 19. ClfA Information |
| 4. RCAHMW | 20. AB Heritage |
| 5. ClfA Buildings Archaeology Group | 21. Forestry Commission Scotland |
| 6. Aerial Cam | 22. Landward Research Ltd |
| 7. iDea Ltd | |
| 8. GGAT | |
| 9. CPAT | |
| 10. Dyfed Archaeology | |
| 11. GAT | |
| 12. Stratascan Sumo | |
| 13. ClfA Cymru/ Wales group | |
| 14. Heritage Practice, University of Leicester | |
| 15. FAME | |
| 16. Prospect | |

- | | | | |
|------------------------------|---|----------------------------------|---|
| 1. Overdrones Ltd |  | 13. ClfA Cymru/ Wales group |  |
| 2. IHBC |  | 14. University of Leicester |  |
| 3. Phase Site Investigations |  | 15. FAME |  |
| 4. RCAHMW |  | 16. Prospect |  |
| 5. ClfA BAG |  | 17. ADS |  |
| 6. Aerial Cam |  | 18. Towergate |  |
| 7. iDea Ltd |  | 19. ClfA Information point |  |
| 8. GGAT |  | 20. AB Heritage |  |
| 9. CPAT |  | 21. Forestry Commission Scotland |  |
| 10. Dyfed |  | 22. Landward Research Ltd |  |
| 11. GAT |  | | |
| 12. Stratascan |  | | |



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- Heritage in Britain Award** The Salt House, Port Eynon - Winner 1994
- Heritage in Britain Award** Nantgarw China Works - Highly Commended 1994
- Best Archaeological Project** Ffos-y-fran - Highly Commended 2012
- Best Archaeological Innovation** Archwilio - Highly Commended 2014
- The Prince Of Wales Award** Cosmeston Medieval Village 1988
- The Peter Neaveverson Award for Digital Initiative and Innovation** Ynysfach 2014
- UK Housing Award** Vulcan House - Winner 2014

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Friday 17 April	Thursday 16 April	Wednesday 15 April
<p>9.30-11.00 Coffee</p> <p>11.30-13.00 Lunch</p> <p>14.00-15.30 Coffee</p>	<p>9.30-11.00 Coffee</p> <p>11.30-13.00 Lunch</p> <p>14.00-15.30 Coffee</p> <p>16.00-17.30 Lunch</p>	<p>9.30-11.00 Coffee</p> <p>11.30-13.00 Lunch</p> <p>14.00-15.30 Coffee</p> <p>16.00-17.30 Lunch</p>
<p>Our past, its future: the built environment in a changing world</p>	<p>The future of their profession</p>	<p>Great expectations? Structural changes to national heritage services</p>
<p>The future of archaeology has been shelved</p>	<p>Demystifying 'capacity building'</p>	<p>Future of engagement</p>
<p>The big picture. Big data, knowledge organisation and the historic environment</p>	<p>Glass ceilings, glass houses, or glass parasites?</p>	<p>Archaeology on the farm</p>
<p>Easier said than done? - understanding archaeological works within paradigm of the bigger undertaking</p>	<p>From post excavation to après-fouille</p>	<p>From post excavation to après-fouille</p>
<p>Excursion 2 (9.30 - 13.30) Caernon Roman fortress and baths</p>	<p>Excursion 1 (13.45 - 17.30) St Fagans National History Museum</p>	<p>What is the future for Forensic Archaeology?</p>
<p>13.25 - 13.50 Lunch&learn Drones & archaeology</p>	<p>13.25 - 13.50 Lunch&learn CV Surgery</p>	<p>13.25 - 13.50 Lunch&learn Community engagement</p>
<p>Coffee</p>	<p>Coffee</p>	<p>Coffee</p>
<p>Closed</p>	<p>Registration in the Calon Suite lobby</p>	<p>Registration in the Calon Suite lobby</p>
<p>Caernarfon</p>	<p>Brecon</p>	<p>Brecon</p>
<p>Brecon</p>	<p>Pembroke</p>	<p>Pembroke</p>
<p>Kidwelly</p>	<p>Kidwelly</p>	<p>Kidwelly</p>

Conference timetable

Group AGMs

Wednesday 15 April

Forensic Archaeology SIG/ FAEP 17.30 - 18.00 Kidwelly

Thursday 16 April

New Generation 13.50 - 14.00 Brecon
 International Practice 13.25 - 13.50 Pembroke
 Finds Group 13.25 - 13.50 Kidwelly
 Information management 17.30 - 18.00 Kidwelly

Friday 11 April

Buildings Archaeology Group 13.25-13.50 Caernarfon
 Project Management Group 13.25 - 14.50 Kidwelly

Networking and social events

Getting a chance to catch up with colleagues and meet new people is always central to the success of the ClfA annual conference, and the 2015 event will be no different.

Wednesday 15 April

Wine reception, from 18.00 in the Calon Suite exhibition hall.

This event is free to all delegates and offers a chance to enjoy a glass of wine with colleagues.

Formal dinner at the Mercure Holland House, from 19.30 in Caernarfon.

This event is pre-booked and ticketed event.

Thursday 16 April

Informal buffet and beer at Urban Taphouse, from 19.30

Location Urban Tap House
 25 Westgate Street
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This event is pre-booked and ticketed event.




We think about dirt differently ...

Quaternary Scientific (Quest) is a well-established commercial enterprise within the School of Archaeology, Geography and Environmental Science at the University of Reading. We draw on an extensive range of analytical equipment, laboratory facilities and technical expertise providing a comprehensive service at competitive prices.

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www.reading.ac.uk/quest

Excursions



St Fagans National History Museum

Date: Thursday 16 April
Time: 13:45 from the conference venue
Travel: by coach from the venue, returning at 17:00 (17:30 at the conference venue)

St Fagans National History Museum (www.museumwales.ac.uk/stfagans/about/) is one of Europe's leading open-air museums including over forty original buildings from various historical periods in Wales re-erected within the 100-acre parkland.



You will find a wonderful array of historic buildings within the grounds of St Fagans, from traditional cottages and houses, a chapel and school to various mills, a post office, tannery and tollhouse.

Staff at the museum will accompany a tour around the site, providing an introduction to the museum, a tour of some key buildings and discussion of the current development project. Visitors will be at the site for approximately two and half hours.



Caerleon Roman Fortress and Baths

Date: Friday 17 April
Time: 09:35 from the conference venue
Travel: by coach from the venue, returning at 12:45 (13:15 at the conference venue)

The remains on view at Caerleon (<http://www.museumwales.ac.uk/roman/ruins/>) will provide delegates with a vivid picture of life in second-century Roman Britain. Known as Isca to the Romans, the fortress itself was a playing-card shape, covering 50 acres of land in which the Museum now lies.



Just a few minutes walk from the galleries takes you to the most complete Amphitheatre in Britain, beautifully presented Fortress Baths, and the only remains of a Roman Legionary Barracks on view anywhere in Europe.

Don't forget your CPD!

The conference provides lots of training and learning opportunities for all our delegates. *ry* and keep a note of which sessions you attended, and how many CPD hours can be logged as part of your professional development plan.

ClfA accredited members are required to undertake 50 hours of CPD over two years and we hope conference provides plenty of opportunities to meet some of your training needs.

We have provided a CPD log on p68 to help you keep a note of your learning.



21ST ANNUAL MEETING OF THE EUROPEAN ASSOCIATION OF ARCHAEOLOGISTS GLASGOW 2015 2-5 SEPTEMBER

The European Association of Archaeologists (EAA) will contribute to the cultural legacy of Scotland's great year of celebrations (2014). We look forward to sharing Scotland's rich cultural heritage with 2,500 International delegates at the University of Glasgow (2-5 September 2015). Scotland is also a perfect stage for the EAA's Coming-of-Age Celebrations at the 21st Annual Meeting.

EAA Glasgow 2015 is the largest event of its kind in Europe. It will be a marketplace for ideas encompassed within 7 key themes to ensure a broad and innovative Scientific Programme supported by an exciting and aspirational Artistic Programme, Fringe events and excursions to iconic archaeological sites. Help us share Scotland's archaeology - check our website for information and registration: (<http://eaaglasgow2015.com/>).

See you in Glasgow!

Event Partners: EAA, Historic Scotland, University of Glasgow, PEOPLE MAKE GLASGOW, GLENMORANGIE, Society of Antiquaries Scotland, National Museums Scotland, Security Commission Scotland.

Programme

Wednesday 15 April, 11:30 – 13:00

9:30 – 11:30 Registration in the Calon suite

ROOM: CAERNARFON

11:30 – 12:45 WELCOME ADDRESS

PROGRAMME

- 11:30 – 11:45 Welcome from Jan Wills, Chair
- 11:45 – 12:00 ClfA and the year ahead, Peter Hinton
- 12:00 – 12:10 Performance from the Community Opera Project: *The Archaeologist's Wife*, Royal Welsh College of Music and Drama
- 12:10 – 12:20 Opening address, Ken Skates AM, Deputy Minister for Culture, Sport and Tourism
- 12:20 – 12:30 Q&A with Ken Skates AM
- 12:30 – 12:50 General discussion, with Jan Wills, Peter Hinton, Tim Howard and Gwilym Hughes
- 12:50 Lunch
- 13:25 – 13:50 Lunch & learn, community engagement and the arts with Peter Morgan Barnes

Wednesday 15 April, 14:00 – 17:30

	Caernarfon	Brecon	Pembroke	Kidwelly
14.00–15.30	Great expectations? Structural changes to national heritage services	The future of engagement	The future of the graphics profession in archaeology	What is the future for Forensic Archaeology? Includes FASIG and FAEP AGM
Coffee				
16.00–17.00				
18.00–19.00	Wine reception in the Exhibition hall, Mercure Holland House Free to all			
19.00–21.30	Formal meal, Caernarfon room, Mercure Holland House NB this is a pre booked and ticketed event			

ROOM: BRECON

13:25 – 13:50 LUNCH & LEARN

13.25 – 13.50 COMMUNITY ENGAGEMENT AND THE ARTS

Peter Morgan Barnes

This is a practical session exploring how the arts can help archaeological projects reach their community engagement goals? The workshop will focus on how to engage artists, how arts funding can be sourced, and how archaeology and the arts can partner successfully. The community engagement strand in HLF funding will be examined in detail.

ROOM: CAERNARFON

14:00 – 17:30 GREAT EXPECTATIONS? STRUCTURAL CHANGES TO NATIONAL HERITAGE SERVICES

Organiser(s): Neil Maylan, Cadw/GGAT and Kate Roberts, Cadw

PROGRAMME

Chair – Mike Heyworth, Director, Council for British Archaeology

Speakers

Gwilym Hughes – Chief Inspector of Ancient Monument and Historic Buildings -Cadw
 Diana Murray – Joint Chief Executive - RCAHMS and Historic Scotland
 Steve Trow – Director of Heritage Protection – Historic England
 John O’Keeffe – Principal Inspector of Historic Monuments - Northern Ireland Environment Agency

ABSTRACT

The consequences of a challenging economic climate combined with increasing levels of political devolution within the UK have resulted in an unprecedented period of organisational review of national heritage services. Today the four home nations are increasingly demonstrating diverging responses; while Scotland will combine Historic Scotland and the Royal Commission on the Ancient and Historical Monuments of Scotland into one body, the Welsh Government has decided to retain a separation between its internal historic environment service, Cadw and the Royal Commission on the Ancient and Historical Monuments of Wales. Meanwhile it has been decided to split English Heritage into two parts, English Heritage to manage the historic buildings and a separate regulatory body, Historic England. In Northern Ireland, heritage services continue to form part of an integrated Environment Agency. This session will present these changes and ask:

- What are the implications for a unified approach to archaeology and heritage management in the UK?
- How will the changes impact the relationships between national bodies and regional/ local organisations?
- What benefits can the changes offer to the sector and individual professionals?
- What professional skills do we need to support these changes?

The session will be presented in two parts – four background position papers outlining the different structures and approaches of the four home nations followed by a panel-led debate and open Q&A session.

This session will be recorded by
 Landward Research Ltd

ROOM: BRECON

14:00 – 17:30 THE FUTURE OF ENGAGEMENT

Organisers: Cara Jones, Archaeology Scotland and Doug Rocks-Macqueen

PROGRAMME

- 14:00 – 14:10** **Is it looking bright for the future of engagement?**
 Cara Jones, Archaeology Scotland; Doug Rocks-Macqueen, Landward Research Ltd
- 14:10 – 14:30** **The delicate relationship between the profession and ‘amateur’ archaeologists. Is divorce imminent?**
 Hayley Roberts, Bournemouth University
- 14:30 – 14:50** **A brief examination of public outreach currently undertaken by commercial archaeology**
 Alice O’Mahony, University of Bradford
- 14:50 – 15:10** **Why opera refreshes the archaeology other artforms fail to reach**
 Peter Morgan Barnes, Director
- 15:10 – 15:30** **The 3-minute forum**
 Viviana Culshaw, Alice Pyper and Angharad Williams
- 15:30 – 16:00** **Coffee break**
- 16:00 – 16:20** **Visible diggers? Engagement and communication: a student perspective**
 Matthew Hitchcock, Stephanie McCulloch and Liya Walsh, Manchester University
- 16:20 – 16:40** **The future of engagement with archaeology in rural areas: challenges and opportunities**
 Paul Belford, Clwyd-Powys Archaeological Trust
- 16:40 – 17:00** **The sensory world of archaeology, accessibility and inclusivity**
 Victoria Reid, Access To Archaeology
- 17:00 – 17:20** **Community Driven Archaeology**
 David Connolly, BAJR
- 17:20 – 17:30** **Discussion and round-up**

ABSTRACTS

14:00 – 17:30 THE FUTURE OF ENGAGEMENT

Organisers: Cara Jones, Archaeology Scotland and Doug Rocks-Macqueen, Landward Research Ltd

In the fiscal year 2013–14 more jobs were advertised on BAJR and the Jobs Information Service for Archaeology Public Engagement than for Supervisor positions or Senior Managers or Consultants or a whole host of other positions. Engaging with the people is fast become one of the largest sub-sectors of archaeological work. But where is engagement going? Themes we wish to discuss within this session include:

- Will Public Archaeology become its own profession?
- Will we change how we interact with people in the future, as new methods of engagement (such as digital) become more attainable for all?
- Who will undertake engagement on behalf of professional archaeologists - Universities, Charities, Commercial Units, or with budgets cuts, the public themselves through peer-to-peer learning and support?
- And as the range of stakeholders increase, will practitioners becoming more fractured and isolated or will support be readily available?

The goal of this session is to explore the future of engagement of/with archaeology with people. We want to examine- where are we heading or where do we want to go in Public Archaeology. We invite anyone to submit a paper on the future of engagement in archaeology.

14:10 – 14:30 **The delicate relationship between the profession and ‘amateur’ archaeologists. Is divorce imminent?**
Hayley Roberts, Bournemouth University

‘Community Archaeology’ and ‘Professional Archaeology’ were childhood sweethearts. Both had a similar upbringing; self-funded parents who became proponents of a scientific methodology. Their relationship blossomed in their early years with highlights such as Sir Mortimer Wheeler’s excavations at Maiden Castle, where they explored new methods and ideologies together. However, as their relationship is starting to mature, it has become tumultuous, with each side acquiring their own desires and distractions. ‘The Profession’ has taken a shine to standards and regulations whilst ‘Community Archaeology’ has eloped with the Heritage Lottery Fund and is increasingly attracted to wellbeing.

Communication is the key to any healthy relationship but between these two parties the flow of information has stagnated. This presentation will address issues from both sides, starting by understanding the history of the relationship before looking towards the future. What is ‘Community Archaeology’ doing? How are they doing it? What effect is this having on the Record and ‘The Profession’?

Understanding the situation that ‘Community Archaeology’ has found itself in is paramount but ‘Professional Archaeology’ also needs to take a critical look at itself. Why are amateurs not more involved in excavations? How can we increase trust and communication? How will ‘non-professional’ archaeologists fit with CfA?

Only once dialogue is flowing in both directions can these two partners work together and a comfortable relationship be re-established. Drawing on the early stages of PhD research this paper would like to be the first of many counselling sessions, starting by contemplating the accusations from both parties. Let’s establish the facts before filling for divorce.

14.30 – 14:50 **A brief examination of public outreach currently undertaken by commercial archaeology**
Alice O’Mahony, University of Bradford

This paper will focus on preliminary research evaluating the current public outreach undertaken by commercial archaeology. Developer funded archaeology is promoted as being for public benefit, yet how effective it is in terms of public engagement has not been extensively evaluated. Current academic literature discusses community outreach schemes; however, these are usually concerned with already established heritage areas. This paper is a foundation for a larger project focused on two areas of developer funded archaeology: firstly, the current level of interaction between commercial archaeological units and the public during developer funded excavation; secondly, the amount of collected data that is communicated to the public after the completion of these excavations. The objective of the research is to inform the ways in which developer-community interaction with local heritage issues could benefit the public perception of archaeology as a whole, with the scope of using community led projects as examples, to generate policies of ‘best practice’. This paper looks to open discussions concerning methods that render public involvement with commercial archaeology financially feasible, whilst maintaining the ethical principles of inclusive local participation in heritage.

14:50 – 15:10 **Why opera refreshes the archaeology other artforms fail to reach**
Peter Morgan Barnes, Director

In the Nov/Dec edition of British Archaeology Peter Morgan Barnes wrote a joint article with Mark Redknapp the Head of Archeology and Numismatics at Amgueddfa Cymru, The National Museum of Wales; this paper will expand on that article. Several operas have been commissioned in recent years to explore different excavations. Why opera? The paper explores why a story which is told wholly through music has an emotional and psychological resonance which is lacking when a story is told through a mixture of dialogue and music. Archaeology often has lacunae in the narrative it can present for a particular site. When that narrative is presented operatically, the very artificiality of the artform allows those lacunae to stand; in theatre the demands of the artform often insist on them being filled, thus moving the story further away from what can be proved or demonstrated.

15:05 – 15:30 **The 3-minute forum**
Viviana Culshaw, Alice Pyper and Angharad Williams

Four mini-talks on four different projects all given in three minutes.

16:00 – 16:20 **Visible diggers? Engagement and communication: a student perspective**
Matthew Hitchcock, Stephanie McCulloch and Liya Walsh, University of Manchester

This is a session that is about the future of engagement, and we are the future of engagement! We are a team of students undertaking a piece of research to understand whether students feel valued, and indeed whether they are valued, in the

interpretive process. In this paper we will present the findings of our study and we will think about the implications of them for how engagement occurs – can the experiences of students help us think about how we communicate in the field with other audiences who do archaeology?

16:20 – 16:40 **The future of engagement with archaeology in rural areas: challenges and opportunities**
Paul Belford, Clwyd-Powys Archaeological Trust

Despite the continuing maturation of public archaeology, as a sub-discipline within the profession it remains under-theorised and sometimes lacks sufficiently rigorous frameworks for implementation and delivery. In particular, the practice of ‘community archaeology’ has tended to be an urban one – where there are relatively large pools of potential participants, good public transport links, well-developed existing infrastructures for disabled and disadvantaged groups, and - not least – good mobile data coverage. In contrast, rural areas lack these underpinnings. Low population density and poor communication make sustainable long-term engagement difficult to achieve. Powys, for example, has a population density of 25 people per square kilometre, against 2,505 per square kilometre in Cardiff. There are also significantly different cultural attitudes to ‘heritage’ in rural areas, and issues of language, identity and authority are also very important factors in parts of Wales. Drawing on recent work in mid-Wales and elsewhere, this paper examines the difficulties inherent in delivering public archaeology projects and programmes in rural areas. The regional model of the Welsh Archaeological Trusts will be outlined as a mechanism for developing sustainable delivery of engagement elsewhere; the paper will also suggest alternative approaches to engagement in rural areas that will have broader relevance across the UK for the future.

16:40 – 17:00 **The sensory world of archaeology, accessibility and inclusivity**
Victoria Reid, Access To Archaeology

The future of archaeological engagement is through inclusivity, making theory and fieldwork accessible. How disability is viewed has changed dramatically, the Paralympics have given new hopes to those who previously have been excluded from activities that they have an interest in. Hubert shows that disability and social exclusion have been always present in the archaeological record. It is our responsibility to ensure that barriers are removed. With the continued popularity of community archaeology and the discrimination act being part of today’s world, we have no option but to become inclusive.

Physical boundaries such as mobility issues can be overcome. Although some adaptations may be costly, others just involve time to consider the way that that individual perceives the world and how they have adapted to overcome challenges.

Working with individuals with vision impairments has been an enlightening experience, workshops have been planned to maximise the way they perceive the world. A focus group based around making archaeology more accessible to those with visual impairment highlighted that, those with visual impairment tended to be able to feel textural differences and be more considered in their excavation methods and finds processing. Phillips recent investigation into those with various physical and behavioural and learning difficulties in the archaeological workplace highlights that archaeology is becoming more inclusive. This paper presents a case study specifically focus on presenting the prehistoric period to those with visual impairments and how to successfully create an immersive and informative workshop that can be used as a good practice template.

17:00 – 17:20 **Community driven archaeology**
David Connolly, BAJR

Public archaeology has transformed beyond recognition over the past 50 years, from passive viewers of excavations through pot washing and the rise of the local archaeology society. As community digs became widespread, ‘local stakeholders’ could be ‘engaged’ in ‘heritage projects’ that would somehow be the end rather than the means. But was this, or indeed is this, sustainable and a best use of resources for both local communities and archaeology itself?

An examination of three separate projects highlighted the aspects that actually work in this growing field. It leads to a number of conclusions, two of which can be argued to be fundamental to the ongoing success of Public Archaeology. First; that the field archaeologist should not feel pressured into being intrinsically capable of this sub discipline of archaeology, as it requires a skillset of its own that requires specific specialist training.

Second; rather than seeing the archaeology as the whole project, the project should see archaeology as one element, and a number of cross cultural connections can then be explored including dance, music, theatre, visual arts and poetry to suit.

Participation in itself does not have to revolve solely around education, and archaeology can benefit to being open to the many voices of the community, rather than speaking to the community it chooses to engage with a single monotone voice.

Session sponsored
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ROOM: PEMBROKE

14:00 – 17:30 “WE DO NOT DO THAT ANY MORE”: THE FUTURE OF THE GRAPHICS PROFESSION IN ARCHAEOLOGY

Organiser(s): Steve Allen, York Archaeological Trust & Clfa Graphic Archaeology Group

PROGRAMME

- 14:00 – 14:10** Introduction
Steve Allen, York Archaeological Trust & Clfa Graphic Archaeology Group
- 14:10 – 14:45** Visualising the heritage of Wales: The future of our digital past?
Susan Fielding, Historic Buildings Investigator, Royal Commission on the Ancient and Historic Monuments of Wales
- 14:45 – 15:20** The interpreters digital toolbox
Drew Smith, Freelance Archaeologica Illustrator and Mikko Kriek, Archaeological illustrator/ designer at VUHbs archeologie and Owner, BCL Archaeological Support
- 15:20 – 15:30** Q&A
- 15:30 – 16:00** Coffee break
- 16:00 – 16:30** Interactive approaches to landscape modelling using Lidar data
Steve Malone, Project Manager, Trent & Peak Archaeology
- 16:30 – 17:00** Doing the same thing over and over again and expecting different results?
Garry Gibbons, PhD Candidate, University of Southampton
- 17:00 – 17:30** Discussion and Summary

ABSTRACTS

14:00 – 17:30 “WE DO NOT DO THAT ANYMORE” THE FUTURE OF THE GRAPHICS PROFESSION IN ARCHAEOLOGY

Organiser(s): Steve Allen, York Archaeological Trust & Clfa Graphic Archaeology Group

In the (not so) recent past, it was fairly easy to divide graphics professionals into ‘Illustrators’ or ‘Surveyors’- with a degree of overlap when it came to preparing the final images for publication!

The way that the graphics field of our profession has changed in the last 20 years means that this is no longer the case. It is no longer possible for any individual practitioner to be fully proficient in each and every aspect of archaeological graphics. Yet far from de-skilling individual practitioners, this ought to mean that individual skills should be gaining in value and recognised as a specialist contribution to the project team and the eventual project goal. This is where our future as part of the profession should be heading.

This session aims to explore this collaboration and showcase good practice and teamwork from the point of view of the graphics specialist. It will highlight recent developments in technology, the interaction with traditional skills, the training we are likely to require -and the attitudes we need to change to get there. Case studies will show how this has been put into practice elsewhere and point towards how we can apply this within our own working environment.

14:10 – 14:45 Visualising the heritage of Wales: The future of our digital past?

Susan Fielding, Historic Buildings Investigator, Royal Commission on the Ancient and Historic Monuments of Wales

In 1975 The Royal Commission on the Ancient and Historical Monuments of Wales published its seminal work on the vernacular architecture of Wales, ‘Houses of the Welsh Countryside’. With a full graphics office, this book also heralded the golden age of the isometric cutaway drawing as a tool for reconstructing the past. By 2010, when Cartrefi Cefn Gwlad Cymru: Introducing Houses of the Welsh Countryside was produced in conjunction with an S4C television series celebrating the book, the visual landscape had moved to one of computer reconstruction and animations, produced by external contractors liaising with a single archaeologist.

This paper will look at the changing face of visual dissemination with the Royal Commission in relation to developing technologies and techniques, changing skill sets, diminishing resources and the ever increasing expectations of a public accustomed to a world of cinematic and gaming graphics.

This session will be recorded by
Landward Research Ltd

14:45 – 15:20 The interpreters digital toolbox

Drew Smith, Freelance Archaeologica Illustrator and Mikko Kriek, Archaeological illustrator/ designer at VUHbs archeologie and Owner, BCL Archaeological Support

Drew and Mikko have been preparing reconstruction images together for the past three years. Our talk will explain how a given brief is translated into an accessible photo-realistic image using computers and a variety of software. Sourcing images from our portfolio, we will show how the final images are researched, planned and created.

There are many advantages for the client in having a virtual 3D scene prepared. Amendments and adjustments can be easily carried out, viewpoints changed and LoRes previews produced when required. Based on the data available, a high degree of accuracy is achievable and textures can be custom made to reflect, as closely as possible, the original materials used. Working digitally allows us to work together from remote locations, working to our strengths and blending our styles. Occasionally, discoveries are made when translating plans and surveys into a virtual model. A couple of examples will be discussed using illustrations to provide evidence!

Finally, a few thoughts on where interpretation might be heading. With the Oculus Rift head set providing an increasingly realistic immersive experience for a relatively low price point and augmented reality becoming popular, there will be new avenues to explore for virtual reconstruction artists.

16:00 – 16:30 Interactive approaches to landscape modelling using Lidar data

Steve Malone, Project Manager, Trent & Peak Archaeology

The use of LIDAR derived Digital Elevation Models is becoming commonplace in the study of ancient landscapes. These DEMs offer the opportunity to study landscape, archaeology and topography at a high resolution which no other survey data source can deliver over such wide areas. However, in common with other 3D datasets they present a paradox, in that the dimensionality that makes them so powerful has to be discarded in the production and dissemination of 2D (or 2½D) derived products and final figures. The utility of such output depends in large degree on the skills of the processor/illustrator (and toolkits for the production of such imagery will be discussed), but increasing availability of 3D functionality within such as the PDF format and the development of interactive WebGL approaches are allowing the potential of these datasets to be realised in greater degree. This paper will study some methods of presentation/visualisation of surface models and explore the potential for interactive modelling.

16:30 – 17:00 Doing the same thing over and over again and expecting different results?

Garry Gibbons, PhD Candidate, University of Southampton

This paper sets out to provide a context to the current conditions in which graphics practitioners work post-2008 and how specialist graphics skills embedded in the proposed examples of collaborative best practice [] as called for in this session’s abstract [] might best be identified and evaluated.

Much has changed over the past 20 years or so, not least the concept of ‘archaeologist’ from one simply defining itself in-the-field to a recognition that archaeology is a process comprising an array of specialist activities. Historically, the AAI&S served to set standards within the graphics community, however, the notion of specialist graphics practitioners across the sector largely emerged from a programme of work undertaken to map roles within archaeology in order to ring-fence broad areas of specialist activity and codify the skill-sets required to undertake them. The resulting National Occupational Standards were explicitly designed to collate and measure the skills and competencies necessary to fulfil the role of any given specialist. Since when, such training on offer to specialist graphics practitioners was largely intended to address the acquisition and maintenance of digital-based skills.

While technology seemingly pulls us ever forward, is there evidence the specialist graphics arena is also maintaining and building on its traditional skill-sets, or is entry-level training and subsequent upskilling of staff simply meeting narrow technological demands? This paper draws on data collected from a detailed survey of eighty specialist graphics practitioners and nineteen senior graphics staff.

ROOM: KIDWELLY

14:00 – 17:30 FORENSIC ARCHAEOLOGY: WHERE IS THE FUTURE OF OUR PROFESSION?

Organiser(s): ClfA Forensic Archaeology SIG

ABSTRACT

A discussion workshop to examine the future of forensic archaeology in light of the developments in wider forensic provision and the regulatory framework and how these might impact the sustainability of forensic archaeology. The session will be led by several short discussion papers followed by an open forum to discuss how we envision the future of forensic archaeology, the potential risks to the profession, identify what we need to do and who we need to engage with to successfully deliver this vision of a sustainable professional future.

NB Session includes FASIG AGM and FAEP AGM

Thursday 16 April, 9:30 – 13:50

	Caernarfon	Brecon	Pembroke	Kidwelly
9.30–11.00	The future of our profession	Of national importance: recognising archaeological significance	Archaeology on the farm	From post-excavation to après-fouille
Coffee break				
11.30–13.00				
Fringe events				
13.25–13.50		Lunch & Learn: CV Workshop	International Heritage Practice Group AGM	Findings Group AGM
13.45	Meet in lobby for Excursion 1: St Fagans National History Museum			

ROOM: CAERNARFON

This session will be recorded by Landward Research Ltd

9.30-13.00 THE FUTURE OF OUR PROFESSION

Organiser(s): Kate Geary and Raksha Dave, ClfA

PROGRAMME

- 9:30 – 9:45** Introduction
Kate Geary ClfA Standards Development Manager
- 9:45 – 10:10** Towards fortune and glory: Using the tools we've got, to build the careers we want
Bill Moffat, Wessex Archaeology
- 10:10 – 10:35** Where we're going, we don't need roads
Lisa Westcott Wilkins/Brendan Wilkins DigVentures
- 10:35 – 11:00** Organising archaeology (title tbc)
Antony Francis, Prospect Archaeology Branch
- 11:00 – 11:30** Coffee break
- 11:30 – 11:55** The future of survey: The use of UAV's in archaeological survey
Nick Hannon, Historic Environment Placement in geospatial analysis
- 11:55 – 11:20** What do they know of archaeology who archaeology know?
Andrew Marvell, Glamorgan Gwent Archaeological Trust
- 11:20 – 12:45** 2050: An archaeological odyssey. A vision of the future of our profession from the New Generation
Natalie Ward & Ben Jervis, ClfA New Generation group
- 12:45 – 13:00** Discussion and next steps

ABSTRACTS

9.30-13.00

THE FUTURE OF OUR PROFESSION*Organiser(s): Kate Geary and Raksha Dave, CIfA*

It is the year 2050 and a group of archaeologists are discussing how to approach the complex archaeological remains which the planned H55 driver-less vehicle speedway will demolish in its wake. Who are they? Where do they work? What techniques are they using? And what post-nominals do they have? In 2015 the Chartered Institute of Archaeologists will begin discussions about what a Chartered Archaeologist might look like – how would the institute confer that Chartered status, what should we expect archaeologists to be able to demonstrate, at what point in your career should you be able to go for Chartered status.

The 2015 conference is our first as a Chartered Institute and we want to explore some of these trains of thought in an imaginative and creative manner. We will be inviting speakers from across sectors to explore this train of thought and (with some audience interaction) gauge an idea of what you think the future holds...

9:45 – 10:10

Towards fortune and glory: Using the tools we've got, to build the careers we want

Bill Moffat, Wessex Archaeology

This paper looks at the development of professional practice and career structure using the National Occupational Standards. Archaeologists do not enjoy the same standards of professional training as surveyors, architects and planners or site agents, engineers and plant operators (IfA, 2014). All of these are, or can become, members of chartered institutions with well specified career pathways (CITB, 2014). In order to capitalise on our own institute's chartership and to develop as chartered archaeologists we must do the same. The mechanisms exist. The NOS provide a framework which have been used in skills audits (IfA, 2004), matched to job descriptions (IfA, 2004) and used to specify training courses (Cotswold Archaeology, 2014). To date, the focus has been on early career training within the current career model. This paper will show that the NOS can be used strategically, that they provide a model for whole career training and can form the spine of varied, resilient and adaptable structured learning leading to individual chartership, and beyond.

The paper looks at the structures of the RIBA, RICS/CIOB, RTP1, and ICE /IStructE and cross matches them to the career pathways developed by the CITB. Using these models, it shows how the NOS can generate a career matrix for archaeologists using the current entry model and reverse engineers a future archaeological career track providing a vocational entry option.

The paper concludes with an assessment of the effects of the model on competitive advantage and profitability. Personal development is a key element of resilient quality management (ISO, 2012) and encourages self-actualisation (Maslow, 1943), which leads to improved staff turnover. These elements maintain productivity and reduce the costs of goods sold. At a very simple level, a more professionally skilled sector has more self-respect, which commands community respect. And higher fees.

10:10 – 10:35

Where we're going, we don't need roads

Lisa Westcott Wilkins/Brendan Wilkins DigVentures

2015 is a key point in the 30-year journey of the world's most famous DeLorean: on 21 October 2015, we will finally be at the exact date from which Marty McFly (Michael J Fox) travels in Back to the Future II. Written in 1989, the film was eerily prescient about many seemingly impossible inventions that have since become reality, such as hoverboards, Skype, self-lacing shoes, drones, hands-free gaming, bionic implants, and video glasses. What are we reaching for now as a profession that seems impossible – but might be reality in the next 30 years? We'll be exploring frontiers such as outer space and the deep sea, but how about the quotidian: what could the daily lives of archaeologists look like in the year 2050 if we solve the major issues facing the profession today? DigVentures make some predictions.

10:35 – 11:00

Organising archaeology

Sarah Ward, Prospect Archaeology Branch

2014 was as a watershed for the profession, with the Institute for Archaeologists becoming chartered and taking a key role in facilitating increased liaison between the Prospect union and employers organisation FAME on a national level. This resulted in the joint statement in 2014 which committed all three organisations to working together to seek to address the difficult and challenging issues that face the industry (www.prospect.org.uk/news/story/2014/July/10/Joint-Statement-between-Prospect-FAME-IfA).

The joint statement was an important first step, but the future of our profession depends on how it is implemented. There are two possible futures for our profession in the coming years. One is where archaeological units indulge in cut-throat competition, where smaller units go to the wall, where local government archaeology has all been out-sourced and training is sacrificed, where archaeological talent haemorrhages from the profession leaving the rest over-worked and impoverished.

The other is where archaeological organisations work together more constructively for the good of the profession, archaeologists' and specialists' remuneration more closely reflects the knowledge and skills they bring to the job, and where we are held in the same esteem as comparable professionals. This paper will focus on what we can do collectively to achieve the sort of future our industry deserves.

11:30 – 11:55

The future of survey: the use of UAV's in archaeological survey

Nick Hannon, Historic Environment Placement in geospatial analysis

The use of UAV's has grown exponentially in recent years; their uptake is fundamentally changing the way in which archaeologists conduct landscape survey, changing our views of costs and scales. In this paper we will examine the current position of UAV's within archaeological survey by examining the case study of the monastic landscape around Rievaulx Abbey, North Yorkshire. We will examine the results of a landscape survey conducted using UAV technology that utilises a range of sensors and compare these results with Environment Agency LIDAR data and a traditional walkover survey conducted in the traditional Royal Commission style. This comparison will not only compare the results that can be gained through each approach, but also the costs involved in and the accessibility of this style of survey.

We will then turn to the future of UAV survey and take a glimpse towards 2050, what will the future hold? How will UAV's be used? What is the future for swarm technology or remote operations? What type of vehicles will we be using? What new sensors will be available in 35 years' time? UAV's have led to a renaissance in the use of photogrammetry with its use being pivotal in the processing of the imagery obtained. What development will we expect to see with this technology? Finally we will look at how will governmental legislation effect the development of this style of survey?

11:55 – 11:20

What do they know of archaeology who archaeology know?

Andrew Marvell, Glamorgan Gwent Archaeological Trust

The creation of a Chartered Institute for Archaeologists is rightly a landmark in the development of the discipline as professionally performed. As such we are recognised as practising a unique field of activity, having at least three-quarters of members educated to first degree-level, and as acting in the public interest. This paper will explore some issues around the last of these recognitions.

The Chartered Institute will need to conduct its affairs so that they are in accord 'with public policy'. Public policy is shaped by many factors and can change rapidly or remain little altered through different governments. What might be public policy in 2050 will be different to that now, and could be radically different. The nature and effects of climate, political, economic and societal changes are uncertain, but all will result in a different world within which archaeology will be professionally practiced. Technological improvements, particularly in the field of robotics could revolutionise investigations. Will this be utopia or dystopia for archaeologists? A scenario will be advanced: it may not be happy listening for some! Archaeology captures public interest and synergistically relies on public support to maintain relevance. The borrowed with minor amendments title of this paper poses a particular question that we can all reflect on across many contexts. What does the application of the question imply now and could it give different result in the future?

11:20 – 12:45

2050: an archaeological odyssey. A vision of the future of our profession from the New Generation

Natalie Ward & Ben Jervis, CIfA New Generation group

At the launch of the CIfA we were asked to present a short vision of what we thought chartership might mean for the future of the historic environment profession. We presented a vision of a respected, diverse and highly skilled profession operating for the public benefit and within a society which values the historic environment and acknowledges its value. In this contribution we will look in more depth at this vision of the future, particularly to explore how CIfA might use the benefits of chartership to best effect in achieving our, admittedly idealised, vision of the future. We argue that chartership is not an end in itself, but rather provides an opportunity to open new dialogues with other professionals in which we can advocate the social and economic value of the historic environment, to shift the perception of it from being a problem to be solved, to being an opportunity to be embraced. We will also explore how CIfA might best utilise its position to develop an increasingly highly skilled and diverse workforce within the sector, particularly demonstrating progress being made by the New Generation SIG in laying the foundations for the programmes and mechanisms that might facilitate the achievement of this goal.

Session sponsored
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ROOM: BRECON

9:30 – 13:00 OF NATIONAL IMPORTANCE: RECOGNISING SIGNIFICANCE FOR PLANNING

Organiser(s): Deborah Williams and Carrie Cowan, Historic England
Chair: Joe Flatman, Historic England

PROGRAMME

- 9:30 – 9:50** **Introduction and overview**
Deborah Williams, Historic England
- 9:50 – 10:10** **Identifying and mapping lithic sites of national importance**
Anthony Dickson, Oxford Archaeology North
- 10:10 – 10:30** **Identifying and mapping sites of national importance in wetland environments in East Sussex**
Carl Champness, Oxford Archaeology South
- 10:30 – 10:50** **Planning matters**
Tom Howard, ClfA
- 10:50 – 11:00** **Discussion**
- 11:00 – 11:30** **Coffee break**
- 11:30 – 11:50** **National importance at the landscape scale: a pilot study from the Yorkshire Dales National Park**
Jim Brightman, Solstice Heritage & Yorks Dales NP
- 11:50 – 12:10** **Assessing and mapping significant heritage assets in a medieval university city of Oxford**
David Radford, Oxford City Council
- 12:10 – 12:30** **Identifying national importance in Scotland**
Richard Heawood, Historic Scotland
- 12:30 – 13:00** **Discussion**

ABSTRACTS

- 14:00 – 17:30** **Of national importance: recognising significance for planning**
Organiser(s): Deborah Williams, Paul Jeffery and Carrie Cowan, Historic England

The National Importance Programme has been set up by Historic England with ALGAO and DCMS to explore, via a series of pilot projects, how we might help Local Authority historic environment services to create a shared mechanism to identify non-scheduled but nationally important archaeological sites.

In the face of on-going and future economic cuts, our session explores how Historic England might help Local Authority archaeologists in the identification of nationally important undesignated sites. The NPPF is a key driver for archaeologists to explore differing levels of significance and direct our resources to sites of the greatest significance. Can we reach parts of the historic environment which have not been designated for whatever reason in this Programme, such as sites without structures, landscapes and town centres?

The session will include papers reporting on the findings of the pilots.

- 9:30 – 9:50** **Introduction and overview**
Deborah Williams, Historic England

The National Planning Policy Framework states that 'non-designated heritage assets of archaeological interest that are demonstrably of equivalent significance to scheduled monuments, should be considered subject to the policies for designated heritage assets' (para 139).

Given the desire for as much clarity as possible about significance, there is a need for a better understanding of how such sites are identified, who identifies them, where they are recorded and how such information is accessed. The Introduction will explain the background to the National Importance Programme and the pilot projects.

- 9:50 – 10:10** **Identifying and mapping lithic sites of national importance**
Anthony Dickson, Oxford Archaeology North

The paper presents the results of one of the commissioned pilot projects in the National Importance Programme. The project proposed Cumbria as the principal area of study and East Anglia as a comparator, where a selection of each area's lithic resource, including extraction sites, could be assessed in regard to the main aims and objectives of the Programme. To that end a desk-based investigation and consultation was designed to identify and characterise the lithic resources, to examine how lithic sites are presently ascribed national importance, and whether this is sufficient to afford protection to the resource. Drawing on available information from published sources, such as the relevant English Heritage Scheduling Selection Guides, the project considered approaches to identifying significance for designation purposes and examined whether the existing guidelines provided an adequate framework for such. The study was predicated, out of necessity, on known sites, but also considered mechanisms for identifying, characterising, defining and classifying further artefact scatters and sites.

The presentation will briefly discuss the results of the project case studies, the problems and issues that arose from the case studies in relation to designating lithic sites as nationally important and outline the main themes discussed in response to those. It will also outline the recommendations and conclusions.

- 10:10 – 10:30** **Identifying and mapping sites of national importance in wetland environments in East Sussex**
Carl Champness, Oxford Archaeology South

The paper presents the results of one of the commissioned pilot projects in the National Importance Programme. East Sussex was selected because it is facing new challenges following the recent discovery of wetland sites of national importance, but which may not be scheduled under the terms of the 1979 Act and would be termed 'sites without structures'. The area has a large wetland and coastal resource rich in heritage assets, including significant collections of early prehistoric, medieval and military sites associated with former coastal areas.

The project develops various themes and builds on previous work undertaken by OA and others in East Sussex, discussing techniques for identifying, mapping, recording and predicting sites of national importance, specifically relating to wetland sites and sequences within East Sussex. The study advocates a landscape approach to protection rather than the current protection of individual sites. Many of these wetland sites were found to fall inside areas of existing wetland or former marshes, with the vast majority either being protected as SSSI or under other agri-environmental schemes. With one or two exceptions very few of these sites are currently threatened by development pressure but are under increasing pressure from changing land-use management strategies, associated with flood risk measures and habitat enhancement schemes. Through greater predictive mapping and understanding of heritage assets within wetland sequences it is hoped to offer better alert heritage mapping to help share, and inform land management strategies, which will bring benefits to both the natural and historic environment.

- 10:30 – 10:50** **Planning matters**
Tom Howard, ClfA

The Town and Country Planning regime provides the only effective management and protection for the vast majority of the historic environment which is undesignated and includes many nationally important sites. This paper considers how nationally important undesignated sites are considered and protected in the planning system, looking, in particular, at

- the principles which allow such assets to be considered in the planning process including the continuing development of archaeological significance as a material consideration
- the mechanisms available in that process to manage and protect such sites and to advance understanding of their significance. These include local plan policies, local lists, EIA, planning conditions and obligations and Article 4 and Article 7 Directions
- the shortcomings in those mechanisms and the continuing threat to undesignated assets, for instance, from the continuing desire to streamline the planning process (as illustrated by the remorseless extension of permitted development rights) combined with an enervating lack of resource
- the scope for improvements in the system. Do we need new tools such as archaeological conservation areas or a new approach to the use of what we already have?

11:30 – 11:50**National importance at the landscape scale: a pilot study from the Yorkshire Dales National Park**

Jim Brightman, Solstice Heritage & Yorks Dales NP

The paper details the results of one of the commissioned pilot studies in the National Importance Programme: examining the issues surrounding landscape-scale sites in rural areas in which a key contributing factor to national importance is often the proximity and coherence of many individual sites across a large but definable area. Such sites may be broadly single period, such as coherent field systems or industrial complexes, or be a palimpsest of different periods comprising layered cultural landscapes. The pilot project imagined an idealised workflow for addressing the issues of landscape-scale, nationally important, non-designated sites (NI sites) broadly divided into processes relating to:

- Identification
- Characterisation
- Delineation
- Data management
- Conservation management

The paper will discuss the issues identified with each of these phases, principally in reference to previous and extant systems of heritage management at a landscape scale, and illustrated with case studies drawn from the Yorkshire Dales National Park study area. During the course of the pilot project it became clear that there were a series of key issues to be addressed in terms of landscape-scale NI sites, and the paper will present a number of these for discussion, including: the essential desirability or otherwise of delineating 'archaeological landscapes' and the wider effects of that decision on landscapes outside the delineated areas; the extent to which the outcomes of previous projects (e.g. HLC or the discontinued Monuments Protection Programme) can be used to drive the National Importance Programme; and the challenges of proactive conservation management on a landscape scale where sites can often cover several different landowners/landscape types/land management regimes.

11:50 – 12:10**Assessing and mapping significant heritage assets in a medieval university city of Oxford**

David Radford, Oxford City Council

The paper presents the results of a pilot project in the National Importance Programme looking at the problems of assessment and definition of potentially nationally important assets in an urban context where there is considerable development pressure driven by both economic growth and international competition within the higher education sector. Notably in Oxford's case the restrictions posed by a concern for the settings of designated buildings combined with growing pressure for new college and university facilities has created a strong trend towards basement construction within the constrained historic core.

The project was undertaken by Oxford Archaeology in partnership with the Oxford City Council planning archaeologist and looked at a number of case studies from Oxford. The process involved both looking back at recently excavated sites to review the validity of previous assessments in the light of excavated evidence (for example the Radcliffe Infirmary Burial Ground and the linear barrow cemetery at the Radcliffe Observatory Quarter) and also the assessments of remaining assets, which vary in terms of the quality of available deposit model data and the precision of site/asset definition. The issues of cumulative impact and the assessment of piecemeal development within an extensive 'city' asset will be considered and linked to recent and forthcoming development sites.

12:10 – 12:30**Identifying national importance in Scotland**

Richard Heawood, Historic Scotland

In the early 1990s, Historic Scotland worked with the then Regional Archaeologists to create 'Non-Statutory Registers' (NSRs) of sites that appeared to be of national importance. This recognised that there were then many monuments of schedulable quality that were likely to remain unscheduled for years to come. The aim was to give important sites additional recognition within the planning process, while also providing a useful data set for potential scheduling in due course. Non-Statutory Registers did not achieve full coverage across the country, but formed part of the landscape of heritage protection in Scotland for many years. This paper will look at their use, effectiveness, status in planning terms, duration, and limitations.

Over the intervening 20 years, many more monuments have been scheduled, but the Schedule remains far from complete. Moreover, it continues to be true that scheduling may not provide a suitable vehicle for protecting all archaeological remains of acknowledged importance, including those in urban contexts and those that form part of extensive landscapes. We will briefly review how we assess national importance in Scotland today, and move on to consider the mechanisms available now to celebrate the significance of important sites and monuments that may not be suitable for scheduling.

ROOM: PEMBROKE**9:30 – 13:00****ARCHAEOLOGY ON THE FARM: DELIVERING PROTECTION AND MANAGEMENT OF THE HISTORIC ENVIRONMENT THROUGH RURAL LAND USE, POLICIES AND REGULATIONS***Organiser(s): Kate Roberts and Ian Halfpenney, Cadw*

PROGRAMME

9:30 – 9:35**9:35 – 9:55**

Introduction

Wales regulations in relation to cross-compliance and Glastir

Ian Halfpenney, Cadw

Countryside stewardship in England 2015-2020

Amanda Chadburn and Vince Holyoak, Historic England

Protecting Scotland's archaeological heritage through the European Common Agriculture Policy

Jonathan Wordsworth, Archaeology Scotland

Q&A**Championing the historic environment on Scotland's national forest estate**

Matt Ritchie, Forestry Commission Scotland

Coffee break**Habitat Creation and the Historic Environment**

Robin Standing, RSPB Archaeologist

Archaeology on the farm – managing the Historic Environment across the National Trust Estate

Kathy Laws, Ymddiriedolaeth Genedlaethol/ National Trust

Adele Thackray, Cadw**Abi McCullough, Clwyd-Powys Archaeological Trust****Huw Pritchard, Dyfed Archaeological Trust****Jez Bretherton, Natural England****Cara Jones, Archaeology Scotland****Inheritance tax and the art of growing grass**

André Berry, AQB Historic Landscapes

Discussion**10:15 – 10:35****10:35 – 10:40****10:40 – 11:00****11:00 - 11:30****11:30 - 11:40****11:40 – 11:50****11:50 – 12:00****12:00 – 12:10****12:10 – 12:20****12:20 – 12:20****12:20 – 12:30****12:30 – 12:40****12:40 – 13:00****ABSTRACTS****9:30 – 13:00****Archaeology on the farm: Delivering protection and management of the historic environment through rural land use, policies and regulations.***Organiser(s): Kate Roberts and Ian Halfpenney, Cadw*

Successful management of the rural historic environment today is dependent upon collaboration and mainstreaming archaeology and heritage into wider ecosystem management schemes. Current agri-environmental schemes eg Glastir (Wales) place positive management of the historic environment alongside tackling climate change, carbon capture and water quality management. Maximising the benefits of these schemes relies on archaeologists working directly with rural land managers and the farming community to encourage proactive management of the historic environment. This session will present papers illustrating how this works in practice focussing on the role and personal experiences of archaeologists with particular attention given to understanding the new skills and knowledge that we need to develop within the profession to achieve successful outcomes.

In Wales the Glastir agri-environment scheme has been running for 3 years – this is therefore an ideal time to review the benefits, successes and lessons learned. Archaeologists working on the scheme are both providers and recipients of training – presenting archaeology and heritage awareness days for farmers, contract managers, land agents, foresters while themselves needing to acquire new skills in ecosystem management. The ability to communicate and work effectively with rural land managers is critical to the success of the schemes, and the speakers will outline the skills we need to acquire within the profession to facilitate such work.

9:35 – 9:55**Wales regulations in relation to cross-compliance and Glastir**

Ian Halfpenney, Cadw

This paper will introduce and outline the various policies and regulations that have been adopted in Wales to facilitate the protection and management of the historic environment.

Looking briefly at: EIA regulations and UK Forest Standards

But focusing primarily on:

- Cross-compliance regulations how the process is established and delivered
- Glastir – the Welsh agri-environment scheme – outline of the scheme, its implementation and monitoring

9:55 – 10:15**Countryside Stewardship in England 2015-2020**

Amanda Chadburn and Vince Holyoak, Historic England

Over 80% of England's 20,000 Scheduled Monuments are on agricultural land, and it has long been understood that some rural land management practices can put them at risk, which is why English Heritage has been working over many years with Department for the Environment, Food and Rural Affairs (Defra). For example, last year Defra's Environmental Stewardship Scheme (managed by Natural England) removed more monuments from the Heritage at Risk Register than any other initiative, and continues to be the main source of funding for heritage assets in the English countryside.

Environmental Stewardship (2007-2013) has now come to an end. The Rural Development Programme for England (2014-2020) has just commenced, and the successor to Environmental Stewardship – Countryside Stewardship (CS) – will start this summer with the first agreements going live on 1st January 2016.

CS has a budget of approximately £3.1bn for agri-environment schemes between 2015-2020, of which £2.2bn is already committed within existing agreements. In the light of this, Defra has decided to target the new CS scheme; its main aims will be to meet the requirements of the EU Habitats and Birds Directives and the EU Water Framework Directive. The historic environment and landscape are secondary objectives, and money for the historic environment will be tighter than previously.

CS is likely to cover approximately half of the area previously included within Environmental Stewardship agreements (i.e. from c. 70% down to c. 35% of the agricultural area of England). The reduced coverage of the new Scheme may diminish the protection that Environmental Stewardship afforded to many sites via direct protection and cross-compliance, a situation that will require close monitoring over the coming years. The details of CS are still being finalised, but the presentation will give more information about the way that the new Scheme is developing.

10:15 – 10:35**Protecting Scotland's archaeological heritage through the European Common Agriculture Policy**

Jonathan Wordsworth, Archaeology Scotland

In contrast to the support given to the historic environment in Wales through Glastir and in England through the Environmental Stewardship programme, agri-environment support for heritage in Scotland has been more limited. This paper will explain the European and local policy reasons behind this, as well as focusing on other opportunities taken for caring for Scotland's rural heritage, in particular through the LEADER programme.

10:40 – 11:00**Championing the historic environment on Scotland's National Forest Estate**

Matt Ritchie, Forestry Commission Scotland

The role of the FCS Archaeologist is to act as a champion of archaeology and the historic environment both within and outwith the organisation, encouraging and enabling its protection, conservation and promotion. Mainstreaming archaeology within the integrated land management of Scotland's National Forest Estate (outlined within our Strategic Directions and described in the recent publication Action for the Environment) has enabled an active and effective historic environment programme that encompasses archaeological measured survey; mitigation evaluation and research excavation; professional CPD initiatives; curriculum-based educational resources; and promotional outreach. The success of the programme depends on a clearly defined approach to cultural significance, collaborative and creative innovation and an effective communications strategy. Raising the profile of archaeology and historic environment conservation management has resulted in both becoming integral and accepted aspects of the environmental portfolio on the National Forest Estate. How did this happen? As background context, check out the FCS 'Historic Environment Conservation Management' case studies and the 'Picture this!' exhibition (<http://scotland.forestry.gov.uk/supporting/strategy-policy-guidance/historic-environment>).

11:30 - 11:40**Habitat Creation and the Historic Environment**

Robin Standing – RSPB Archaeologist

Using a series of case studies to look at balancing and integrating habitat creation requirements with the protection of the historic environment.

11:40 – 11:50**Archaeology on the farm – managing the Historic Environment across the National Trust Estate**

Kathy Laws, Ymddiriedolaeth Genedlaethol/ National Trust

The National Trust's core purpose is to look after special places, for ever, for everyone. The National Trust in England, Wales, and Northern Ireland owns 618,000 acres of farmland with over 2,000 tenants, and cares for 1283 Scheduled Ancient Monuments, many of which are on farmland.

Management of the Historic Environment is built into National Trust Whole Farm Plans and Land Management Plans integrating cross compliance regulations. The best outcomes for monument protection and conservation are achieved through partnership working with statutory bodies, other stakeholders and the tenant farmers.

11:50 – 12:00**Historic Environment management and protection through a single farm case study**

Adele Thackray, Cadw

This paper will examine a single farmholding as a case study detailing how various mechanisms have been employed to address historic environment protection and management issues within the landholding:

- cross-compliance breach
- Glastir Advanced capital works on a scheduled ancient monument
- Conservation works on a scheduled ancient monument delivered through partnership between Cadw and the Snowdonia National Park Authority.

12:00 – 12:10**The role of the Welsh Archaeological Trusts in the Wales agri-environment scheme Glastir**

Abi McCullough, Clwyd-Powys Archaeological Trust

Since the launch of Glastir, the four Welsh Archaeological Trusts have worked closely with Cadw and the Welsh Government in designing the Historic Environment elements of the scheme. They have undertaken a number of programmes of digitisation of Historic Environment Features on farmland and in woodland. This polygonal data sits within the Welsh Government's mapping system to act as a flag against potentially damaging works such as arable options and tree planting, but also as a prompt to carry out beneficial pro-active management of the site such as scrub removal. For Glastir Entry, the Welsh Archaeological Trusts receive consent requests where certain proposed options are placed on fields containing historic features. For Glastir Advanced, every Historic Environment Feature on farms accepted into the scheme is assessed by the Welsh Archaeological Trusts, and for those deemed to have some requirement for pro-active management, a management report is written. Works proposed have included masonry or earthwork repair, cultivation reduction or cessation, vegetation management and improved access and interpretation.

This short paper will discuss further the role of the Welsh Archaeological Trusts in Glastir, and give some examples of the types of sites and projects they have been involved in.

12:10 – 12:20**Conserving Traditional Farm Buildings in Wales through the Glastir**

Huw Pritchard, Dyfed Archaeological Trust

This paper will look at the impact of grant aided works on Traditional Farm Buildings in Wales through the Glastir farm wide Agri-environment scheme. Traditional farm buildings are a significant 'at risk' type of monument and efforts are being made to assess the resource, its vulnerability and provide a range of options to farmers to maintain buildings on the farm. In this paper some case studies will illustrate the opportunities for positive management through Glastir along with a range of outcomes achieved. In addition there will be an assessment of the benefits and drawbacks of the scheme, where it could be improved and how the works fits into wider research.

12:20 – 12:20 Engaging with and alongside the Biodiversity and landscape sectors
Jez Bretherton, Natural England

With long experience working as a Senior Historic Environment Specialist within Natural England, Jez is sharing insight and guidance for those looking to speak the language of landscape change, biodiversity enhancement and ecological networks.

As the government's adviser on the natural environment, Natural England looks to provide practical scientific advice on how to look after England's landscapes and wildlife. The hints, tips and examples that Jez is sharing are intended to unlock some of the barriers of integrating historic environment objectives better into programmes and projects for the natural environment. Please come with your challenges, as Jez will be available to chat to after the session!

How to speak the language of 'landscape change' and ecological networks, along with hints, tips and examples

12:20 – 12:30 The Adopt-a-Monument Scheme
Cara Jones, Archaeology Scotland

Archaeology Scotland's Adopt-a-Monument is community-led stewardship project that supports local communities to take a lead role in conserving and promoting heritage sites that are important to them. The scheme supports groups by providing training and guidance for activities such as project planning, fundraising, site survey, recording, interpretation and dissemination. These Adopt-a-Monument projects have been successful at increasing the conservation, interpretation and awareness of sites important to them, as well building capacity within the voluntary sector at a local level.

This paper will look at our role at fostering good working relationships between key stakeholders associated with Adopt-a-Monument projects. Be that with national bodies like Historic Scotland or Forestry Commission Scotland, local landowners, local residents and the Adopt-a-Monument group themselves.

12:30 – 12:40 Inheritance Tax and the Art of Growing Grass
André Berry, AQB Historic Landscapes

Many archaeological earthworks are subject to damage and degradation through erosion and invasive weeds and scrub, often exacerbated by an apparent disconnection between the landowner and their monument, particularly where the site is legally protected. Yet this paper will argue that the landowner is often best-placed to address such issues, if only they come to recognise the transferable skills at their disposal.

Using examples drawn from thirty years of hands-on archaeological sites management experience, the paper will consider 'reactive' techniques for management and their costs, while encouraging a 'proactive' approach – the art of growing grass – as a mechanism for best protecting archaeological earthworks. In doing so, it will identify the 'skills sets' required by landowner, land manager or adviser to ensure the integrated management of sites.

Recognising the need to often 'think outside of the box' in achieving positive sites management outcomes, the paper will close by considering the arcane world of the government's conditional exemption tax incentive scheme, as enshrined in Inheritance Tax Act 1984. First enacted through Finance Act 1975 as a fiscal tool to address the catastrophic loss of country houses and landed estates because of Estate- or Death- Duty, the scheme can – and is – being used to influence the management of some of the UK's most important landed estates. The paper will briefly outline the workings of the scheme and the opportunities it can provide to secure the better management of the archaeological resource; and, will set out how the archaeological profession may engage with it.

ROOM: KIDWELLY

9:30 – 13:00 FROM POST EXCAVATION TO APRÈS-FOUILLE: ADDING VALUE TO OUR PRODUCTS IN THE 21ST CENTURY

Organiser(s): Phil Mills (Finds Group), Duncan Brown (Archaeological Archives Group), Alice Forward (Historic England) and Nicola Powell (Project Management Group)

PROGRAMME

9:30 – 13:00 Training workshop morning programme

The morning session will be led by: Phil Mills (Finds group), Duncan Brown (Archaeological Archives group), Alice Forward (Historic England) and Nicola Powell (Project Management group)

Participants will be placed in discussion groups and taken through the various stages of an archaeological project, referencing existing standards and the particular perspectives and interests of the different aspects of a project (finds, archives, project management and impact).

This will be done through the structured critical analysis of existing reports, mainly from OASIS but also supplied by the course leaders. The workshop will concentrate on the following stages: evaluation, assessment, analysis and archive.

Participants will be guided to see how well reports meet the requirement of existing standards, what the implications are for project planning and resource allocation for subsequent stages and what to expect from different components of a report and how this may beneficially aid planning.

The workshop will be open to archaeological practitioners of all levels and experience. We will work through the post-excavation life cycle; defining what is meant by post-excavation and when it starts, through project planning and how early decisions affect project outcome, then on to final outputs (i.e. the archive, reports etc.).

Learning outcomes

- Introduction to managing post excavation
- Introduction to key components of the post excavation process
- Understanding how different aspects of the post excavation process can inform the overall archaeological project
- The potential of artefacts in post excavation
- Archive planning
- The use of research frameworks

The workshop will relate to the following NOS areas

- AB1 Develop and agree objectives for projects
- AB4 Estimate resources and develop programmes
- AB5 Co-ordinate the procurement process
- AC1 Research and Analyse information to achieve objectives (archaeology)
- AC6 Store items
- AC7 Transfer Items
- AD1 Undertake analysis and interpretation
- AF4 Provide information on the material remains of past communities to others
- AG2 Prepare the accommodation of items (archaeology)
- AG3 Acquire and dispose of items and collections (archaeology)

Thursday 16 April, 14:00 – 17:30

Time/ room	Caernarfon	Brecon	Pembroke	Kidwelly
14.00-15.30	The future of their profession	Demystifying 'capacity building'	Glass ceilings, glass houses, or glass parasols?	From post excavation to après-fouille
Coffee break				
16.00-17.30				
Fringe events				
13.45 – 17.30	Excursion 1: St Fagans National History Museum			
17.35 – 18.00				Information Management group AGM
19.30 – late	Social evening at the Urban Taphouse <i>NB the event is a ticketed buffet & is fully booked</i>			

EXCURSION

EXCURSION 1

13.45 – 17.30 ST FAGANS NATIONAL HISTORY MUSEUM

Time: 13:45 from the conference venue

Travel: by coach from the venue, returning at 17:00 (17:30 at the conference venue)

Numbers are limited, so please check the sign-up sheets at the Cifa information desk to book your place. If you have pre-booked online, your name will already be listed.

St Fagans National History Museum (www.museumwales.ac.uk/stfagans/about/) is one of Europe's leading open-air museums including over forty original buildings from various historical periods in Wales re-erected within the 100-acre parkland. You will find a wonderful array of historic buildings within the grounds of St Fagans, from traditional cottages and houses, a chapel and school to various mills, a post office, tannery and tollhouse.

Staff at the museum will accompany a tour around the site, providing an introduction to the museum, a tour of some key buildings and discussion of the current development project. Visitors will be at the site for approximately two and half hours.

ROOM: BRECON

13.25 – 13.50 LUNCH & LEARN: CV SURGERY WITH CIFA NEW GENERATION GROUP Lunch & Learn

- Don't know where to start writing your CV?
- Unsure how to best demonstrate your skills and experience?
- Want to know what recruiters are looking for in a CV?

Whether you are trying to get your first foothold onto the career ladder or are seeking to progress from your current role, a good CV is a key to success.

As part of the 2015 Cifa conference the New Generation Special Interest Group are running a CV surgery where early career archaeologists can speak to an established professional about how they can enhance their CV and make sure that they stand out from the crowd. Appointments will be 15-20 minutes in length and take place during a lunch break at the conference.

Our panel will include advisors from the following areas of the profession:

- Field archaeology and post-excavation
- Academia
- Heritage consultancy
- Marine archaeology
- Museums and archives
- Local and national government

Appointments will need to be made in advance, and remember to bring your CV to the conference with you! Appointments will be allocated on a first come, first served basis. If you would like to sign up for one, or would like some more information about the event, please email Ben Jervis (jervisb@cardiff.ac.uk). Make sure to tell us which area(s) are of particular interest to you.



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ROOM: CAERNARFON

14:00 – 17:30 THE FUTURE OF THEIR PROFESSION

Organiser(s): Peter Hinton and Jan Wills, ClfA

PROGRAMME

14:00 – 14:15

14.05 – 14.25

14.25 – 14:45

14.45 – 15:05

15.05 – 15:30

15:30 – 16:00

16.00 – 16.20

16.00 – 16.05

16.05 – 16:10

16.10 – 16.20

16.20 – 17.20

17.20 – 17:30

Introduction

Surveying for the future

Lynda Jubb, Chair RICS Building Conservation Forum

The future generation of architects

Robert Firth, Council member RIBA, Vice President Royal Society of Architects in Wales

Post-Charter depression and how to avoid it

Alastair McCapra, Chief Executive, CIPR

Twenty-first century challenges for professionals and professional institutes

Professor Andy Friedman, University of Bristol and CEO of PARN

Coffee break

Short presentations from institutes exclusively concerned with the historic environment

Alison Richmond, Chief Executive, ICON

Kate Kendall, Learning Education Training & Standards Liaison Officer, IHBC

Alex Llewellyn, Head of Governance and Finance, ClfA

Panel discussion

Chaired by Peter Hinton, Chief Executive, ClfA

Injury time, closing remarks and reflections on future work for ClfA

ABSTRACTS

14:00 – 17:30 THE FUTURE OF THEIR PROFESSION

Organiser(s): Peter Hinton and Jan Wills, ClfA

Receiving a Royal Charter is a very significant recognition of the Institute and its work. It acknowledges the professionalism of ClfA members, and allows us all to seek or assert parity of esteem with fellow professionals in other chartered institutes. So how do we capitalise on this opportunity? How does our position with compare with that of other professions and professional associations? What we can learn from what they have done, how they see the future, and how they are facing up to it?

14.05 – 14.25 Surveying for the future

Lynda Jubb, Chair RICS Building Conservation Forum

The Royal Institution of Chartered Surveyors has already grown to over 118,000 members in 17 disciplines since the formation of the Surveyors Club in 1792. This diverse body, which became an institution in 1868, includes a historic building forum with 800 members among all our world regions. Over a fifth of chartered surveyors already practice outside the UK, and with strong growth in both mature and emerging economies, the forecast for RICS is that, quite soon, there will be more members outwith the UK than within it. But where shall we go next? The RICS futures project has engaged widely in debate on three key scenarios for 2030:

1. Scenario 1 – a world of winners and losers, much as we are now, but with large people movements and emerging markets developing new cities and hubs, sometimes at the expense of our future wellbeing.
2. Scenario 2 – a world where resources are squandered under zombie leadership and where society teeters on the verge of crisis.
3. Scenario 3 – a world with trusted governance, fair distribution and sustainable business models filled with possibilities.

What we know for sure is that in future, surveyors will be more diversely qualified, better educated and more connected than ever. RICS will be working with other professional bodies, such as ClfA, to put the public interest firmly at the heart of historic environment practice. In fact, technology, knowledge and ethics are just three of the seven pillars that the RICS futures project has identified – please join the debate on the RICS futures website, and share your views with us in this exciting discussion.

Weblink: <http://www.rics.org/uk/the-profession/rics-futures/>

14.25 – 14:45 The future generation of architects

Robert Firth, Council member RIBA, Vice President Royal Society of Architects in Wales

Future generations – Gen Y and Gen Z – are bringing different skill sets, attitudes and priorities into the profession. Architecture is a vocation which can fulfill many of the key drivers for the new generations - digital technologies, altruism through design, creative thought processes and a fast paced environment to work in. Conversely the new generations will also change the profession of architecture to suit their preferred ways of working and designing. We anticipate virtual practices, a portfolio of careers, numerous semi-architectural spin off roles and a major change to the working environment and site operations. The architectural profession and the whole construction industry could be very different in the near future. Robert Firth has served on RIBA Council member 2000–2006 and 2014–2017, was President of the Royal Society of Architects in Wales President 1999–2001 (about to be elected for a second time (2015–2017)), has been a Distinguished Visiting Fellow at the Welsh School of Architecture for 16 years and is a Past Chair of the Construction Industry Council in Wales. In his career he has been Principal Architect at Swansea City Council 1992–1995, Partner at Austin-Smith:Lord 1995–2005, Head of Architecture at Capita Architecture 2005–2010 and Managing Principal at HOK International 2010-2013.

14.45 – 15:05 Post-Charter depression and how to avoid it

Alastair McCapra, Chief Executive, CIPR

The number of royal charters granted to professional bodies and learned societies has never been higher – making those who don't have one feel ever more pressured. Working towards achieving chartered status can take years of planning and preparation, and involve some nasty internal feuds. Yet is quite common for organisations which have achieved chartered status to experience a 'hangover' and perhaps to wonder why they ever bothered becoming chartered in the first place. The journey to chartership is often buoyed up with mirages, the passage leaves you feeling seasick, and the attractions of the new port are often disappointing. Alastair McCapra will talk about some of the issues faced by other organisations in obtaining their chartered status. He will also suggest ways that these problems can be overcome to ensure that the newly-chartered professional body is able to deliver on the promise that chartership originally offered.

Alastair is Chief Executive of the Chartered Institute of Public Relations, and was previously Chief Executive of the Landscape Institute and the Institute of Conservation. He is also a Fellow of the Society of Antiquaries of London and a board member of Wikimedia UK, the charity that promotes the sharing of knowledge on Wikipedia and its sister projects.

15.05 – 15.30 Twenty-first century challenges for professionals and professional institutes

Professor Andy Friedman, University of Bristol and CEO of PARN

The 21st century is already proving to be particularly challenging for professionals and professional institutes. Competition is rising from many sources, new professions are developing and old ones are widening their jurisdictions, invading each other's space. In particular competition is growing exponentially from information freely available on the Internet which, in the past, would only have been available through professionals. In addition automation of tasks and the appearance of new instruments to carry out tasks still in the remit of professionals seem to be speeding up. Challenges of new media are greater than these direct effects. The availability of information about examples of professional incompetence or misconduct is much greater with the Internet and, more recently, social media. Trust in most social institutions has been declining. In addition a new broad concern with authenticity has been arising over the last few years (this may be a consequence of reality TV shows). Together there is an imperative for professionals not only to maintain their competence, but to be seen to do so. Not only an imperative for professional institutes to come down on instances of incompetence and misconduct, but to be seen to do so. In addition there is a need to identify efforts towards maintaining (and raising) competence of professionals and raising the reputation of the profession and, as far as possible, to measure them.

Important moves to raise the trustworthiness of professionals and their perceived trustworthiness are being undertaken by professional institutes. However this may be viewed as just so much window-dressing by many. The challenge will be to demonstrate the effectiveness of these policies, for professional institutes and professionals to demonstrate authentic trustworthiness.

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ROOM: BRECON

14:00 – 17:30 DEMYSTIFYING ‘CAPACITY BUILDING’

Organiser(s): Kenneth Aitchison, Landward research and Amanda Feather, Historic England

PROGRAMME

14:00 – 14:10

Introduction

Kenneth Aitchison, Landward research and Amanda Feather, Historic England

14.10 – 14.30

Heritage 2020: building capacity through collaborative working

Mike Heyworth, Director, CBA

14.30 – 14.50

The experience in Wales – Assembly, Policy, Trusts, local authorities

Andrew Marvell, Glamorgan-Gwent Archaeological Trust Ltd and Gwilym Hughes, Cadw

14:50 – 15:10

High Speed Two: A Question of Scale

Helen J Glass, Archaeology and Heritage Manager, HS2 Ltd.

15:10 – 15:30

Building capacity – ensuring our profession has the skills it needs in the future

Kate Geary, ClfA

15:30 – 16:00

Coffee break

16:00 – 16:20

Beyond the training room: a practical guide to organisational knowledge management for capacity building

Edmund Lee, Knowledge Transfer Manger, Historic England

16.20 – 16.40

Individual development and leadership: its contribution and feed-back into sector capacity-building

Mark Dunkley, Heritage Consortium Fellow 2014/15, Clore Leadership

16.40 – 17.00

Heritage Lottery Fund's Catalyst programme

Gemma Thorpe, Catalyst Programme Manager, Heritage Lottery Fund

17.00 – 17.30

Summary

Kenneth Aitchison, Landward Research and Amanda Feather, Historic England

ABSTRACTS

14:00 – 17:30

DEMYSTIFYING ‘CAPACITY BUILDING’

Organiser(s): Kenneth Aitchison, Landward Research and Amanda Feather, Historic England

14:00 – 14:10

Introduction

Kenneth Aitchison, Landward research and Amanda Feather, Historic England

The introduction is based around the United Nations approach to capacity development 5 steps – engage stakeholders, assess capacity, formulate programmes, implement, evaluate. We will review how the concept of capacity building has developed and examine how this can be used for the historic environment. Then we will look at how it can be applied to the heritage sector through a range of case studies which explore these different elements.

14.10 – 14.30

Heritage 2020: building capacity through collaborative working

Mike Heyworth, Director, CBA

Heritage 2020 is a new initiative in England to agree areas for collaborative working to add value to existing activity and deliver shared priorities for the historic environment. It is led by the Historic Environment Forum and follows on from the National Heritage Protection Plan, although it has a wider ambit with five themes: discovery, identification & understanding; constructive conservation & sustainable management; public engagement; capacity building, and helping things to happen. This presentation will describe the background to the new initiative and set out the initial thinking for how organisations can work together across England to build capacity.

14.30 – 14.50

The experience in Wales – Assembly, Policy, Trusts, Local Authorities

Andrew Marvell, Glamorgan-Gwent Archaeological Trust Ltd and Gwilym Hughes, Cadw

Management of the distinct historic environment of Wales is a devolved area of responsibility. Welsh Government has published a Historic Environment Strategy for Wales and specific legislation and associated guidance is due to be introduced in the Senedd in 2015.

The Historic Environment Strategy identifies a series of actions, in the main led by Cadw but also articulates how and where other partners might contribute towards delivery. This has been amplified in a detailed action plan, and partners are expected to report on progress through various mechanisms, most notably the Historic Environment Group originally set up to advise the minister holding the Historic Environment portfolio and retained by successors. The strategy is therefore being delivered by Government and Non-Government bodies that need to work with synergy recognising the mutual benefits of delivering common aims in productive partnerships. Trust and respect needs to be coupled with realism.

This paper will set out the national strategy, as led by Cadw, and the mechanisms for delivering it, then briefly review how one of non-government groups, the Welsh Archaeological Trusts, are contributing to certain aspects of the delivery. It will consider how undertaking work of this type and in this context requires certain capacity but can also enhance capacity particularly in respect to professionalism and competency on the part of the trusts, the related dimension as ClfA Registered Organisations, and their potential ability to strengthen through engagement wider public capacity, before finally considering potential risks and weaknesses and how effectiveness might be measured.

14:50 – 15:10

High Speed Two: a question of scale

Helen J Glass, Archaeology and Heritage Manager, HS2 Ltd

Phase One of HS2 will necessitate the largest programme of archaeology and heritage works ever undertaken in the UK. It will connect London with Birmingham and the West Midlands. The route crosses multiple counties, metropolitan areas and planning authorities. This talk will outline how HS2 Ltd as a whole is engaging with its supply chain and initiatives regarding skills and employment. It will consider some of the challenges which our discipline faces to support and deliver works on this unprecedented scale.

15.10 – 15.30

Building capacity – ensuring our profession has the skills it needs in the future

Kate Geary, ClfA

In the context of skills development, capacity building means developing the workforce we need now but more importantly, also understanding what skills we might need in the future and developing the training necessary to deliver them. Using examples from the work of ClfA and partners on the HLF funded Training Bursaries and Skills for the Future programmes, this paper will outline why a more strategic, sector-wide approach to training and skills development is vital if our profession is to develop and thrive in the future.

16.00 – 16:20

Beyond the training room: a practical guide to organisational knowledge management for capacity building

Edmund Lee, Knowledge Transfer Manger, Historic England

It's a time-honoured maxim that 'your people are your greatest asset'. But how do you manage the knowledge and expertise of your organisation in practice? This talk will present five practical ways of achieving better knowledge management. It will draw on the experience of the Capacity Building Team at Historic England, and the theory and practice of the knowledge management sector. Beyond the traditional face-to-face training course, a wide range of techniques for knowledge auditing, knowledge retention, and knowledge exchange have developed out of disciplines as diverse as international development and open source programming, and are in regular use in industry and the public and voluntary sectors. How can your organisations, and the historic environment sector, make best use of these new ways of working?

16.20 – 16.40

Individual development and leadership: its contribution and feed-back into sector capacity-building

Mark Dunkley, Heritage Consortium Fellow 2014/15, Clore Leadership

The Clore Leadership Programme was established as an independent organisation in 2004 and was set up in order to help develop a generation of cultural leaders. Clore Fellowship is a programme of leadership development tailored to the individual:

THURSDAY 16 APRIL

THURSDAY 16 APRIL

new-found skills are put into practice through workshops, a secondment and collaborative enquiry. The heritage consortium fellowship is supported by the Clore Leadership Programme, Historic England, the Heritage Lottery Fund and the National Trust.

One of the key aims in Historic England's Corporate Plan 2015-2018 that will translate through the Action Plan, is the need to stimulate greater participation to improve our understanding of what heritage is at risk and why in order to champion England's heritage.

This paper will show how personal leadership development contributes to the creation of participatory opportunities, priorities and resilience within the sector by enabling others to excel against the backdrop of the Spending Review.

16.40 – 17.00 Heritage Lottery Fund's Catalyst programme
Gemma Thorpe, Catalyst Programme Manager, Heritage Lottery Fund

This section will give an overview of the Heritage Lottery Fund's Catalyst programme, launched in 2011-2012 and sponsored jointly by the Department for Culture, Media and Sport and Arts Council England. It will explore the broad range of activity funded through the capacity building strands, Catalyst: Small grants and Umbrellas, with examples of how different organisations have utilised the funding to increase their capacity to access private funding and improve their financial sustainability in the longer term.

ROOM: PEMBROKE

14:00 – 17:30 GLASS CEILINGS, GLASS HOUSES, OR GLASS PARASOLS?
Organiser(s): Paul Belford (CPAT) and Hilary Orange (UCL)

PROGRAMME

- 14:00 – 14:05 Introduction**
Paul Belford (CPAT) and Hilary Orange (UCL)
- 14:05 – 14:25 Drowning in a drip feed of molten glass**
Sarah May, UCL
- 14:25 – 14:45 Are we a profession yet? Archaeology and equity**
Rachel Pope, University of Liverpool
- 14.45 – 15.05 Parents in archaeology: challenges facing parents working in archaeology in Wales**
Fiona Grant (CADW) and Ian Grant (PCAT)
- 15.05 – 15.25 Gender equality and personal responsibility in the new ClfA: what being equal really means**
Joe Flatman, Historic England
- 15:30 – 16:00 Coffee break**
- 16.00 – 16.20 Let's DO something! The potential for a ClfA Equality and Diversity special interest group**
Hannah Cobb, University of Manchester
- 16.20 – 16.40 Sitting comfortably? Observations and anticipations from an early-career female archaeologist in Wales**
Menna Bell, Clwyd Powys Archaeological Trust
- 16.40 – 17.00 not available at time of printing**
Ceinwen Paynton, National Trust
- 17.00 – 17.20 Experience from the front line: watching briefs, builders and child care**
Kate Pitt, Clwyd Powys Archaeological Trust
- 17.20 – 17.30 Discussion**

*This session will be recorded by
Landward Research Ltd*

ABSTRACTS

14:00 – 17:30 GLASS CEILINGS, GLASS HOUSES, OR GLASS PARASOLS?
Organiser(s): Paul Belford (CPAT) and Hilary Orange (UCL)

Women have always played a prominent role in archaeology (<http://trowelblazers.com/>), and recent research shows that numbers of women in archaeology are increasing – some 46% in 2012-13 compared to 35% in 1998-99 (Aitchison and Rocks-Macqueen 2013, 93-94). However these figures mask an imbalance across the profession as a whole. For example more than 70% of archaeologists working for private-sector organisations are men; on the other hand 67% of those employed in museum and user/visitor services are women. Recent research has identified barriers to women in academic archaeology, which are part of wider issues around gender equality in academia. Some indicators suggest that the problem is a persistent one (Maliniak et al. 2013); Croucher and Cobb (2014) have argued that the notion of the 'glass ceiling' is alive and well in British academic archaeology. Looking at the situation in Australia, Smith and Burke (2006) developed a nuanced argument around 'glass parasols' – in effect portable glass ceilings carried around by individuals. Others would suggest that there are no such things and the solution is for men and women to get on with it. This session seeks to explore these issues in relation to the professional practice in the UK.

14:05 – 14:25 Drowning in a drip feed of molten glass
Sarah May, UCL

All of the glass metaphors in the title of the session imply an invisible barrier delimiting a place in which women can move, and develop careers, freely. The image is women, at some point in their career, bumping into this barrier. Surprise! 'All the power in archaeology rests with men' While the truth of this fact, demonstrated by the stats and research in session abstract, may be a surprise to men, it is not a surprise to women. If getting to the top is a race, women are constantly burdened with new weights to carry throughout their careers. Stereotype threat, double standards, judged on different qualities, different social responsibilities, all these simply make it more difficult for women to achieve the same influence and power as men. It's this drip feed that creates the imbalance, not a clear barrier that can be identified and removed. While this is a society-wide problem, it has particular challenges in archaeology, not least because career progression is so complex and poorly defined. As with all other diversity issues, the effects of the imbalance also have different consequences. If men control the discipline that constructs and maintains our heritage, our heritage will work against any change to that imbalance. Heritage is too powerful to be left in the hands of the few. Strategies to resist the drip feed will be different to those aimed at breaking a ceiling. We need to be honest about the circumstance so that people who are struggling don't blame themselves. We need to understand how societal issues translate into specific problems for archaeology. We need to be more supportive to people throughout their careers.

14:25 – 14:45 Are we a profession yet? Archaeology and equity
Rachel Pope, University of Liverpool

Building on the author's work for British Women Archaeologists, this paper will begin by discussing the fight for equal access to Higher Education, before turning to employment conditions in the Heritage Sector. The paper will consider the issues of sexism in the workplace, maternity and paternity rights, as well as gendered networking, mentoring, and promotion – all factors contributing to a gender pay gap of £2,149 per year; with women often working below their skills level and leaving the sector in their 30s. The paper ends with a series of solutions for us to take forward, in the year that the Equality Challenge Unit introduces the new Gender Equality Charter Mark for the Humanities and Social Sciences (the equivalent of Athena SWAN). As a newly chartered profession, will we create a ClfA that is committed to working pro-actively to achieve employment equity.

14.45 – 15.05 Parents in archaeology: challenges facing parents working in archaeology in Wales
Fiona Grant (CADW) and Ian Grant (PCAT)

Juggling a career and raising children is difficult whatever your profession, and many challenges faced are common to all lines of work. However, this short paper explores whether parents working within the archaeological profession, particularly within commercial archaeology and particularly within Wales, face specific or more enhanced challenges. The following elements may all contribute to the challenge of combining an archaeological career with parenting: rates of pay, short contracts and variable working hours; childcare provision; distance, infrastructure and technology limits such as public transport, road networks, broadband and mobile coverage. These will be discussed within the context of the profession within Wales. However, many aspects may also apply to those working within the industry in any region with similar geographic constraints.

We discuss what mechanisms have been applied by some employers to alleviate some of the issues, whether voluntarily or owing to employment legislation, and ask what more could be done, and why.

15.05 – 15.25 **Gender equality and personal responsibility in the new ClfA: what being equal really means**
Joe Flatman, Historic England

This paper will focus on the wider corporate and also personal responsibilities to ensure gender equality that the author feels are necessary now that the IFA is the ClfA. Challenging the underlying culture of misogyny that pervades the heritage community, the paper will explore what being equal really means to us all, and how we can and should challenge the status quo through words, thoughts and deeds in 2015

16.00 – 16.20 **Let's DO something! The potential for a ClfA Equality and Diversity special interest group**
Hannah Cobb, University of Manchester

We know that the state of affairs for both gender, and other areas of diversity, is problematic within our profession. As the session abstract identifies, there are glass ceilings and glass parasols aplenty. So how can we shatter these? What are the practical steps we can take to address our woeful record for disciplinary diversity? In this paper I will present a proposal for a ClfA Equality and Diversity special interest group, outlining what it might cover and crucially what it has the potential to do. However, this is also a paper that is open ended – it is just the beginning of the process of turning possibilities into practice. The group is not yet founded and needs a founding committee of corporate members. Could you be one of these? Or do you have any suggestions as to what an Equality and Diversity group could do? I hope that this paper will stimulate further debate and further action, and provide a forum to take the aspirations of this group forward.

16.20 – 16.40 **Sitting comfortably? Observations and anticipations from an early-career female archaeologist in Wales**
Menna Bell, Clwyd Powys Archaeological Trust

My experience has been a positive one. From the point of view of the professional historic environment services in Wales, there is a good gender balance in all aspects – especially within the four Welsh Archaeological Trusts. At the moment the view is good, and in my opinion the outlook is even better. Others may express concern about a mid-career drop-off, and wonder where – if we are indeed losing women – we might find them. I cannot speak for other sectors – such as the academic world – but I personally don't see a situation ahead where I might disappear into a void in my mid-30s and emerge later as some sort of 'survivor'. I am not anticipating any barriers wherever I go as an archaeologist.

16.40 – 17.00 **not available at time of printing**
Ceinwen Paynton, National Trust

17.00 – 17.20 **Experience from the front line: watching briefs, builders and child care**
Kate Pitt, Clwyd Powys Archaeological Trust

ROOM: KIDWELLY

14:00 – 17:30 **FROM POST-EXCAVATION TO APRÈS-FOUILLE: ADDING VALUE TO OUR PRODUCTS IN THE 21ST CENTURY**

Organiser(s): Phil Mills (Finds Group), Duncan Brown (Archaeological Archives Group) and Nicola Powell (Project Management Group)

PROGRAMME

14:00 – 17:30 **Training workshop afternoon programme**

Part Two of the training workshop will facilitate discussion with participants from all sectors of the profession, and to set up a working group to produce a guide for best practice in post excavation. This will comprise short presentations to the audience from representatives of each of the organising SIGS, leading into a general discussion. This will lead onto a structured discussion to which all delegates will be encouraged to contribute.

The discussion panel will include:

Steve Haynes (ARUP)
Kayt Marter Brown (Surrey County Archaeological Unit)
Natasha Powers (Allen Archaeology)
Duncan Brown (Historic England)

Friday 17 April, 9:30 – 15:30

Time/ room	Caernarfon	Brecon	Pembroke	Kidwelly
9.30-11.00	Our past, its future: the built environment in a changing world	The future of archaeology has been shelved	The big picture. Big data, knowledge organisation and the historic environment	'Easier said than done' – understanding archaeological works within paradigm of the bigger undertaking
Coffee break				
11.30-13.00				
Lunch break				
14.00 – 15.30	Fringe events			
9.30 - 13.30	Excursion 2 - Caerleon Roman Fortress and Baths			
13.30 – 13.50	Lunch & learn: Working with drones			Project management group AGM

FRINGE: Excursion 2

Caerleon Roman Fortress and Baths

Date: Friday 17 April

Time: 09:35 from the conference venue

Travel: by coach from the venue, returning at 12:45 (13:15 at the conference venue)

The remains on view at Caerleon (<http://www.museumwales.ac.uk/roman/ruins/>) will provide delegates with a vivid picture of life in second-century Roman Britain. Known as Isca to the Romans, the fortress itself was a playing-card shape, covering 50 acres of land in which the Museum now lies.

Just a few minutes walk from the galleries takes you to the most complete Amphitheatre in Britain, beautifully presented Fortress Baths, and the only remains of a Roman Legionary Barracks on view anywhere in Europe.

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ROOM: CAERNARFON

9.30-15.30 OUR PAST, ITS FUTURE: THE BUILT ENVIRONMENT IN A CHANGING WORLD

Organiser(s): Ed James, Beacon Planning Ltd and Cath Poucher, ClfA Buildings Archaeology group

PROGRAMME

- 9.30 – 9.55 The what, where, and so what of major environmental threats
Neil Redfern, Historic England
- 9.55 – 10.20 Informing heritage policy in an uncertain climate – a perspective from EIRE.
Cathy Daly, [Heritage Management and Conservation Specialist](#) (Former Researcher, Dublin Institute for Technology and ICOMOS Ireland)
- 10.20 – 10.45 Heritage significance assessments to evaluate retrofit impacts
Carsten Hermann, Historic Scotland
- 10.45 – 11.00 Discussion
- 11.00 – 11.30 Coffee break
- 11.30 – 11.55 Are building archaeologists adapting as the market changes?
Bob Hill, Historic Building Advisory Service
- 11.55 – 12.20 Managing coastal change and the use of Sectoral Adaptation Plans – a case study from Wales
Andrew Davidson (Gwynedd Archaeological Trust) and Tom Pert, RCAHMW
- 12.20 – 12.45 Managing the built environment through wider landscape assessment and modelling: a case study from the Derwent Valley Mills World Heritage Site, Derbyshire, UK
Andy Howard (Landscape Research and Management), David Knight (Trent and Peak Archaeology), Steve Malone (YAT), Tom Coulthard (Dept. Geography, Environment and Earth Sciences, University of Hull) and Karen Hudson Edwards (Dept. Earth and Planetary Sciences, Birkbeck, Uni. London)
- 12.45 – 13.00 Discussion
- 13.00 – 14.00 Lunch break
- 14.00 – 14.30 Preparing Emergency Services and Their Partners for Disaster Planning with Respect to Heritage Assets
Jack Hanson (Worcestershire Archive and Archaeology Service) and Andy Howard (Landscape Research and Management)
- 14.30 – 15.00 The vital role of archaeological research in planning for a changed climate
Robyn Pender, Historic England
- 15.00 – 15.30 Discussion

ABSTRACTS

9.30-15.30 OUR PAST, ITS FUTURE: THE BUILT ENVIRONMENT IN A CHANGING WORLD

Organiser(s): Ed James, Beacon Planning Ltd and Cath Poucher, Historic England

English Heritage's NHPP 2011-2015 and Key Messages Report (2013) identify a suite of environmental and related threats to our built heritage. The obvious implications of climate change mean a balance is needed to be struck between the imperative to be sustainable, and the need to conserve heritage significance. Is this balance right? Are existing conservation principles, based on C19 thinking, still appropriate in the context of increasing environmental pressures, or do they need re-considering? Is

preservation-in-situ still viable for the most vulnerable sites?

The topic is broad, encompassing issues like the impact of the installation of new forms of insulation, heating, and other energy efficiency measures in traditional buildings, the impact of water management legislation on river and canal-side heritage such as fish weirs, and the impact of rising sea levels.

Our session aims to address these themes and, crucially, think about the future role of buildings archaeologists and ClfA within the wider professional and academic sectors in this context. What do our clients think they want from our expertise, and what do they actually need? What is appropriate in the context of the NPPF, and what exemplar case studies are there which illustrate the benefits of buildings archaeology?

9.30 – 9.55 **The what, where, and so what of major environmental threats** Neil Redfern, Historic England

As an introduction to the session this paper will outline the results of a major piece of work commissioned by English Heritage to consider the 'Where and What of Major Environmental Threats' and the consequences for the Historic Environment. It will summarise Atkins findings and will pose a series of questions which follow out of the research.

Climate Change and the responses of people to the threat of Climate Change are as real as ever, however, there is nothing new about some of the themes identified by Atkins such as coastal erosion and flooding. The report highlights the need to view Climate Change and Human Actions as risk Multipliers rather than threats in their own right. It is how we engage with these two issues and understand the long-term consequences of our actions today that we need to focus on in more detail and not necessarily the actual threats. Indeed it may be that the subject offers us a real opportunity to rethink our approaches to managing the wider historic environment: helping us move away from the concepts of protection, preservation and finite non-renewable resource to a discussion on resilience, management, inevitable loss and enhancement.

9.55 – 10.20 **Informing heritage policy in an uncertain climate – a perspective from EIRE.** Cathy Daly, Heritage Management and Conservation Specialist (Former Researcher, Dublin Institute for Technology and ICOMOS Ireland)

It is logical to say that policy is likely to be most effective when it is well informed. In considering policies relating to climate adaptation however, the degree of inaccuracy in future modelling makes this a seemingly impossible task. Climate change models produce climate projections for the coming century but are constrained by a large degree of uncertainty.

This paper will argue that we as a profession need to get to grips with the issue of climate change despite its uncertainties. If we fail in this it is entirely likely that we will find ourselves operating in a reactive way as extreme events and ill-informed environmental policies come to impact on the built heritage. The paper will take a site based perspective, using case studies in Ireland (the World Heritage sites of Brú na Bóinne and Skellig Michael). It is based on a report by the ICOMOS Ireland climate change sub-committee (2010) and subsequent doctoral research by the author (2014).

The paper will offer a brief exploration of the concept of uncertainty as it relates to climate change scenarios and future projections. The assessment of potential climate change impacts at site level, possible monitoring solutions and the constraints surrounding these will be presented. Discussion will then turn to how uncertainty, future discounting, politics and financial instability have all contributed to the current lack of adaptation policies for the built heritage environment in Ireland. On a wider scale, the slow rate of heritage professionals to engage with the issue, and the difficulties faced by those who do, will also be raised.

10.20 – 10.45 **Heritage significance assessments to evaluate retrofit impacts** Carsten Hermann, Historic Scotland

Retrofitting buildings inevitably impacts on their heritage significance. Although only 3% of the UK's building stock is heritage designated (through 'listing'), about 20% of the total is older than 100 years and could therefore be considered as being of heritage significance. Many of these historic buildings are located in urban settings and contribute significantly to cultural identity and place making. Government policy to mitigate climate change aims at significantly retrofitting the building stock to improve its energy performance. This will include the retrofitting of historic buildings. The retrofitting process should therefore be done in ways which minimise or prevent any negative impacts on the buildings' heritage significance.

To allow easy, systematic and transparent assessments of the heritage significance of historic buildings and to balance these with the impacts of retrofit solutions, an assessment system has been developed as part of EFFESUS, a European project researching

energy efficiency for historic districts. The system will be one of six modules of a Decision Support System to evaluate retrofit measures at district scale. The assessment system will allow for heritage significance assessments on the basis of building and urban elements and will be flexible with regard to the detail used, making it equally usable for buildings of minor heritage significance and monuments of high significance. The presentation will outline the conceptual model developed and illustrate it using case study examples.

11.30 – 11.55 **Are building archaeologists adapting as the market changes?** Bob Hill, Historic Building Advisory Service

This is a changing world for buildings archaeologists, but are we keeping up with those changes? Climate change is a very public and much discussed aspect and this touches many areas of the environment whether it is natural or manmade. This is becoming common part of our work such as with flood mitigation projects, but also adapting buildings so they have greater economical and environmental resilience to help ensure their survival.

Generally we are reactive in the services we deliver, often involving train spotting type building recording and more recently producing heritage impact assessments. Is that enough to carry our profession into the future? Whether we like to admit it or not buildings archaeology is part of the property, development and construction industry. That is also going through huge changes both in how it operates and the form of services which they require.

Building information modelling (BIM) systems are required for all government projects by 2016, and the remainder of the industry will follow within a few more years yet are we ready for that? Can we better protect our historic heritage by being pro-active and being able to suggest alternative design and cost options as well mitigation construction proposals? Our clients are looking for greater integration of the services from their professional teams deliver. Are buildings archaeologists gearing-up to provide the necessary levels of skills to protect our heritage? Are we interested in investing in developing a greater range of skills necessary to properly advise our clients on how to that and turn increase our professional profile and guarantee future fee incomes?

11.55 – 12.20 **Managing coastal change and the use of Sectoral Adaptation Plans – a case study from Wales** Andrew Davidson (Gwynedd Archaeological Trust) and Tom Pert, RCAHMW

This talk will describe how the impact of climate change on the historic environment, and particularly changes associated with rising sea levels, are being assessed within Wales. The paper will examine a pilot area using a variety of mapping techniques undertaken by RCAHMW which allows the potential impact to be measured on a range of monument types and landscapes. This will be followed by a look at how potential impacts can be mitigated. The use of Sectoral Adaptation Plans as a strategic planning tool to identify impact and outcome of change will be described, and examples of plans will be given.

12.20 – 12.45 **Managing the built environment through wider landscape assessment and modelling: a case study from the Derwent Valley Mills World Heritage Site, Derbyshire, UK** Andy Howard (Landscape Research and Management), David Knight (Trent and Peak Archaeology), Steve Malone (YAT), Tom Coulthard (Dept. Geography, Environment and Earth Sciences, University of Hull) and Karen Hudson Edwards (Dept. Earth and Planetary Sciences, Birkbeck, Uni. London)

The availability of resources such as coal, limestone and metal ores together with water for power, was critical to the development of the heavy industries that kindled the 'Industrial Revolution. Paradoxically, however, many of these advantageous physiographic and geological characteristics, which were essential to industrial development, also create environments where geomorphological processes are most sensitive to future climatic and environmental change. Coupled with the legacy of pollution associated with many of these industrial landscapes, these inherited characteristics now pose significant threats to the historic environment when impacted by processes such as changing flood frequency and magnitude.

Whilst dealing with individual sites is often challenging, the response has added complexity where the historic environment comprises multiple assets and site integrity is based upon the entire resource. The Derwent Valley Mills World Heritage Site (DVMWHS) is one such example, comprising a series of major mill complexes, workers' houses, schools, churches and public houses stretching over a distance of 24km along the River Derwent between Matlock Bath and Derby.

This paper describes a methodological 'landscape' approach to managing the built and other historic assets of the DVMWHS. This seeks to understand how the valley has responded to natural geomorphological change over the past millennium, a period that includes the major climatic anomalies of the Medieval Warm Period and Little Ice Age. Within this context, HER data for the

Medieval, Post-Medieval and Modern periods have been collated and mapped to elucidate past human activity and responses to environmental change. Alongside this investigation of past activity, fluvial modelling has been undertaken to demonstrate how the river might respond within its valley floor to future climate change. This methodological approach is helping to inform the development of risk management and mitigation strategies for the historic environment of the WHS and has wider generic applicability.

14.00 – 14.30 **Preparing Emergency Services and Their Partners for Disaster Planning with Respect to Heritage Assets**

Jack Hanson (Worcestershire Archive and Archaeology Service) and Andy Howard (Landscape Research and Management)

This paper will present the results and insights derived from an English Heritage funded project undertaken in response to the National Heritage Protection Plan's (NHPP) activity 2C1 – 'Major Environmental Threats'. The project focused specifically on the impacts of flooding on the historic environment and how we mitigate for, and adapt to increased risk in the light of future climate change.

The project aimed to understand immediate threats to Worcestershire's built heritage and historic environment from flood events, alongside the associated practices of mitigation, adaptation, response and recovery. It has examined how historic environment principles and practice are (or are not) incorporated into emerging flood-management and disaster-planning strategies within local authorities; considered the roles of historic environment professionals and organisations, critically appraising the effectiveness of existing expertise and guidance; aimed to inform public perceptions and understanding of flooding in both the present and the historical past; and consulted communities at risk from flooding to garner their perspectives and experiences of both working alongside historic environment practitioners, and the extent of their knowledge in respect of sustainable mitigation, adaptation and/or repair of built heritage assets.

The paper will focus on issues raised in respect of conserving built heritage assets in response to pressures from direct flood-damage, and indirect change implemented through mitigation and recovery. It will attempt to critically assess the varying roles of property owners, local authorities, contractors, and statutory agencies in managing change to historic built assets through case studies of exemplar sites and situations within Worcestershire.

14.30 – 15.00 **The vital role of archaeological research in planning for a changed climate**

Robyn Pender, Historic England

Despite preconceptions to the contrary, there is no essential conflict between "heritage conservation" and the actions needed to reduce energy and carbon in the built environment, or to adapt for a future in a changed climate. If conflict exists, it is in the

ROOM: BRECON

13.25 - 13.50 **LUNCH & LEARN ARCHAEOLOGY AND AERIAL DRONE IMAGING**

Dean Overton, Overdrones Ltd

We will firstly be talking in general about the aerial drone imaging market worldwide. We will then be showing them video of a drone in flight with examples of the quality of HD photography and video that can be produced - and how the images can be digitally zoomed by the customer for more detail. We will be bringing one of our drones along to the presentation so we can demonstrate some of these facilities (without actually flying it, of course, because we are inside). We will then talk about the different types of aerial drones on the market and what their strengths and weaknesses are in the world of archaeology. And then we will finish with some exciting technological drone developments just around the corner and how these will benefit the archaeologist.

Overdrones Ltd is a UK wide supplier of aerial drone services. The company has licences for all of its pilots and also the vitally important Permission for Air Work (PFAW) from the CAA - enabling it to use aerial drones for commercial survey work. In the past year it has carved itself a niche in the UK heritage sector, being currently engaged in an high resolution photography and creative Full High Definition (FHD) video project with Historic Royal Palaces at Hampton Court and, only in January, a detailed survey of Durham Cathedral. Aerial Drones are also perfectly suited to bring that extra 3rd dimension to archaeological surveys.

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showpiece buildings constructed after the Industrial Revolution, in contrast, simply had to be usable with a minimum input of precious energy. Moreover, the buildings that have come down to us were not only successful in this sense, but also successfully survived centuries of weather extremes. Far from being a "special interest" group that requires special protection, our older architectural heritage is actually a repository of exactly the knowledge we need to learn how to return to ways of living and ways of building that consume the minimum amount of energy, and do not depend on fossil fuels.

Key to effective improvement must be seeing the building system as a whole, composed of not just the building fabric, but of the users, and the systems they incorporated to permit the uses they wished for the building. Clearly, this implies a vital role for the architectural archaeologist, who can see through ill-advised later changes and losses and read the story behind alterations made to improve the building's response to environmental problems, to find solutions adaptable for the present and for the future.

*This session will be recorded by
Landward Research Ltd*

ROOM: BRECON

9:30 – 15:30 **THE FUTURE OF ARCHAEOLOGY HAS BEEN SHELVED**

Organiser(s): Gail Boyle, Society for Museum Archaeology, Duncan Brown, ClifA Archaeological Archives Group, Sam Paul, ClifA Archaeological Archives Group and Roy Stephenson, Society of Museum Archaeology

PROGRAMME

9.30 – 9.40

Introduction

Duncan H. Brown, Historic England

9.40 – 10.05

A glass half empty?

Helen Parslow, Albion Archaeology and ClifA Archaeological Archives Group

10.05 – 10.30

Future-proofing archaeological archives in Wales

Elizabeth Walker, National Museum of Wales

10.30 – 10.55

Born digital: the virtual archaeologist

Stephen Gray, University of Bristol

10.55 – 11.00

Discussion

11.00 – 11.30

Coffee break

11.30 – 11.55

Mapping the value of archaeological archives within museums

Samantha Paul, University of Birmingham

11.55 – 11.20

Firing up for a productive collaboration: maximising the potential of the Mancetter-Hartshill Roman kilns archive

Jane Evans, Worcestershire Archive and Archaeology Service

12.20 – 12.45

Let's get sorted

Lucy Moore, Leeds Museums and Galleries

12.45 – 13.00

Discussion

13.00 – 14.00

Lunch

14.00 – 15.30

An afternoon discussion session prompted by the following short contributions:

Issues identified by the SMA survey and progress to date

Gail Boyle, Society for Museum Archaeology

Provocation, honesty and the debate on selection and access

Roy Stephenson, Society of Museum Archaeology

A perspective from those caught between developers and museums

Karen Thomas, MOLA

ABSTRACTS

9:30 – 15:30

THE FUTURE OF ARCHAEOLOGY HAS BEEN SHELVED

Organiser(s): Gail Boyle, Society for Museum Archaeology, Duncan Brown, Cifa Archaeological Archives Group, Sam Paul, Cifa Archaeological Archives Group and Roy Stephenson, Society of Museum Archaeology

For some, the future of archaeology lies in the huge resource, those records and assemblages, that archaeologists generate. While the same questions continue to be asked of archaeological project archives: what format should they take? what do they need to contain? who are they for and who uses them?; a crisis is looming for the museums that are expected to store this material. There is a danger that museums will be swamped, or that archaeological contractors are becoming de facto substitute museum stores.

An unrefined view is that museums are losing the expertise to recognise the significance of archive material, while contractors work to a commercial imperative framed by the planning system; leading to pressure to be more selective, with accompanying calls for standardization in format, compilation, costs and transfer. This cannot continue and looking forward it is clear that the solution rests in closer liaison between the various interested parties, with the common aim of securing a future for archaeological project archives, or perhaps museum archaeology collections as a whole.

This session aims to look forward, through case studies, new initiatives and discussion of these central questions; what are archaeologists actually doing? Is the relationship between museums and archaeology threatened with extinction? What happens next?

9.40 – 10.05

A glass half empty?

Helen Parslow, Albion Archaeology and Cifa Archaeological Archives Group

The Cifa Archaeological Archives Group (AAG) has spent the last two years holding Good Practice Workshops across England and Wales so that we could gauge the present knowledge amongst those working in archaeological archives, and to raise awareness of some of the problems facing archive workers. These workshops came to a close in July of 2014, and a plenary session was held in September 2014 to look at the results and to try to ascertain where the future of archives lies. This involved all the interested parties - Planning Archaeologists, Consultants, Contractors, Academics, Museums and Community Archaeologists. We looked at the issues that those who are involved with archiving felt were important and came up, after discussions, with the top five issues that we thought the AAG could realistically tackle.

This paper will look at what was learnt from the workshops, whether those who attended will use this knowledge in the future, and what the future might hold for archaeological archives. The AAG feels, as this session suggests, that as the situation stands we could be heading for a bleak future. I aim to show that, by working together, the future is one where the glass is in fact half full.

10.05 – 10.30

Future-proofing archaeological archives in Wales

Elizabeth Walker, National Museum of Wales

Wales is no different to other parts of the United Kingdom in having to face up to particular pressures in managing archaeological archives. Perhaps uniquely it has been able to form a panel (National Archaeological Archives Panel for Wales) that reports to the advisory group (HEG) to the Welsh Minister with responsibility for the Historic Environment in Wales. The membership of the panel includes bodies who produce, and control the circumstances of production, of archaeological archives and those who have the long term charge following deposition.

The panel was given two particular remits: to review national practice standards; and to carry out a survey to establish the nature and extent of current problems and issues.

The survey undertaken in 2012–13 made 21 recommendations. These have been agreed and a roadmap designed for their delivery. The roadmap concerns both legacy issues and future-proofing and the priority is to get the future-proofing right. That is not to leave the legacy issues to one side, these will need to be progressed, but better management at point of creation will reduce the risk of the legacy issue worsening in a world where current reductions and future reductions in public funding are putting the ability of museums to receive and curate archives under particular strain.

This paper will outline the roadmap, but will also reflect on how the panel, its constituent elements, and its proximity to policy makers is starting to allow a constructive national approach to the better management of the resource.

10.30 – 10.55

Born digital: the virtual archaeologist

Stephen Gray, University of Bristol

Terms like 'virtual archaeology' have been around for a while, but are now being re-defined thanks to recent technological developments. Where the archaeologist looks to material culture, the virtual archaeologist looks to digital data.

And in this archaeology isn't alone; in every corner of science, digital sub-disciplines are emerging: bioinformatics, big data science and cheminformatics are now well established. But can we really gain new insights without wielding the trowel, by combining, re-using and analysing digital data? We'll look at some illustrative case studies before asking some difficult questions; where does the virtual archaeologist train? What communities of support exist? And perhaps more importantly, should we call this 'archaeology' at all?

11.30 – 11.55

Mapping the value of archaeological archives within museums

Samantha Paul, University of Birmingham

It is widely believed that the archives that result from archaeological interventions are important heritage assets, though there is little in the way of research to support this assumption. As archaeologists we focus on the storage crisis, the potential loss of important material and the cost of curation, rather than what value these archives actually hold in the present and for the future despite the fact that this has direct relevance in terms of policies relating to acquisition and discard. While it is us that debate these issues, we are not the ultimate custodians of this material and often those that are (namely museums) have no say in what we expect them to be responsible for.

As a direct result of the current space crisis within museums, not only the value but also the very existence of these archives is being questioned by the institutions which hold them. One published view is that 'archaeological archives are not worth the space and time they take up within museum stores' (Swain 1998). Current projects within museums aim to address the issue through the reduction of the archaeological archives they hold. The varied approaches to these reviews have led to a situation where certain elements of the archive are 'legitimised' by being accessioned into the museum's collections while other aspects are effectively thrown away. But how are these decisions being made and what are the implications on how archaeological archives are created in the future?

Through a series of case studies this paper will explore the process of valorisation leading to the de-accessioning of archaeological archives within museums. Understanding this process of valorisation has the potential to inform the entire notion of archaeological archive generation, from decisions around the initial creation of the archive following fieldwork, through to the question of where archaeological archives should be deposited. The paper will begin to highlight some of the moments when value judgements could be applied throughout this process.

11.55 – 12.20

Firing up for a productive collaboration: maximising the potential of the Mancetter-Hartshill Roman kilns archive

Jane Evans, Worcestershire Archive and Archaeology Service

It is widely recognised that the Mancetter-Hartshill Roman pottery industry is of national significance; this has been identified in a series of reviews, research frameworks and strategies. Yet the kilns remain unpublished. Who should take responsibility for tackling this challenge, given the commercial imperatives we all have to work to and the cuts suffered by local and national government services? The regional expertise in Roman pottery and kilns is held by commercial, unit based and freelance specialists, rather than by museums or universities. There are, however, a number of interested parties who could collaborate to secure the future of this important reference resource. Of particular importance at present is the enthusiasm of the local archaeology group and civic society, which it is hoped will provide the vehicle to drive this forward. It is intended that the collaborative approach proposed would meet a wide range of other professional priorities: assisting the planning process, supporting local communities to take pride in their heritage by promoting public enjoyment and knowledge, and building

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specialist capacity through training, research, and the development of research resources.

12.20 – 12.45 **Let's get sorted**
Lucy Moore, Leeds Museums and Galleries

In March 2013 I attended the Archaeological Archives Forum meeting in Birmingham for a discussion of 'Archaeological Archives & Museums 2012'. What stuck in my mind, after the day of stimulating discussion, was how there was not just a responsibility for me to make sure the archives at Leeds Museums were documented, researched and preserved, but more importantly how would I raise and discuss the issues surrounding the archaeological archives and their management to the people of Leeds who own the collections and support our work? The result was the formulation of 'Let's Get Sorted' archaeological archives family workshop.

ROOM: PEMBROKE

9:30 – 15:30 **THE BIG PICTURE
BIG DATA, KNOWLEDGE ORGANISATION AND THE HISTORIC
ENVIRONMENT: SHAPING THE FUTURE OF HISTORIC
ENVIRONMENT SERVICE PROVISION**

Organiser(s): Sarah Reilly, Historic England, Sarah MacLean, Historic England, Marion Page, Dyfed Archaeology, Emily La-Trobe Batemen, Gwynedd Archaeological Trust, and Jane Golding, Historic England

PROGRAMME

9.30 – 11.00 *Session 1 Big Data: who makes it and who has ownership of it? (Big Data and its stakeholders)*

9.30 – 9.35 **Introduction**

Sarah Reilly, Historic England

9.35 – 9.45 **Highlighting to key issues around Big Data today**

Emily La-Trobe Bateman, Gwynedd Archaeological Trust

9.45 – 9.55 **Working with big data**

Kate Waddington and Prof Ray Karl, Bangor University, and Emily La-Trobe Bateman, Gwynedd Archaeological Trust

9.55 – 10.05 **Know Your Place: Exploring data collection strategies and impact on decision making**

Pete Insole, Bristol City Council Historic Environment Record

10.05 – 11.00 **Discussion**

11.00 – 11.30 **Coffee break**

11.30 – 13.00 *Session 2 Big Data: what is being managed and how is it being managed? (Big Data and data managers?)*

11.30 – 11.40 **HER databases – the Welsh context: WalesHER, Archwilio, Archwilio App and OpenHER.**

HERs as indexes not archives, a low-cost responsive future?

Chris Martin, Clwyd Powys Archaeological Trust (CPAT)

11.40 – 11.50 **UK-level data collection – ADS and OASIS, workflow and best practice.**

Jo Gilham, ADS

11.50 – 12.00 **SHED +1: Working together for Scotland's Historic Environment Data**

Robin Turner, RCAHMS

12.00 – 12.10 **Knowledge Organisation and the historic environment sector**

Phil Carlisle, Historic England

12.10 – 13.00 **Discussion**

13.00 – 14.00 **Lunch**

This session will be recorded by
Landward Research Ltd

14.00 – 15.30 *Session 3 Big Data and impacts on Service Provision models (how can we meet the expectations of multiple stakeholders in a digital age and how can we meet the technical challenges?)*

14.00 – 14.10

Live Demo of Welsh Trust's new HER software – research and HERs Live Demo

Marion Page, Dyfed Archaeological Trust

14.10 – 14.20

Welsh Heritage Bill, how will statutory provision work in Wales

Kate Roberts, Cadw

14.20 – 14.30

Heritage Information Access strategy, EH: national versus local service provision.

Keith May, EH

14.30 – 15.30

Discussion

ABSTRACTS

9:30 – 15:30 **THE BIG PICTURE
BIG DATA, KNOWLEDGE ORGANISATION AND THE HISTORIC
ENVIRONMENT: SHAPING THE FUTURE OF HISTORIC ENVIRONMENT
SERVICE PROVISION**

Organiser(s): Sarah Reilly, Historic England, Sarah MacLean, Historic England, Marion Page, Dyfed Archaeology, Emily La-Trobe Batemen, Gwynedd Archaeological Trust, and Jane Golding, Historic England

Local government is facing cuts of a level not seen since the Second World War and research carried out by the LGA suggests that these cuts will deepen in 2015/16. As the impact of cuts and a changing local government landscape take their toll on HE services, how should we work to shape the future so that they don't just survive the current crisis but emerge stronger? What are the new opportunities being presented by the exponential increase in relevant data, its organisation and how it relates to the creation and use of knowledge about the past? The session will aim to encourage a critical look at current approaches to HERs; how they relate to their stakeholders and other records; and how they might look in the future.

9.35 – 9.45 **Highlighting to key issues around Big Data today**

Emily La-Trobe Bateman, Gwynedd Archaeological Trust

This paper will outline the key issues around best practice for managing a large quantity of digital data generated during large developer led projects. It will explore the challenges of creating such large datasets in dialogue with relevant parties e.g. HER, ADS, and of integrating professional information/work-flow into the excavation and post-ex process. The paper will examine the possible issues that can arise and what can be done to tackle them.

9.45 – 9.55 **Working with big data**

Kate Waddington and Prof Ray Karl, Bangor University, and Emily La-Trobe Bateman, Gwynedd Archaeological Trust

We will discuss the research methodology relating to a recent project undertaken at Bangor University which investigated the settlements of northwest Wales from the Late Bronze Age through to the Early Medieval period. The research for this project required the curation, manipulation and enhancement of a substantial amount of archaeological data from a variety of sources, including published and unpublished excavation and survey reports, the Historic Environment Record at Gwynedd Archaeological Trust, and previous project databases, such as George Smith's (GAT) CADW-funded databases on the roundhouse settlements and hillforts of northwest Wales.

Collaboration with Gwynedd Archaeological Trust on this project enabled the structure of the database to be designed so that it was compatible with the HER. This enabled information from the HER database to be easily transferred to the database during data-collection, but also enabled enhanced data to be transferred back to the HER following completion of the project. We will discuss the impact generated from this specific research methodology and any lessons learned in the process.

9.55 – 10.05 **Know Your Place: Exploring data collection strategies and impact on decision making**

Pete Insole, Bristol City Council Historic Environment Record

Launched in March 2011 Know Your Place aims to build a shared understanding of Bristol by providing access to Bristol City HER; historic maps, old photographs and paintings. It also enables people to share their personal photos and their own stories of place. In daily use by planners, communities and schools, over 1,000 public contributions have so far been made. Using Know Your Place as an example we will be looking at crowd-sourcing data and its impact on local decision making.

- 11.30 – 11.40** **HER databases – the Welsh context: WalesHER, Archwilio, Archwilio App and OpenHER. HERs as indexes not archives, a low-cost responsive future?**
Chris Martin, Clwyd Powys Archaeological Trust (CPAT)

HEROS (Historic Environment Records Open System) is a powerful, online integrated data management system allowing secure and controllable access to and analysis of 'traditional' data alongside digital mapping, documents and images. But where did it come from? This paper looks at the development of this system by the four Welsh Archaeological Trusts, the amalgamation of the four Welsh Historic Environment Records into a single data system, the creation of Archwilio (the public front end for the system) and development of the android mobile app which allows interrogation and data capture on the move.

- 11.40 – 11.50** **UK-level data collection – ADS and OASIS, workflow and best practice.**
Jo Gilham, ADS

The OASIS system currently collects information on archaeological events from England and Scotland. It came online in England in 2004, Scotland in 2007 with the aim that it would simplify the transfer of data from fieldworkers to HER and NMR, streamlining the process which at the time was largely paper based. It is arguable that this dream has not reached its full potential but there have been clear benefits: over 20000 grey literature reports archived and online in the ADS Grey Literature Library and the reuse of data within some HERs, NMRs and other systems including the Geophysical Survey database.

In light of these lessons the ADS and EH/HE have undertaken the first phase of a redevelopment project, primarily looking at user needs and how OASIS can work with the requirements of curatorial and fieldwork professionals. At this early stage it is envisioned that a new OASIS, building on the lessons of the past, will be able to offer a simplified mechanism for both archiving and recording of a range of data from archaeological events. In addition, discussions are currently ongoing on how OASIS might work within the national frameworks of Wales and Northern Ireland potentially bringing the benefits of OASIS across the whole of the UK.

- 11.50 – 12.00** **SHED +1: Working together for Scotland's Historic Environment Data**
Robin Turner, RCAHMS

Having and maintaining local, national and sectoral records is of fundamental importance to the care and understanding of the historic environment. These data sources are highly vulnerable in times of reducing financial and human resources, but there are also opportunities to work together – collaboratively and using advances in digital technology – to help balance diminishing resources with improved efficiency and effectiveness. Scotland's Historic Environment Data (SHED) Strategy brings together the key players holding and maintaining historic environment records to try to keep our collective heads above water. A year on from the launch of the SHED Strategy at the 2014 IfA Conference in Glasgow, what progress has been made, and what lessons from Scotland might be applied more widely?
<http://smrforum-scotland.org.uk/shed/>

- 12.00 – 12.10** **Knowledge Organisation and the historic environment sector**
Phil Carlisle, Historic England

This presentation will discuss the role of knowledge organisation and in particular Linked Open Data for recording the built and buried heritage of the UK. I will discuss the HeritageData.org website which has been established to allow access to SKOSified versions of the English, Welsh and Scottish thesauri and to provide a collaborative working environment for the development of the Thesaurus of Cultural Heritage – an uber-thesaurus for recording the cultural heritage of the British Isles.

- 14.00 – 14.10** **Live Demo of Welsh Trust's new HER software – research and HERs Live Demo**
Marion Page, Dyfed Archaeological Trust

HEROS (Historic Environment Records Open System) is a powerful, online integrated data management system allowing secure

and controllable access to and analysis of 'traditional' data alongside digital mapping, documents and images. HEROS can be used to create Digital Terrain Maps and bespoke reports and to display data via websites and mobile applications. Developed and maintained by a growing community of users, HEROS is now available under licence. This paper will be a live presentation of HEROS that will demonstrate its use by the Welsh Archaeological Trust HERs and other UK data managers as a tool for the storage, interrogation and dissemination of historic environment data.

- 14.10 – 14.20** **Welsh Heritage Bill, how will statutory provision work in Wales**
Kate Roberts, Cadw

The forthcoming Heritage Bill will present the first ever Wales specific historic environment legislation. It is intended to provide more effective protection, improve the way we manage the historic environment and introduce greater transparency and accountability for decision making. As well as amending existing legislation, the Bill will introduce new stand-alone provisions including giving statutory status to Historic Environment Records. This paper will present the background thinking that drives the proposed changes and consider the future benefits.

- 14.20 – 14.30** **Heritage information access strategy: perspectives on national, inter-regional and local access to historic environment information**
Keith May, Historic England

To support and enable better sharing of increasing amounts of digital information using computer systems we need to understand better the often cross-cutting needs of different users of historic environment information. Ideas being considered as part of the Heritage Information Access Strategy include how to improve the capabilities for national, inter-regional (cross-border) and local (site/event specific) query and search systems. Achieving better access for those seeking such historic environment information is as much about addressing potential changes to people's work practices and the resourcing issues of how to manage, share and curate such data, as it is about resolving the technical challenges and choices between data integration and data interoperability.

ROOM: KIDWELLY

- 9.30 - 15.00** **'EASIER SAID THAN DONE' – UNDERSTANDING ARCHAEOLOGICAL WORKS WITHIN PARADIGM OF THE BIGGER UNDERTAKING**

Organiser(s): Steve Haynes, Arup and Clifa Project Management group, Professor Ian Baxter, Suffolk Business School, UCS and Malcolm Cooper, Federation of Archaeological Managers & Employers

- 9.30 – 10.00** **Thinking through the big picture of management**
Professor Ian Baxter, Suffolk Business School, UCS
- 10.00 – 10.30** **Building infrastructure: developing management skills for a fast-changing world**
Malcolm A Cooper, CEO, Federation of Archaeological Managers and Employers
- 10.30 – 11.00** **Breakout session 1**
- 11.00 – 11.30** **Coffee break**
- 11.30 – 12.00** **Jeux sans frontières**

- Andy Crockett, Regional Manager, Wessex Archaeology
12.00 – 12.30 **Managing expectations - between a rock and a hard place: the role of the client's archaeological project manager**
 Steve Haynes, Arup
- 12.30 – 13.00** **Breakout session 2**
- 13.00 – 14.00** **Lunch**
- 14.00 – 14.30** **A cat's cradle. A client's view of project management**
 Stephen Kemp, Environment Agency and Deborah Nutt EC Harris
- 14:30 – 15.00** **Breakout session 3**
- 15.00 – 15.30** **Plenary – breakout session feedback**

ABSTRACTS

9.30 - 15.00 **'EASIER SAID THAN DONE' – UNDERSTANDING ARCHAEOLOGICAL WORKS WITHIN PARADIGM OF THE BIGGER UNDERTAKING**

Organiser(s): Steve Haynes, Arup and Cifa Project Management group, Professor Ian Baxter, Suffolk Business School, UCS and Malcolm Cooper, Federation of Archaeological Managers & Employers

There is much to unpack in our use of the term 'management' and our individual and organisational approaches to 'management' as a concept. Successful activity and better management outcomes are seen as a feature of organisations which can consciously develop as 'learning organisations', encompassing reflexivity and virtuous circles of review and development. This plays out through individual projects and applied workstreams within organisations as well as their broader strategic direction and governance.

The session is looking to spark critical debate about the form of management itself using project management as the focused context to examine not only the place of archaeological project management within the wider project context, but also the broader notion of a project within the wider approach of 'management'. It aims to draw on the experience of speakers from a number of facets of the management role (particularly within a project life cycle) to develop reflexivity on wider management issues as part of the learning organisation agenda. The session will include speakers from a range of funding sources to highlight common approaches and themes.

The session therefore aims to both raise understanding of the context of heritage related projects within the wider context of the development or funding cycle depending on the nature of project context and the approaches to the project management that this necessitates; and also in turn the influences that organisational outputs and activities have on the form and philosophy of management within the organisation itself. Whether developer, publicly funded, or charitable, there are common themes irrespective of scale, so the session will aim to identify application and conceptual approaches (focused on project management tools and techniques) that are commonly applicable to meet the requirements of increasingly demanding and rapidly changing organisational environments. Explicitly the session will not focus on the particular delivery framework, for example MoRPHE, but rather the tools and techniques that are inherent in project life cycle management and delivery and wider influencing factors of management, be it risk, leadership, governance or value creation.

The session will utilise a mix of formal papers and breakout sessions to enable participants to consider their own and the organisations approaches and hopefully instil opportunities for learning organisation reflexivity.

9.30 – 10.00 **Thinking through the big picture of management**
 Professor Ian Baxter, Suffolk Business School, UCS

In considering some of the major themes arising from research in business and the management sciences and correlating these with issues "on the ground" in our discipline, it is suggested that we are missing a trick to enable greater reflexivity in the archaeological profession. Why in the archaeological process is the historic environment context missing from academic dialogues on management and operations? The paper will argue that whilst professional practice may be increasingly driven by short-term commercial pressures, taking the time to contemplate our actions, systems, projects and processes in a bigger picture

of organisational and client/customer relationships may provide opportunities to address the oft-quoted crisis of resilience in the profession.

10.00 – 10.30 **Building Infrastructure: developing management skills for a fast-changing world**
 Malcolm A Cooper, CEO, Federation of Archaeological Managers and Employers

For many businesses in the construction sector, effective engagement with major infrastructure projects can provide security at a time when the demand for archaeological services may have fallen in response to the sluggish economy. Effective engagement is crucial to ensure an appropriate archaeological response is achieved. However, archaeologists, in common with professionals from other specialisms, frequently raise concerns over the difficulties of engaging with construction industry procurement practices and the barriers which these can inadvertently impose onto smaller businesses. Requirements relating to procurement and bidding, supply chain management, information handling (such as Building Information Modelling (BIM)) and the need to respond to CDM regulations, are becoming increasingly important. This in turn raises the question of how (and where) we are training our current and future managers to understand and to respond to such demands.

This paper will draw on the experiences of the Federation of Archaeological Managers and Employers (FAME) member organisations to characterise recent developments in the construction and procurement sectors. It then sets out a training agenda, relating in particular to the interface between archaeologists and developer/development process, which will be crucial for the health and success of the commercial archaeological sector.

11.30 – 12.00 **Jeux sans frontières**
 Andy Crockett, Regional Manager, Wessex Archaeology

With the UK economy slowly but surely emerging from recession, and with major infrastructure projects, and most notably HS2, now starting to ramp up anticipated demand on what is clearly a depleted post-crash archaeological sector, perhaps one of the greatest challenges looking forward is going to be capacity. As commercial organisations, we are probably more used to seeing each other as competitors, not colleagues, but an almost inevitable outcome of this demand on capacity is going to be much more collaborative working. Whether through formal Joint Ventures, partnership working, straightforward sub-contractor arrangements, or possibly even mergers, who knows? This paper won't necessarily offer any solutions, but will highlight some of the specific project management challenges that such collaborative options present.

12.00 – 12.30 **Managing expectations - between a rock and a hard place: the role of the client's archaeological project manager**
 Steve Haynes, Arup

The mechanisms that clients adopt for the delivery of the archaeological aspects of their projects within the commercial sector vary significantly depending on project circumstances. Within major projects, dedicated teams are frequently in place undertaking a variety of roles to deliver the works. Within this arrangement the scope of activities undertaken is diverse including interaction with a range of stakeholders, design of works throughout the project life cycle and procurement and management of these. Much of this role, which may involve activities that are broadly familiar but which have been adapted to project specific circumstances, is poorly or misunderstood by the archaeological profession, particularly by those whose experience lies outside of major projects.

This paper will draw on the speaker's experience of this role will shed light on what is actually involved and the lessons, techniques and approaches that can be applied to the profession to enhance our project management capacity, bridge the skills gap, and enhance our ability to operate confidently and effectively in the context of major projects.

14.00 – 14.30 **A cat's cradle. A client's view of project management**
 Stephen Kemp, Environment Agency and Deborah Nutt EC Harris

The intention of this talk is to reflect on the views and experiences of the Client organisation in the management of archaeological projects. In this case the views will be those of the Environment Agency as the Senior User of flood defence assets delivered through a Framework of Suppliers, with 2nd and 3rd tier suppliers delivery the discharge of consents on route. The emphasis will be on the role that archaeologist play in delivering nationally important infrastructure projects, saving lives and property, and the learning we need to take forward in to our projects.

Project Management to a Client, as a Developer, can appear to be alike to a game of Cat's Cradle.

Conference CPD log

Date	Conference session	Contributing to CPD objective?	What did you learn?	Hours of CPD
			TOTAL HOURS	

IfA Conference feedback form

Thank you for attending our 2015 conference – we hope you found it a useful and rewarding experience and we would love to hear your thoughts. The feedback form below will help us to improve our future conference and ensure the content we offer is both relevant and enjoyable. Just pull out and return to a member of staff!

GENERAL INFO / OVERALL FEEDBACK

1. How did you hear about the ClfA conference?
2. Did the event match your expectations?
3. How was the overall organisation of the event?
4. Was the booking process easy and information on the event readily available?
5. Are there any ways in which the conference could have been improved?
6. Do you feel the conference provided value for money?

VENUE, SOCIALS & CATERING

1. How appropriate were the facilities provided?
2. How was the quality of the food?
3. In your opinion, what is the most important feature we should look for when choosing a venue?
4. Which social and networking events did you attend?
5. Did you enjoy the events and feel they were priced appropriately?

LEARNING OUTCOMES

1. Was the content of the presentations relevant and current?
2. Was the delivery and quality of the presentations satisfactory?
3. Did you feel the length of the presentation was appropriate?

4. Were there enough opportunities for interaction and to ask questions?
5. Did you attend any of the training workshops? Did you think they were useful?
6. This year we ran training sessions over half day and shorter length formats – do you think it is useful having different formats?
7. Please provide additional comments or suggestions for future improvements.

FUTURE CONFERENCES

8. Have you got any suggestions for future conference themes?
9. What kind of fringe events would you like to see happen in 2016?

ANY OTHER COMMENTS?

Thank you for completing this feedback form! Please pull out and hand in to a member of staff at the ClfA Registration desk. Alternatively, you can complete our online feedback form via our website at

www.archaeologists.net/conference/2015feedback

Or you can return this form by post to

*Chartered Institute for Archaeologists, Miller Building, University of Reading,
Reading RG6 6AB*

ClfA2016 Leicester

Annual conference and training event

Theme: Archaeology in context

Dates: 20 - 22 April 2016

What will you talk about?

Information about our call for sessions, workshops and papers will be available soon....

#ClfA2016

www.archaeologists.net/conference/2016info

Time/ room	Caernarfon	Brecon	Pembroke	Kidwelly
Registration in the Calon Suite lobby				
9.30-11.00 <i>Coffee</i>				
11.30-13.00 <i>Coffee</i>	OPENING ADDRESS			
13.25 - 13.50 Lunch&learn Community engagement				
14.00-15.30 <i>Lunch</i>	Great expectations? Structural changes to national heritage services	Future of engagement	The future of the graphics profession in archaeology	What is the future for Forensic Archaeology?
16.00-17.30 <i>Coffee</i>	The future of our profession	Of national importance: recognising archaeological significance	Archaeology on the farm	From post excavation to apres-fouille
9.30-11.00 <i>Coffee</i>				
11.30-13.00 <i>Coffee</i>	The future of their profession	Demythifying 'capacity building'	Glass ceilings, 'glass houses, or glass parasols?'	From post excavation to apres-fouille
13.25 - 13.50 Lunch&learn CV Surgery				
14.00-15.30 <i>Lunch</i>				
16.00-17.30 <i>Coffee</i>	Our past, its future: the built environment in a changing world	The future of archaeology has been shelved	The big picture: Big data, knowledge organisation and the historic environment	'Easier said than done' - understanding archaeological works within paradigm of the bigger undertaking
9.30-11.00 <i>Coffee</i>				
11.30-13.00 <i>Lunch</i>				
14.00-15.30 <i>Coffee</i>				
Closed				

Thursday 16 April

Wednesday 15 April

Friday 17 April

Information about ClfA Group AGMs can be found on p21