

Meeting Note	Scottish Strategic Archaeology Committee
Date: 8 February 2019	
Meeting Location: Conference Room, Croft-an-Righ (Historic Environment Scotland)	
<p>Present: Stephen Driscoll (SD) (<i>Chair</i>), Kirsty Dingwall (KD), Kate Geary (KG), Rebecca Jones (RHJ), Bruce Mann (BM), Jacob O’Sullivan (JOS), Kirsty Owen (KO), Thomas Rees (TR), Helen Spencer (HS), Eddie Stewart (ES), Jennifer Thoms (JT)</p> <p>In attendance: Mike Elliot, HES (ME) (<i>Minutes</i>)</p>	<p>Apologies: Derek Alexander (DA), Peter Connelly (PC), Fraser Hunter (FH) and Richard Strachan (RS).</p>
Note of Meeting/Discussion	Action Points:
<p>1. Welcome and apologies: SD thanked everyone for attending and noted the new members of the group. Apologies were noted from Derek Alexander (DA), Peter Connelly (PC), Fraser Hunter (FH) and Richard Strachan (RS).</p> <p>2. Minutes of the October meeting: BM advised there were two corrections to the last minutes; Laura Hindmarch attended the meeting, and KGe should be referenced in the last item for consistency. The committee agreed with the two corrections and the amended minutes were accepted as a true and accurate record of the previous meeting.</p> <p>3. AOCB: None.</p> <p>4. Matters arising</p> <ul style="list-style-type: none"> • Action 1: PH to share a relevant circulation list, to help coordinate distribution of the magazine-style report. Not done – RHJ advised that circulation of the report would be of the digital version from now on, as only a few printed copies remain. • Action 2: SG to forward Jeff Sander's comments to KGr. Done. • Action 4: PH to forward to SG and HS the Historic England survey. Done. • Action 5: FH to send minutes to ME for circulating to the group. Awaiting. • Action 6: EM to circulate the framework tool to the group for comment. Done. • Action 7: LB to speak to Jeff Sanders, develop ideas further and report back to SSAC. Done. • Action 8: ME to draw up a Doodle poll for next year's meetings. Done. <p>5. Communications – brief update including on Archaeology Strategy 2018 Report: RHJ read out an update from Lisa Brown (LB). LB met with Jeff Sanders and Andrea</p>	<p>Action 1: ME to liaise with LB and FH for minutes from the Museums workshop and circulate to the committee.</p>

Kaszewski from the Society of Antiquaries for Scotland on 6 November 2018, to discuss the potential for a public-facing science event as part of the Edinburgh Science Festival in 2019. Options were discussed but the deadlines (set by the festival) were too short in order to organise and register the type of event which was suggested by the committee. It is the intention that LB will work with Jeff and Andrea to organise an event for the Edinburgh Science Festival in 2020, with a focus on an interactive event, which can be made more accessible around the country. Instead, they suggested a Q&A with a panel of a couple of people working in archaeological science - LB and Alison Sheridan. They were within the deadline to suggest this, and it was accepted. It will be advertised in the festival programme, which will be made available on 13 February.

RHJ gave an update on behalf of Kevin Grant (KGr). There have been 440 digital downloads of the magazine-style report. Hard copies of the report were sent to a number of locations. The SurveyMonkey asking for feedback is still open, but will be closed soon and the results circulated to the committee. We've distributed 850 magazines. 150 copies remain. KGr asked the committee to think about where to archive copies for posterity.

Due to staff commitments, there has been no movement on the guidance document discussed at the last meeting (Sharing our Stories), but this could be taken forward in spring.

After discussion, the group agreed to produce another similar report later this year, and so case studies will be sought. RHJ stressed that one of the biggest tasks in producing the report was getting high quality images and requested all to start looking for pictures to use in the next one. We will need articles and pictures by end of August. SD advised that the aims are not explicitly stated or explained, they are hinted at, and suggested a one- or two-page infographic. It was agreed to also start planning for the next report in 2020. RHJ further advised that, with the budget cuts that are coming, it is not clear what projects HES may be able to continue to support in the longer term. SD thanked everyone who worked on the report for all their work.

RHJ advised Matt Ritchie of the Forestry Commission has produced a CD has of archaeology-inspired music. RHJ further advised Monday 11 February is the International Day of Women and Girls in Science; female archaeology scientists have been asked to Tweet using the #scotarchstrat hashtag.

6. Update from recent Scottish Student Archaeology Conference:
ES gave an update on the student archaeology conference, hosted by

Action 2: RHJ to take copies of the report to the Edinburgh Science Festival and Lisa's Society of Antiquaries of Scotland lecture in March.

Action 3: KO to ask Kevin Grant to start work on another report

Edinburgh University – see Appendix 1. A discussion took place on diversity within the field of archaeology. The committee agreed to look into the demographics of archaeologists resident in Scotland; where they live, what communities they live in and their geographical spread. RHJ advised HES can provide info for the Scottish Index of Multiple Deprivation (SIMD). It was agreed to have an article on diversity in the next report; SD advised he would like this added as an aim going forward.

Action 4: RHJ and SD to draft up a proposal on what this will look like, for the group to work on and improve over the year.

Action 5: ES to circulate his report to the group (*attached - see Appendix 1*)

7. Delivery Plan – brief summary of key activities since last meeting

a. Aim One – Delivering Archaeology (HES): KO updated. 1.1.1 (Revise HES Archaeology Programme guidelines to promote international collaboration) has been completed. No moves have been made on 1.1.2 (Discuss international collaboration with other funders). A series of workshops have been planned for the next financial year, in collaboration with ClfA, and FAME.

1.4.1 (Assess existing standards, guidance and promotion) is a collaboration between HES and ClfA. A review has been carried out on the guidance HES produces; KO has spoken to Hazel Johnson (HES lead for new HE Policy) about taking forward a review of HES guidance. Intention is to produce a series of best practice documents. KO advised this is guidance for archaeologists, not the public at large, and sees this as similar to the *Inform* guides produced by HES.

1.6.1 (Produce a source of information to post-graduate students on projects from across the sector that have been left incomplete to encourage them to be written up) – survey results complete: 174 responses, with 61% in favour.

Action 6: KO to circulate examples of the *Inform* guides to the group

b. Aim Two – Enhancing Understanding (SoAS): HS updated. South East of Scotland Research Framework is due to be completed and will be online in the next couple of months. Would like to look at doing a survey on the value of archaeology to society. Islands Framework had a successful symposium in the Western Isles. This will form the basis of year-long projects in that area. Highland Framework: Susan Kruse is doing a lot of outreach and getting the word out on a roadshow. The other main project in the next year will be to look at the ScARF website and trial a digital platform. The idea is to create a platform where all regional frameworks will be able to synchronise and for a wider national picture. It was agreed to have an article on the research frameworks in the next report. Collaboration between NE England and SE Scotland reports in taking place.

2.3.1 (Encourage collaboration to create projects that look at ‘big picture’ stories for a wider audience) - has had a few people approach her on producing a Scottish undergraduate textbook in conjunction with ScARF. Publishers have advised they are keen to produce a printed book – HS will be looking at putting together a working group on pulling this together.

c. Aim Three – Caring and Protecting (ALGAO & NMS): BM advised there is a delay in getting this produced. 3.1.2 (Identify gaps in expert advice and provide recommendations to minimise them) talks with Transport Scotland have progressed – HES will be signing off the TS guidance document, which will then be passed to ALGAO. There is a draft document waiting to get signed off internally.

Lisa Brown of HES is producing some work for them; looking at producing some work on battlefields and human remains. John Lawson of City of Edinburgh Council is happy to liaise with KO on producing new guidance for this.

The museum working group has been set up, but has not yet met. RHJ advised that HES, TTU, SAFAP, QLTR and NMS have started meeting and recently held a workshop to agree processes, especially around chance discoveries and the HES call-off contract. This will be a series of six-monthly meetings, identifying new procedures for reporting finds. Looking to establish better working relationships and partnerships and communication channels going forward. It was agreed to get written guidance drawn up and circulated on working with the Human Remains call off contract. The committee further agreed that an article on how things are moving forward on this will go into the new magazine report.

d. Aim Four – Encouraging Greater Engagement (AS): JT updated. An archaeology and learning working group has been established, with university lecturers joining them. The second meeting included a number of HES staff. Northlight Heritage have drawn up a report with case studies on archaeological learning and a framework tool for people drawing up lessons. Archaeology Scotland have drawn up a leading framework for students and this has been passed on to Moray House. The learning resources portal has been launched - this is aimed at primary school children, but looking to expand it to secondary school children too.

e. Aim Five – Innovation and Skills (ClfA): KG updated on behalf of Cara Jones (CJ). The main area of progress is the work CJ has been working on a business case for SQA levels six and seven. The plan is to submit the business case by the end of February. There has been a huge amount of support from employers. Edinburgh College, Forth Valley College, City of Glasgow College and Scotland's Rural College are interested in providing courses. It address 5.2.3 (Define a career structure with defined pathways [identifying skills, learning opportunities and evidence requirements at each stage]), 5.2.4 (Provide recommendations for future delivery of training/ learning). An example given was a 16 year old who could do the courses, progress through CPD and attain ClfA membership. Also looking at providing a Masters level apprenticeship. Still some work to be done on discussing fieldwork training with universities and employers.

Action 7: JT to send the framework tool to ME to forward on to the committee

Action 8: KG to circulate details to the SSAC of the Historic England-funded project regarding the scheme expansion for approving CPD, field schools etc provided by external organisations.

8. ClfA Chartered Archaeologist proposal: KG gave a brief overview of ClfA's goals for introducing the chartered archaeologist scheme. This ties in with Aim One of the Strategy. Scheme aims to promote archaeology as a recognised profession in parity with other chartered professions, and also increase professional standards. Will require 75% of members to vote in favour of the scheme. Chartered status will then be allowed after approval from the Privy Council. The chartered scheme will be nuanced so that the differences in legislation etc between Scotland and England will be recognised.

9. New Delivery Plan (2019) - proposals

a. Aim One – Delivering Archaeology (HES): It was agreed RHJ will collate the updates into one document for circulation and approval by the group. 1.1.2 (Discuss international collaboration with other funders) - KO and RHJ have discussed getting more projects through to completion. A number are getting to reporting stage, but not progressing further.

ClfA have been awarded their grant from HES which involves taking forward three workshops looking at how archaeology is practised. Keen for ALGAO to be involved.

b. Aim Two – Enhancing Understanding (SoAS): HS advised that if they are able to confirm funding, ScARF will continue for the next three years.

c. Aim Three – Caring and Protecting (ALGAO & NMS): BM advised this has been fine tuned to make the deliverables more achievable.

d. Aim Four – Encouraging Greater Engagement (AS): JT advised this section has been simplified.

e. Aim Five – Innovation and Skills (ClfA): SD advised that as the group has agreed to celebrate archaeology in a new magazine-style report, everyone was encouraged to take ownership in leading on this. RHJ advised the case study template is on the website and encouraged members of the committee to promote use of it.

10. Committee membership: SD advised the membership of the group is deliberately designed to be fluid. RHJ advised she has approached a potential replacement for Mark Hall, and is awaiting approval from that individual's trustees.

There is still a vacancy for Susan Kruse's role. SD advised that he would like the group to produce an impact report, targeted for senior managers and to put this on the agenda for the next meeting.

Action 9: KG to send link to ME to include in the minutes
(www.archaeologists.net/chartered)

Action 10: RHJ to collate updates into one document for circulation and approval by the group.

Action 11: KG and RHJ to circulate to the SSAC details of the proposed workshops that ClfA will be running with HES funding in the new financial year

Action 12: RHJ to send BM the updated version.

Action 13: RHJ to send an update to JT to go into *Out & About* to call for notes of interest.

Action 14: RHJ to circulate minutes from the working group to the committee.

Action 15: RHJ and ME to put impact report on the agenda for the May meeting.

SCOTLAND'S ARCHAEOLOGY STRATEGY

<p>11. Meetings 2019: RHJ advised the group the next meetings for 2019 are scheduled for Thursday 30 May and Thursday 24 October. Both meetings will be held in Longmore House.</p> <p>Close: There were no further matters. SD thanked everyone for attending and drew the meeting to a close.</p>	
<p>Mike Elliot Archaeology & World Heritage Team</p>	<p>8 February 2019 0131 668 8811</p>

Appendix 1

Conclusions from the SSASC 2019 Conference and Diversity Panel Discussion

Points from the main day of conference

- Good number of attendees and student speakers.
- Good use of social media during conference – lectures were not recorded as there was little interest in the recorded sessions available online from last year's conference.
- Sponsorship for the conference very generous from a number of groups and organisations.
- Agreement that Glasgow will host the next year's conference (SSASC 2020) – in absence of attendance or expression of interest from Aberdeen, St Andrews and UHI.

Points from the Diversity Panel Discussion

- Suggestion there should be a focus now on promoting/publicising 'role model' figures within discipline in all fields of heritage/archaeology. Examples were given from the panel of their own role models both in the field and outside.
- Argued that taking a positive angle on this issue, showing that Women (in particular but also other areas where we lack diversity) can and do reach high up positions within Archaeology and Heritage, this might be suggested then encourage others to continue/take up careers in archaeology as some may be discouraged by the negative discourse.
- Raise awareness of those measures which might make it easier for women to continue careers in heritage/archaeology beyond the traditional drop off point (i.e. shared parental leave and flexi working)
- BAJR Respect campaign was discussed – Some suggested the respect campaign was somewhat diluted by the inclusion of too many causes under the one movement? By Standing up for everything it stands for nothing was the worry. Also suggestion that the focus around the visible symbol of support (Badge) could potentially be used to shield/protect abusers. (David Connelly admitted they had had an incident of a known abuser wearing the badge)
- On Disabilities/mental health issues – advice from the panel was as an employee/applicant to actively disclose full extents/effects of their disability with employers and offer examples of what they can do when their disability makes them unable to complete fieldwork – as opposed to attempting to hide issues until they make you unable to work.
- On Industry demand – there was some discussion of the current skills shortage in archaeology. Discussion of the introduction of a college entry route to archaeology. Also discussion of where responsibility lies to produce a 'fully-trained archaeologist' Universities vs industry? Got a little heated at moments. Issues of what the purpose of an archaeology degree should be – most students in archaeology do not pursue a career in the field, is the purpose then more of a general degree in the same fashion as history/geography etc. Issues also of the loss of the large free fieldwork programmes run by universities and other groups which in past offered students training opportunities. Discussion on accountability of the Universities to industry led on to discussion of their accountability to students. In particular, Edinburgh students had quite a strong grievance with their department with regards to accountability. Said feedback goes unacknowledged, complaints are not dealt with, university only advertises/informs them of the department field school which is based in (Bulgaria?) and costs over £500 for the three weeks or so...