Supporting Community Archaeology in the UK

Results of a 2018 Survey

Debbie Frearson

CBA Research Bulletin 6 (2018)

ISSN 1754-8691

funded by the Headley Trust

September 2018

Council for British Archaeology

www.archaeologyuk.org

Contents

ABBREVIATIONS 3
SUMMARY 4
INTRODUCTION 5
METHODOLOGY 7

RESULTS
Completion as individual or group 8
Group – position and postcode 8
Organisation form and group type 10
Individual – membership details 11
Group – foundation date, number of members 12
Age range data 13
Annual activities 14
Reasons for not taking part in activity 18
Production of work 21
Reasons for taking part 23
Ethnic Origin 26
Ability, Illness and Additional Needs 27

Digital Provision 28
Relevant content 29
Other resources 30
Reasons for not using a digital provision 31

Learning and Development
Training already received 32
Training required 36
Skills sharing 38
Method of delivery 42
Location of delivery 42
Engagement with Specialists and Professionals 44

Accreditation Scheme
Measurement 47
Current Use 48

Funding 49

CONCLUSIONS 51
RECOMMENDATIONS 53
BIBLIOGRAPHY 56

APPENDIX 1 SURVEY QUESTIONS

Copyright: Council for British Archaeology

The Council for British Archaeology is a registered charity working to promote and protect Britain's historic environment. Registered in England and Wales (no. 287815) and in Scotland (no. SC041971)

.

Abbreviations

BAJR	British Archaeological Jobs Resource
CAF	Community Archaeology Forum
CBA	Council for British Archaeology
CIfA	Chartered Institute for Archaeologists
CPD	Continuing Professional Development
GIS	Geographical Information System
HER	Historic Environment Record
HLF	Heritage Lottery Fund
ISGAP	Introduction to Standards & Guidance in Archaeological Practice
LHEN	Local Heritage Engagement Network
NVQ	National Vocational Qualification
OASIS	Online access to the Index of Archaeological Investigations
OU	Open University
SCARF	Scottish Archaeological Research Framework
TORC	Training On-line Resource Centre

The Council for British Archaeology is a registered charity working to promote and protect Britain's historic environment. Registered in England and Wales (no. 287815) and in Scotland (no. SC041971)

Summary

The Council for British Archaeology (CBA) has the mission statement “archaeology for all”, which for the purposes of this report relates to the support of community archaeology across the UK. Funded by the Headley Trust, this update to research carried out over the past decade assesses the current state of community archaeology in relation to learning and development, including voluntary engagement in archaeology.

The research was conducted through questionnaire survey. The aims and objectives included identifying learning and development of current skills, future requirements and skills sharing, alongside aspirations for accreditation and a collaborative digital space in to provide national, regional and local connectivity

Throughout the sector there are a wide range of ages involved in archaeology, each with different motivations. The activities carried out by participants are extremely varied, but there has been a dramatic decline in available training over the past 8 years. There continues to be a low ethnic diversity within community archaeology.

There is a distinct lack of cohesion amongst professionals, specialists and individuals who are unable to network, receive advice or understand industry procedures. More local training is required in all areas along with an accreditation scheme and a comprehensive digital provision which provides up to date information about national, regional and local activities, training, and procedures.

Introduction

The Council for British Archaeology (CBA) is an educational charity working throughout the UK to involve people in archaeology and to promote the appreciation and care of the historic environment.

The CBA has always championed the role of the voluntary sector in archaeology. In 2010, funded by the Headley Trust, we published a report on the scale, nature, location and needs of the Community Archaeology sector in the UK: http://new.archaeologyuk.org/supporting-community-archaeology-in-the-uk.

Community Archaeology continues to be a vibrant activity involving volunteers from a range of backgrounds and with differing levels of expertise depending on local conditions. The effectiveness of these community groups is dependent on several factors including relationships with professional archaeologists, current legislation and the availability of funding. As in the previous survey we have adopted a broad approach to the definition of the terms "community" and "archaeology". We have included any groups or individuals that have conducted research into the physical remains of the past whether they specifically include the term "archaeology" in their group's name or not (Thomas, 2010, 8).

The results of this updated research will enable us to be responsive to current needs for learning and development; assess if the sector has changed or remained consistent; if accreditation is still a requirement and how volunteers would like this to be presented. It has also provided the opportunity to consider new perspectives such as health and wellbeing along with the hindrances and motivations experienced by volunteers.

Because of this work the heritage sector will be more aware of the challenges faced by participants and our recommendations will help focus additional support to the voluntary sector. This should lead to increased capacity within the voluntary sector enabling participants to carry out a range of practical archaeological and other relevant skills, including organisational management, health and wellbeing, research, recording, archiving, publication and financial planning.

The Council for British Archaeology is seen as a "governing body" charged by local community groups to represent their wishes. However due to the lack of capacity and non-sustainable funding protocols inherent in the heritage sector, the centralised co-ordination of partnerships and resources has not been established There are many heritage groups in existence but they often experience a paucity of national and local connectivity, including organised learning and development which is required to enable archaeology to be practiced at an acceptable level (this level obviously depends on the projects undertaken).

Growth in groups and individuals is important to the development of the community archaeology sector, but it does not necessarily relate to a national affiliation, especially within the CBA. There is a distinction between the older established groups and "incomers" which shape the perception of the archaeology community.

Perception of community archaeology centres on excavation, at the CBA Groups' forum one delegate felt the only way to train was on an excavation, but this can exclude 70% of a membership through physical or time constraints and financial complications. This survey shows that respondents want more than just excavation, they want to be trained in both research, post excavation and public engagement.

This report is an update to the 2010 publication "Community Archaeology in the UK: Recent Findings" by Dr Suzie Thomas which had the following aims and objectives;

To identify through questionnaire survey;

- the current range of activities carried out in the Community Archaeology Sector
- which activities are not carried out and why
- learning and development
    a) the training taken place to date
    b) future requirements
    c) identify a peer to peer training network
    d) ascertain if an accreditation programme was required
    e) identify what motivates people to take part in archaeology
- the requirement for a community archaeology digital resource

To develop recommendations based on these findings for the CBA and related organisations including the wider community.

Methodology

An online survey was designed and distributed using SurveyMonkey™. The questions reflected the aims and objectives in *Community Archaeology in the UK Recent Findings*(Thomas,2010).

The survey benefited from other CBA projects, in particular the Local Heritage Engagement Network (LHEN). Since 2010, we recognised that community groups generally have a single point of contact. Often a message fails to be circulated to all relevant individuals. To better reflect this, the survey contained two options: completion as a group representative, or completion as an individual. We also built on previous research, asking new questions on why people wanted to take part in archaeology, what were their motivations? Did their health and wellbeing or age influence how they engaged with archaeology, and did this reflect the support they needed? The survey was designed to take a maximum of 15 minutes.

The survey was launched on 26th February 2018. It was promoted through social media and email with an initial closing date of 29th March 2018, later extended by one week to 9th April 2018. Ethnicity and diversity data collection followed guidance on measuring equality supplied by the Office for National Statistics. The draft questionnaire was peer reviewed internally by the CBA Secretariat and externally by the Chair of a CBA regional group, a community group and two community archaeologists. The questionnaire was supplemented by meetings with the CIfA Voluntary and Community Special Interest Group and a more detailed discussion with CBA East Midlands to inform the report's recommendations.

A communications plan for the survey launch was created in advance with the distribution through Facebook, Twitter and email.

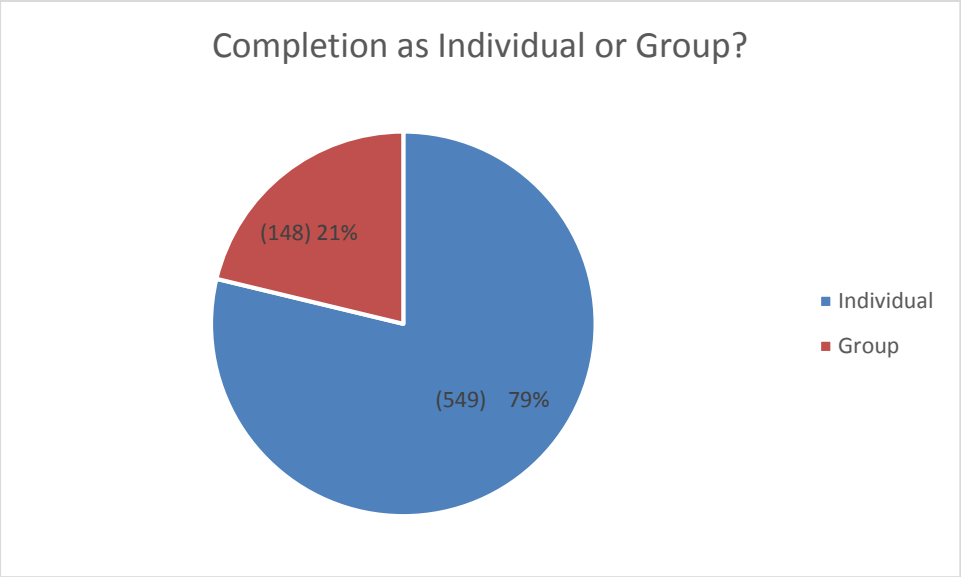
The survey results were imported to Microsoft Excel and the data analysed using pivot tables.

There were 866 responses to the online survey, of which 80% contained sufficient data to be included in the analysis. 20% of the respondents registered and did not complete any further part of the survey. The figures from the 2010 survey are 78% and 22% respectively.

79% of respondents answered as an individual and 93% of respondents recorded full postcode data.

Results

***Are you completing this survey as an individual or a group*?**



***What is your position within the group*?**

A wide range of group representatives completed the survey including; ten Chairpersons and nine Secretaries. Other respondents were committee members, events officers or held a supervisory role within the group.

What is the name of your Group? The information from this question is not presented in this report. We did not ask individuals the names of the group(s) they belonged.

***What is your postcode*?**

Some of the group representatives stressed that they had provided their administration postcode which was not reflective of the wide area covered by their group, in some cases five counties. The high response rate from England reflects the larger geographical area covered, also active Regional CBA Groups who promoted the survey through their networks. The low response rate from individuals in a post code where a group respondent answered suggests that circulation of information is minimal. Leicester was a noticeable exception, where the Leicestershire Fieldworkers circulated the Survey publicity in their newsletter and via email to members throughout the county. This group were also active participants in the previous survey.

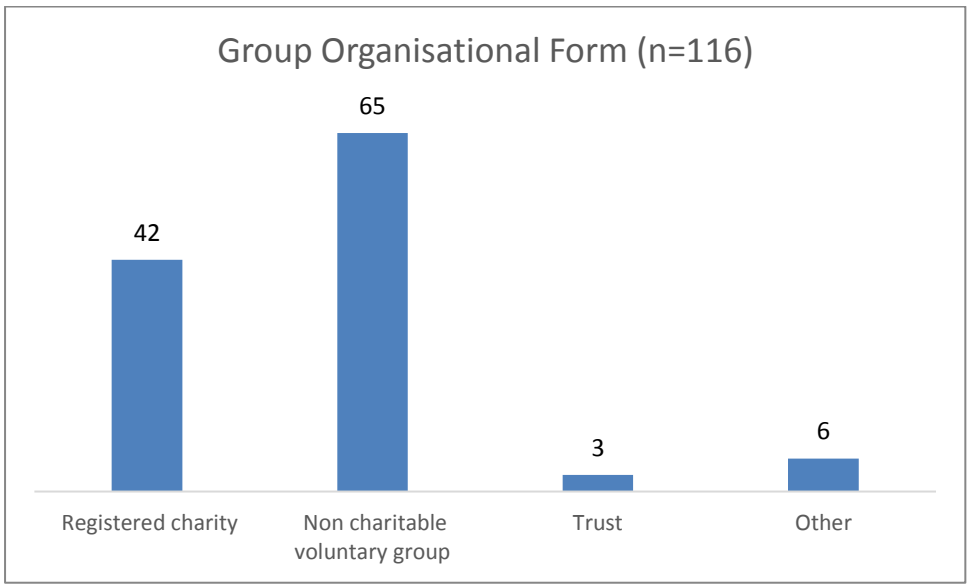
Group and Individual Postcode Comparison

Postcode	Location	Group	Ind
AB	Aberdeen	1	
AL	St Albans		1
B	Birmingham		4
BA	Bath	1	4
BB	Blackburn		2
BD	Bradford		10
BL	Bolton		2
BN	Brighton	1	8
BR	Bromley		3
BS	Bristol	2	5
CA	Carlisle		6
CB	Cambridge	5	2
CF	Cardiff	1	3
CH	Chester		5
CM	Chelmsford		3
CO	Colchester	1	1
CR	Croydon		1
CT	Canterbury		7
CV	Coventry	1	12
DA	Dartford	1	5
DE	Derby	1	5
DH	Durham	2	3
DL	Darlington	1	11
DN	Doncaster	1	4
DT	Dorchester	1	
E	East London		4
EH	Edinburgh		3
EN	Enfield		3
EX	Exeter	2	6
FY	Blackpool		2
G	Glasgow		2
GL	Gloucester	2	14
GU	Guilford	2	7
HA	Harrow		1
HD	Huddersfield		14
HG	Harrogate	1	2
HP	Hemel Hempstead	1	3
HR	Hereford	2	1
HU	Hull		2
HX	Halifax		3
IG	Ilford		1
IP	Ipswich	1	1
IV	Inverness	1	
JE	Jersey		3
KA	Kilmarnock		1
KT	Kingston upon Thames		6
KW	Kirkwall	1	1
KY	Kirkaldy		1
L	Liverpool		4
LA	Lancaster	2	7
LE	Leicester	8	83
LL	Llandudno		14
LN	Lincoln	2	13

Postcode	Location	Group	Ind
LS	Leeds	4	8
LU	Luton	2	3
M	Manchester	2	7
ME	Maidstone	3	9
MK	Milton Keynes	3	5
ML	Motherwell		1
MR	Maidenhead		1
N	North London		3
NE	Newcastle Upon Tyne	4	3
NG	Nottingham	4	14
NN	Northampton	3	11
NP	Newport	3	2
NR	Norwich	1	7
NW	NW London		2
OL	Oldham		4
OX	Oxford	3	5
PE	Peterborough	3	9
PH	Perth		1
PL	Plymouth		6
PO	Portsmouth	1	5
PR	Preston	2	3
RG	Reading		13
RH	Redhill		6
RM	Romford	1	
S	Sheffield	4	8
SA	Swansea	4	3
SE	SE London		10
SG	Stevenage		2
SK	Stockport	3	5
SL	Slough	3	2
SM	Sutton		1
SN	Swindon	2	8
SO	Southampton	1	5
SP	Salisbury	1	2
SR	Sunderland		1
ST	Stoke on Trent		2
SW	South West London	1	6
TA	Taunton	1	1
TD	Galashiels	1	3
TF	Telford		1
TN	Tunbridge Wells	1	7
TR	Truro		1
TS	Cleveland		3
TW	Twickenham		4
UB	Uxbridge	1	
W	West London	1	1
WA	Warrington		1
WC	West Central London		1
WD	Watford	1	
WF	Wakefield		3
WR	Worcester		5
WS	Walsall		1
YO	York	4	15

The Council for British Archaeology is a registered charity working to promote and protect Britain's historic environment. Registered in England and Wales (no. 287815) and in Scotland (no. SC041971)

***What is the organisational form of your group*?**

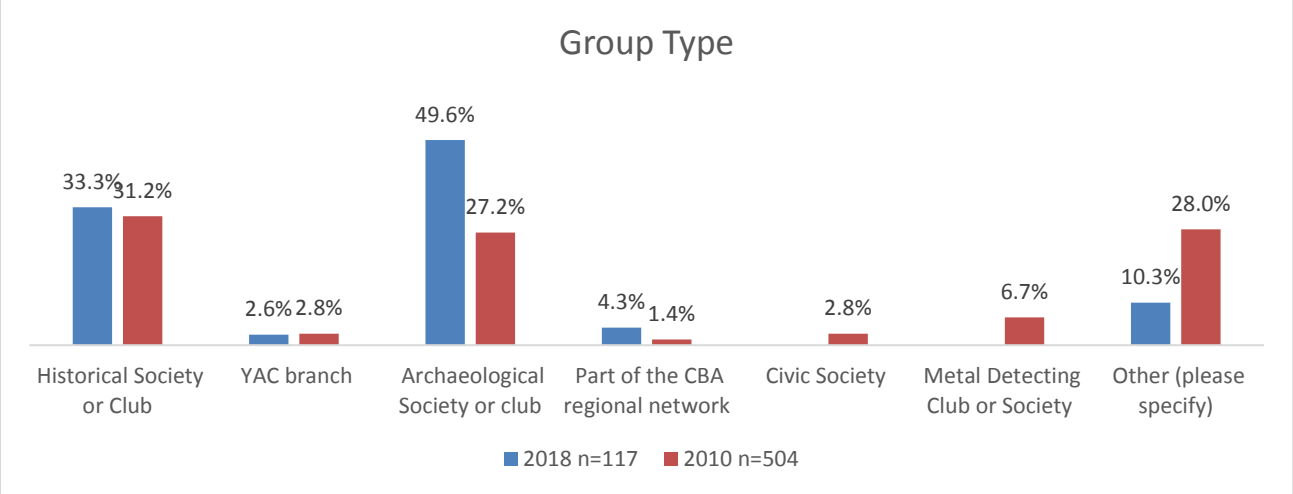


The form an organisation takes can have an impact on what it does and how it does it, what funds it can access and the support it might need to thrive and prosper.

The majority of Groups were non-charitable voluntary groups. Those that are registered charities include U3A and groups which are "sub sections" of a major charity such as ACE (Archaeology Cambridge East) which is part of the JIGSAW project in Cambridgeshire.

The "Other" organisations were two Community Interest Companies (CICs) these were introduced by the United Kingdom government in 2005 under the Companies (Audit, Investigations and Community Enterprise) Act 2004, designed for social enterprises that want to use their profits and assets for the public good. A Commercial Unit, two Universities and one higher education establishment also responded in this section.

***What is the type of Group*?**



As in 2010, most of the groups were an “Archaeological Society or Club” or “Historical Society or Club”. Of the “other” responses most already associated with one of the categories and chose to enhance answers to expand on their remit. There were 12 organisations with part heritage remit, these consisted of;

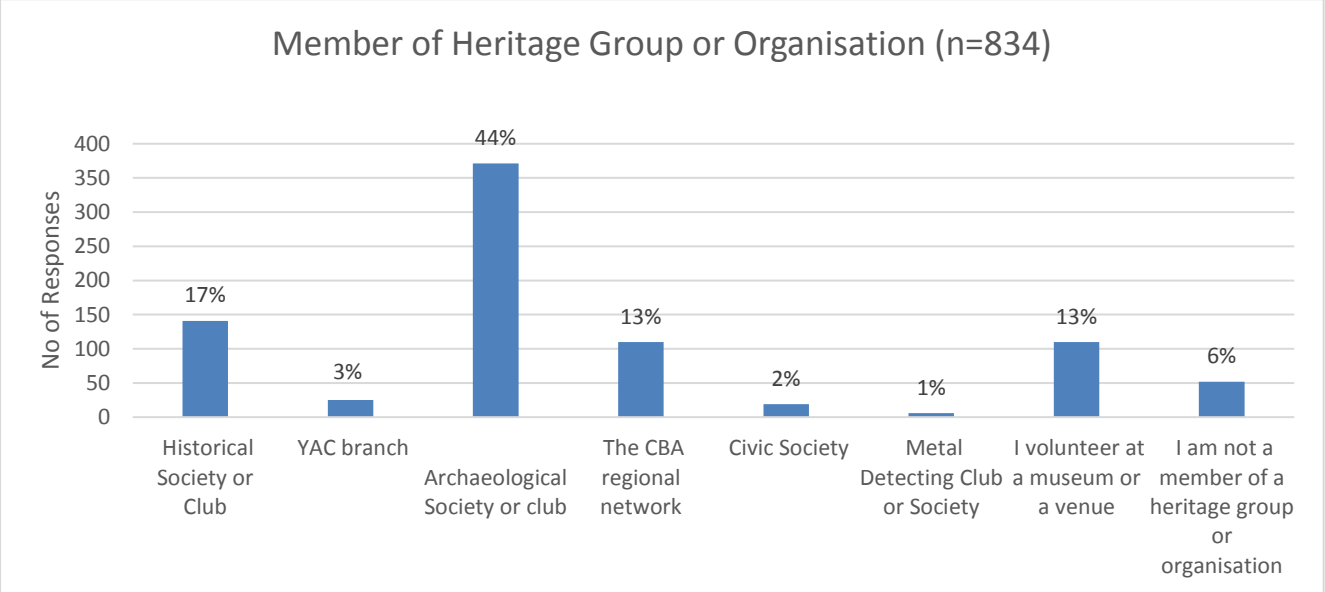
- Historic landscape placemaking
- Community farm
- National Trust
- Commercial Archaeology
- University Archaeology department
- Historic landscape research group
- Cathedral project
- Friends of a community park
- Government Led volunteer group
- U3A

Two were single purpose groups: Historical and Conservation society; and a Community Skills and workshops company which is archaeology led. Two organisations were Antiquarian, answering in “other” rather than recognising one of the six named categories.

This reflects the diversity of archaeology and its application within the built and natural environment together with a varied age range from parks and farms attracting younger visitors and parents, to U3A for the more mature. It also reflects variation in sponsors from charities to local authorities and private land owners.

Although the Civil Society, and individual Civic Societies (where known) were contacted by email, there were no responses from any of their groups. Metal detecting Societies or Clubs also failed to respond.

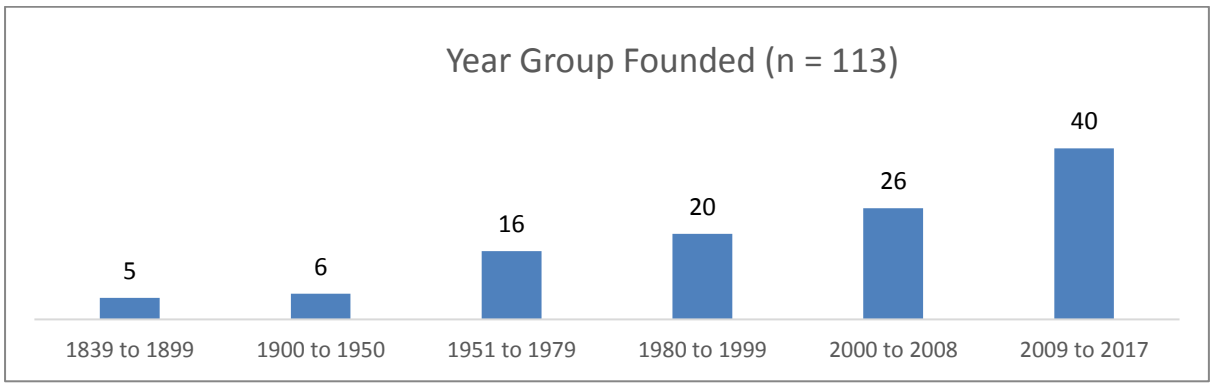
Individuals: are you a member of a heritage group or organisation?



Individuals could respond to more than one category. Most respondents were members of an archaeological society or club. Others volunteered at a museum or heritage venue, including National Trust and English Heritage properties. Some respondents described their motivation as work experience or a hobby.

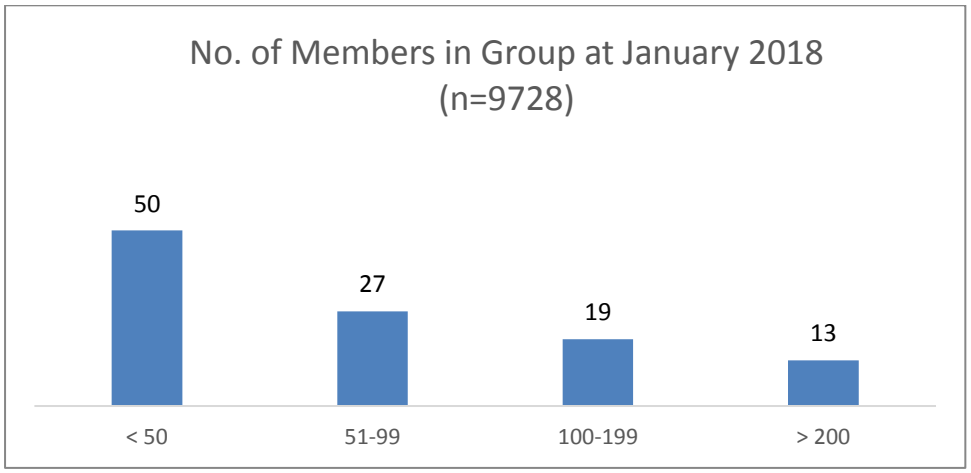
The results show the wide range of engagement in community archaeology with the majority having an allegiance to an organised group, only 6% of respondents (52) were not a member or had no affiliation with an organisation.

***In what year was the group founded*?**



There are some groups formed at an early stage such the Oxfordshire Architectural and Historical Society, Monmouthshire Antiquarian Association and the National Trust. Most groups originated after 1950, unlike the previous survey there were very few estimates of formation.

35% of groups formed after the data collection in the previous survey.

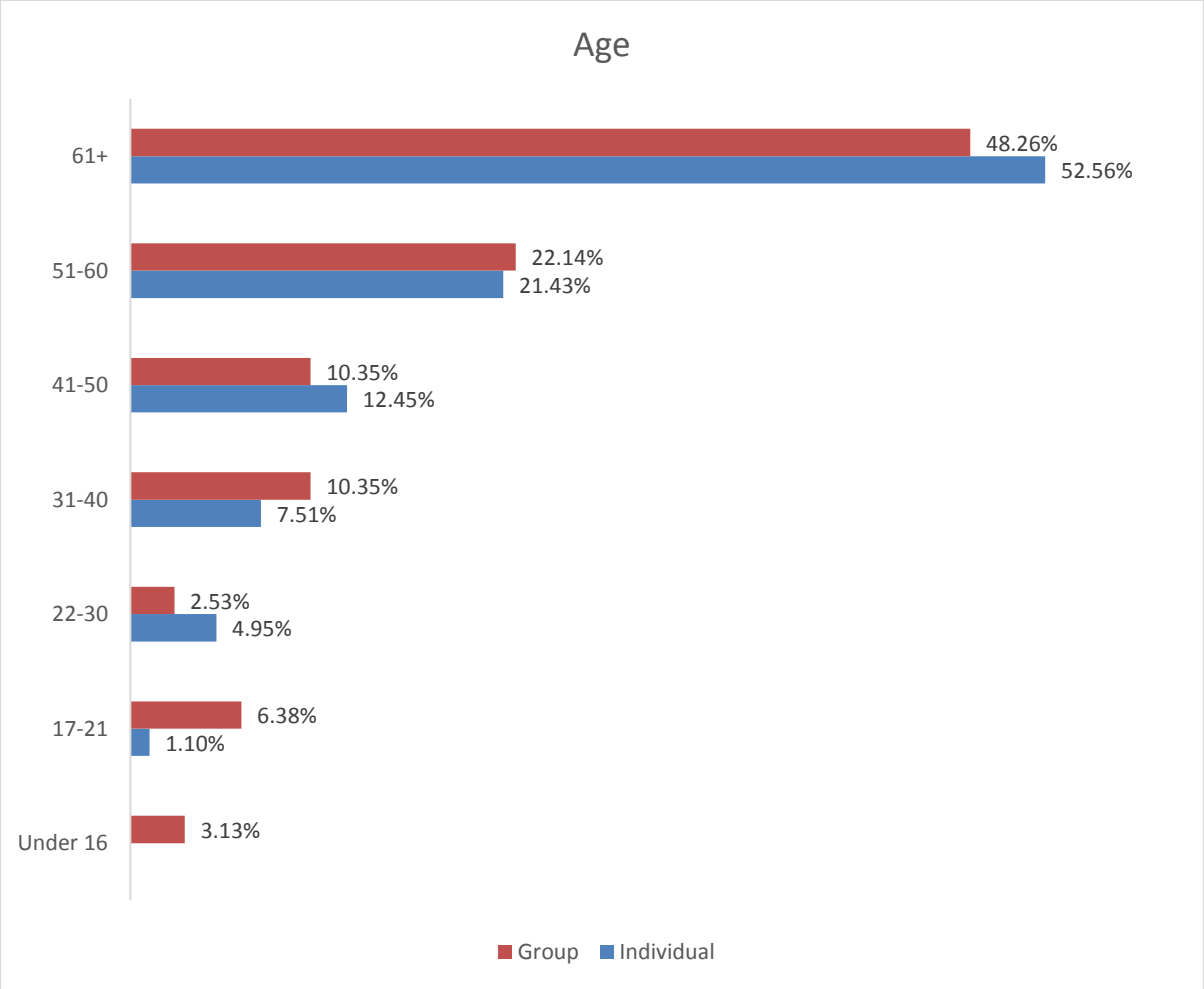


The average membership is 89, factoring out the 5 million that a representative of the National Trust entered. The total membership which included estimates was 9,728. This is significantly lower than the 2010 survey figure of 78,500 in which the average membership was 159 per group, although many of the 2010 responses were estimates. A few respondents mentioned that only a small number of members were active within the group. Future research might ask whether individuals are involved with more than one group.

Groups - If you keep records of age as part of your data collection how many fall within each of these ranges?

***Individual: What is your age*?**

Only 20% (11) of groups keep this data. Under 16 data related to data from a single CBA Young Archaeologists' Club. No individuals under 16 years of age responded. Because 80% of groups do not collect age related data it was not possible to give a detailed analysis of what activities each age range in a group carries out, the analysis of the individual data provided a more valid and meaningful response. The results of the groups that do collect data, or provided an estimate are shown below. This shows a slightly older average age within the 61+ age group, compared to the 2010 survey (where the average age was 55). It may be that those average 55-year olds are now in the 61+ bracket.



The age of individuals responding to the survey is similar to that of the group responses. This survey gives the impression that those under 50 are not being engaged in the Sector, the recent Young Archaeologists Club Census and Annual Survey (CBA, 2018) shows a different perspective with the majority (60%) of the 200 volunteers who responded falling into the aged 26 to 55 years old bracket. Future research should target these volunteers as the low data returns in the lower age categories can give no more than an impression rather than inform recommendations.

What are your annual activities?

The number of options for activities in the questionnaire was expanded from the 2010 survey with the addition of 'report writing' and 'health and wellbeing'. Activities were also grouped into the following categories: fieldwork, surveying, public engagement, post excavation, research, health and wellbeing, conservation and advocacy.

Groups

Although the percentage of activity appears lower than in 2010, the most popular activity is still organised talks and lectures with 62% of groups offering this form of engagement. What has increased is excavation, geophysical and topographical surveying as well as activities associated with excavation such as, finds cleaning, processing and recording post excavation. A comparable percentage of groups also prepare reports suggesting that an archive report is also being created.

Activities added in the free text "other" option included training sessions, animal bones, lithics, medieval pottery, QGIS, website development, WordPress, fieldwalking, archival research, interactive varied learning, experimental and experiential archaeology, hosting tours of their site and school education.

Individuals

The results for individuals broadly reflects the data from groups with the addition of age related data. However, not all individuals responded to the age question so the age related data is not complete.

Fieldwork : By comparing age related data, no activity appears to prevent all ages from taking part including those activities requiring physical exertion such as excavation and fieldwalking. Finds cleaning and processing seem to be carried out by the older age group. Recording and post excavation report writing seems mainly to be carried out by the 22-30 year old age group.

Surveying : All ages seem to take part in surveying activities. the 22-30 group less so and 17-21 are not involved in Topographical Surveying. 31-40 year olds do not take part in Topographical Survey nor Metal Detector Surveys.

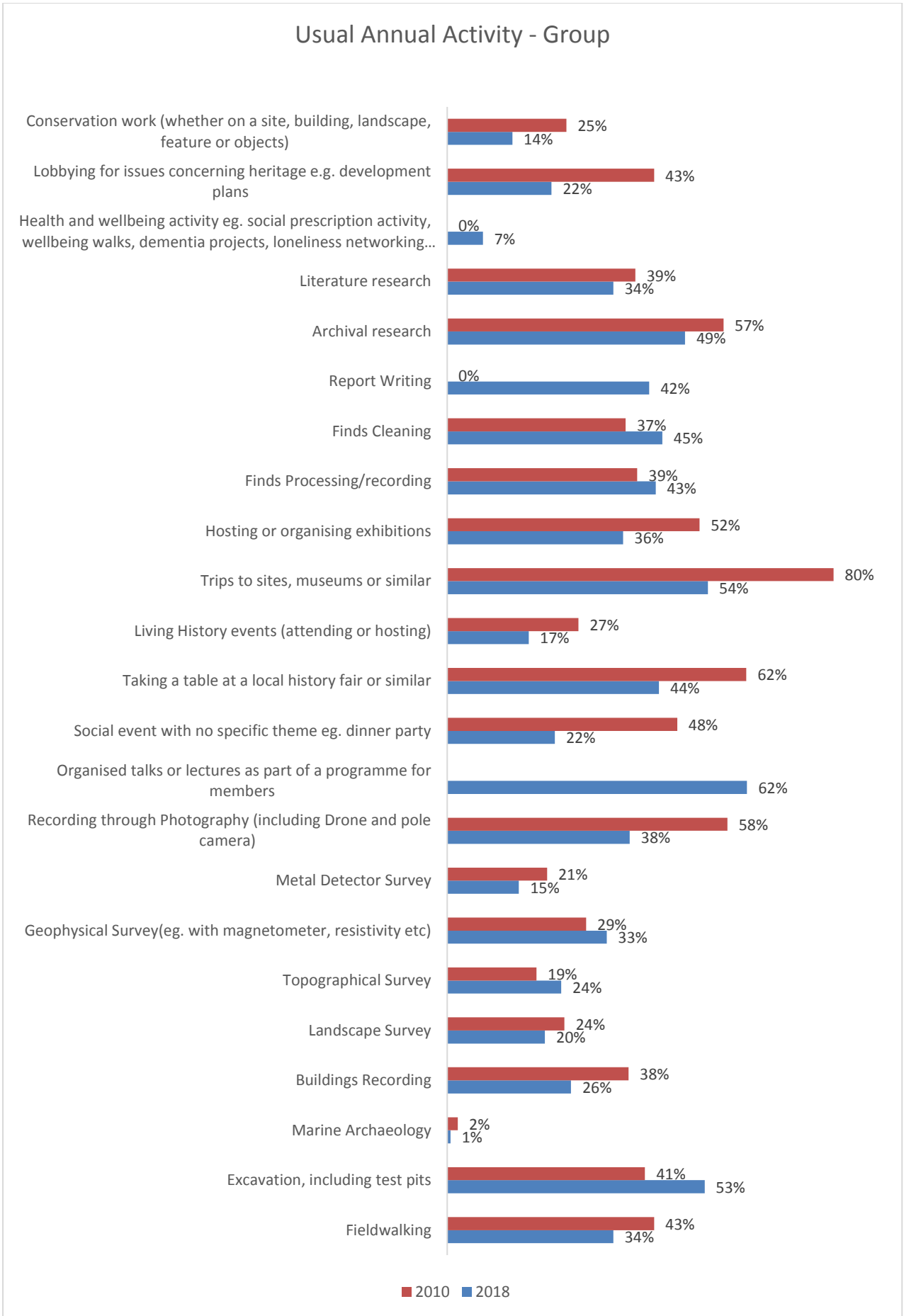
Public Engagement: Talks or lectures, trips to sites, museums or similar and excavation are the most participational activities recorded by respondents which compares with similar findings from 2010. 17-21 and 22-30 year olds do not take part in Social Events, which usually take place outside of the group environment and include dinner parties and drinks evenings.

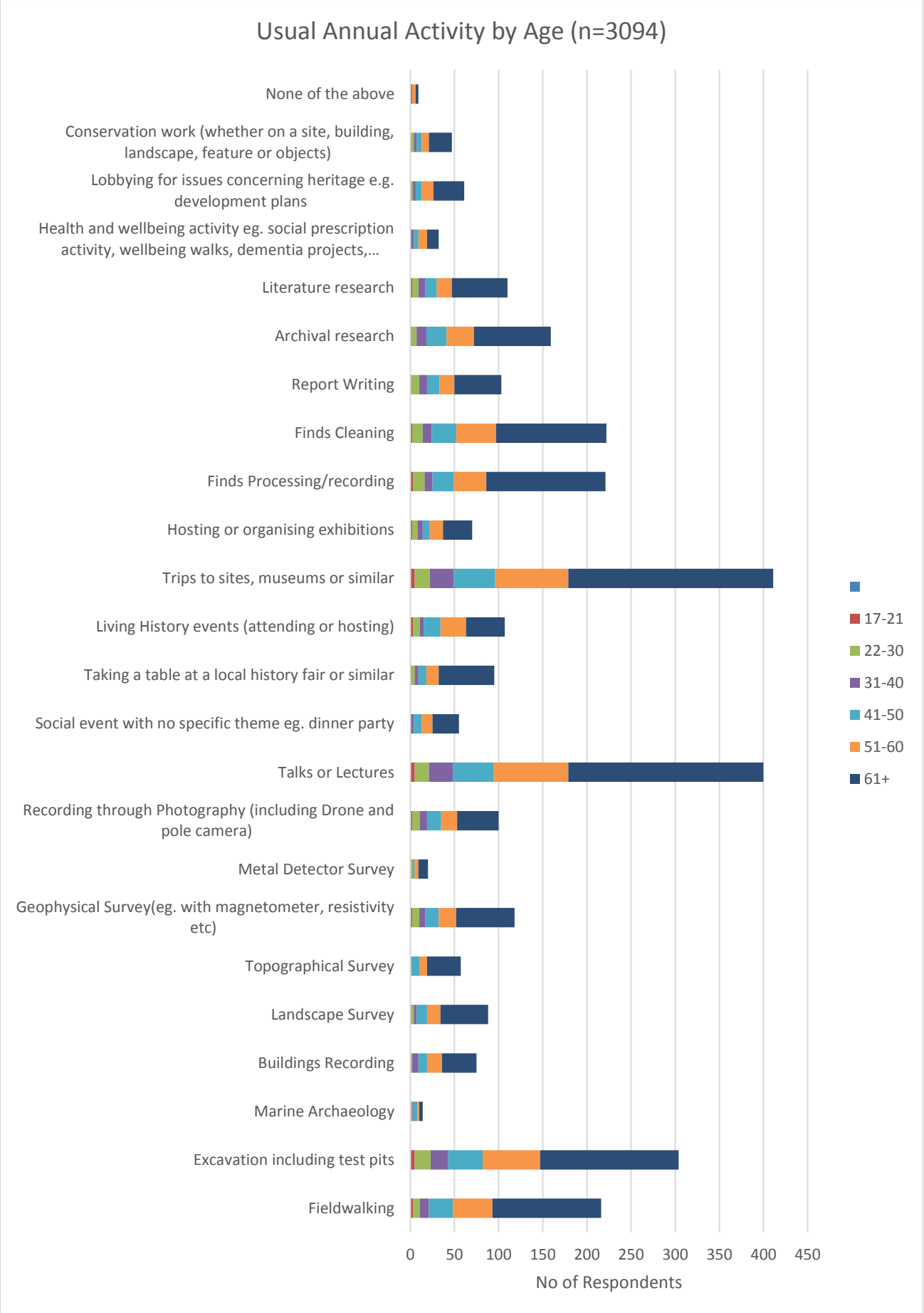
Post Excavation: All age groups are involved with post excavation. The 61+ and 22-30 age group are slightly more active finds processors and recorders. The 22-30 age group do the majority of report writing.

Research: All age groups take part in research. However, the data for groups suggests that research is mostly undertaken by the older age groups (34% Literature and 49% Archival). This clearly illustrates the difference between group responses and individual responses and may reflect a difference between individual engagement with community archaeology and group membership.

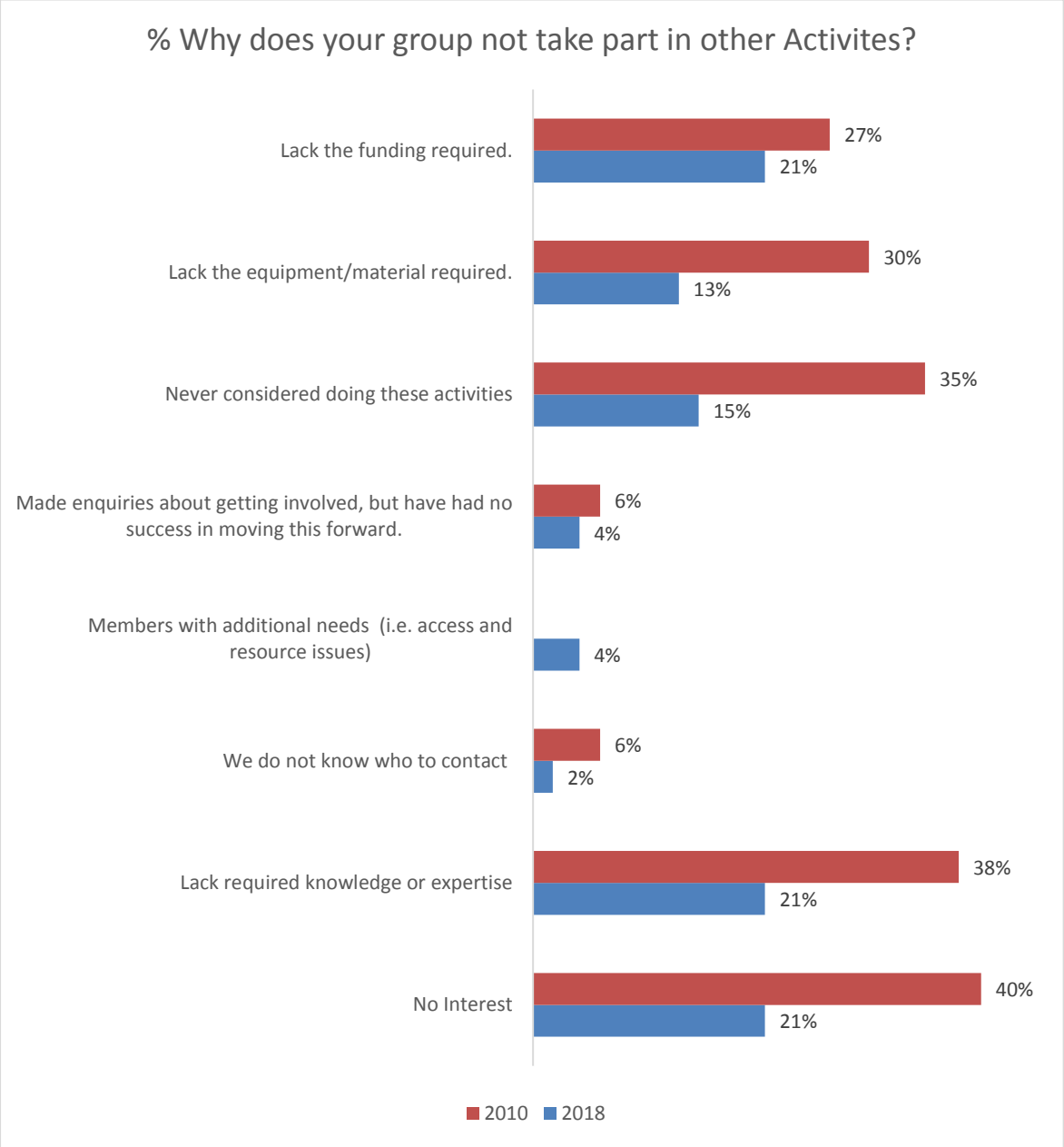
Health and Wellbeing : this area of engagement is expanding, in their recent publication Historic England state "there is a growing evidence base and recognition that the Historic Environment has a role to play in improving mental and physical health" (Historic England 2018). Our 2018 survey indicates that this is particularly attractive to groups within the 31-61+ age ranges. The younger age groups are not identifying engagement in this area with regards to archaeology.

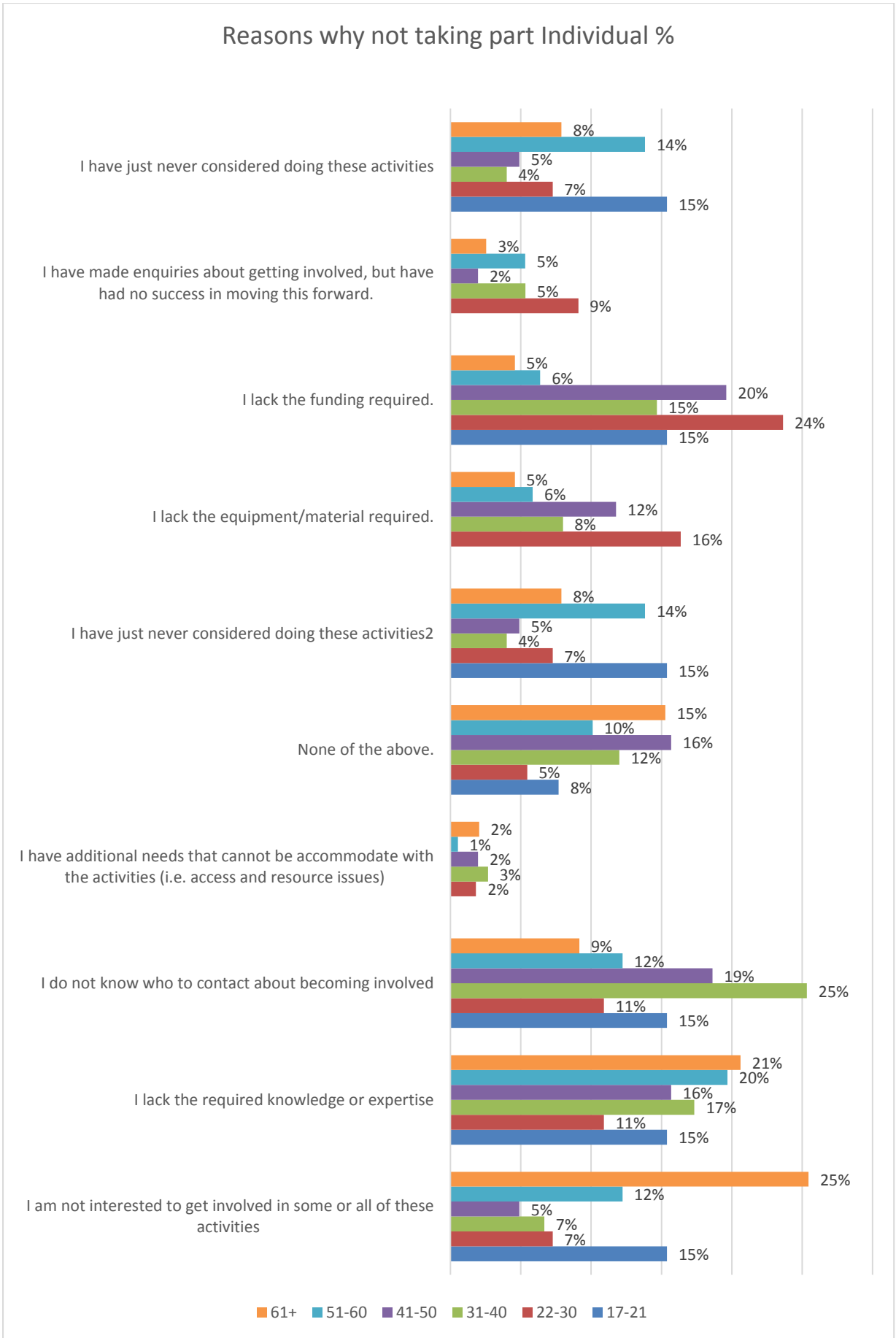
Conservation and Advocacy : all ages are participating in this activity although this is most common with the 61+ age group.


Usual Annual Activity - Group
Conservation work (whether on a site, building, landscape, feature or objects)
25%
14%
Lobbying for issues concerning heritage e.g. development plans
43%
22%
Health and wellbeing activity eg. social prescription activity, wellbeing walks, dementia projects, loneliness networking…
0%
7%
Literature research
39%
34%
Archival research
57%
49%
Report Writing
0%
42%
Finds Cleaning
37%
45%
Finds Processing/recording
39%
43%
Hosting or organising exhibitions
52%
36%
Trips to sites, museums or similar
80%
54%
Living History events (attending or hosting)
27%
17%
Taking a table at a local history fair or similar
62%
44%
Social event with no specific theme eg. dinner party
48%
22%
Organised talks or lectures as part of a programme for members
62%
Recording through Photography (including Drone and pole camera)
58%
38%
Metal Detector Survey
21%
15%
Geophysical Survey(eg. with magnetometer, resistivity etc)
29%
33%
Topographical Survey
19%
24%
Landscape Survey
24%
20%
Buildings Recording
38%
26%
Marine Archaeology
2%
1%
Excavation, including test pits
41%
53%
Fieldwalking
43%
34%
2010
2018


Usual Annual Activity by Age (n=3094)
None of the above
Conservation work (whether on a site, building, landscape, feature or objects)
Lobbying for issues concerning heritage e.g. development plans
Health and wellbeing activity eg. social prescription activity, wellbeing walks, dementia projects,…
Literature research
Archival research
Report Writing
Finds Cleaning
Finds Processing/recording
Hosting or organising exhibitions
Trips to sites, museums or similar
Living History events (attending or hosting)
Taking a table at a local history fair or similar
Social event with no specific theme eg. dinner party
Talks or Lectures
Recording through Photography (including Drone and pole camera)
Metal Detector Survey
Geophysical Survey(eg. with magnetometer, resistivity etc)
Topographical Survey
Landscape Survey
Buildings Recording
Marine Archaeology
Excavation including test pits
Fieldwalking
0
50
100
150
200
250
300
350
400
450
No of Respondents
17-21
22-30
31-40
41-50
51-60
61+

Please tick any of the following reasons why activities not selected do not take place?




Reasons why not taking part Individual %
I have just never considered doing these activities
8%
14%
5%
4%
7%
15%
I have made enquiries about getting involved, but have had no success in moving this forward.
3%
5%
2%
5%
9%
I lack the funding required.
5%
6%
20%
15%
24%
15%
I lack the equipment/material required.
5%
6%
12%
8%
16%
I have just never considered doing these activities2
8%
14%
5%
4%
7%
15%
None of the above.
15%
10%
16%
12%
5%
8%
I have additional needs that cannot be accommodate with the activities (i.e. access and resource issues)
2%
1%
2%
3%
2%
I do not know who to contact about becoming involved
9%
12%
19%
25%
11%
15%
I lack the required knowledge or expertise
21%
20%
16%
17%
11%
15%
I am not interested to get involved in some or all of these activities
25%
12%
5%
7%
7%
15%
61+
51-60
41-50
31-40
22-30
17-21

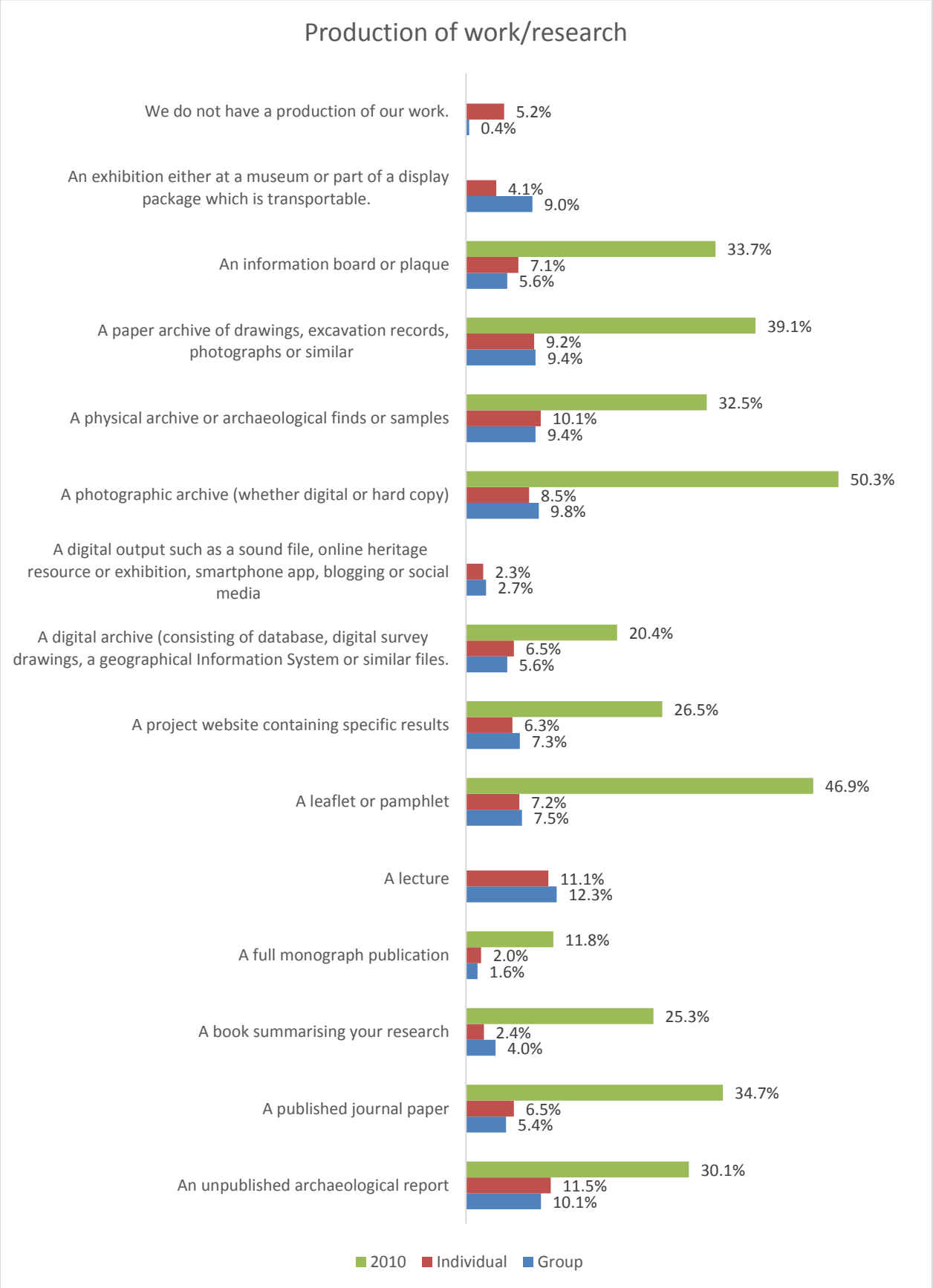
Respondents were given the option to tick more than one response option, as more than one reason could be relevant. One of the options dealt with access and resource needs as a factor in non-participation.

The most common responses to lack of individual engagement from the group data (as in the previous survey) included lack of interest and lack of knowledge, expertise, funding and equipment required. The latter indicates a learning and development gap along with a lack of information on appropriate contacts.

More than 25% of the 61+ age group have no interest in getting involved in additional activities. 12% of individuals do not know who to contact about being involved. 2% have additional needs that cannot be accommodated within available activities. Funding does not seem to be a major problem for the 61+ age group but is for the younger age groups. Other comments regarding constraints to engagement were;

- Time issues
- Not part of the HLF project
- Lack of time for those committee members that do things
- Lack of action by others (including some in committee, including their own attendance)
- Poor attendance at previously organised events
- No clear steer from members on what they would like to do
- Regions are too large and impact on ability to travel to events.
- Only a small percentage will do outdoor activities, many are elderly and do not want to do this
- Activities are on weekdays aimed at those who do not work so majority of older retired members attend which excludes those who are in education and employment
- Not near enough to the sea for marine archaeology
- Don't have access to appropriate sites
- Need a mentor to guide

Which of the following has been produced as a result of the work carried out?



Since 2010 the production of work based on research has declined considerably. This may simply reflect the wide range of groups represented by the Sector, some of whom might not engage in original research. However, over 50% of groups and individuals are involved in practical archaeology including excavation which should result in a legacy archive. These results are not unusual. In 2016 CBA East Midlands, concerned about archive storage, commissioned a survey (Allen 2016) and reported that 70% of groups curated project archives including record sheets (either at home or returned to landowner) but did not produce a report. They also failed to lodge the archive (physical or digital) with a Registered Organisation such as museum or Historic England's OASIS database. Community groups reported being unaware of how to produce an archive or which organisation might provide guidance. The Heritage Lottery Fund provided very little useful guidance and rarely followed up on completed projects to evidence an appropriate legacy was in place.

The 2018 survey suggests that the most common output of a project was a lecture followed by a simple archive activity involving both physical and digital storage, but the standard to which this has been developed would require further research.

Project outputs are varied. Only a small (0.43%) percentage of projects have no final outcome. However, publication in journals or as monographs is considerably less than was reported in 2010.

Several individuals commented that they did not know what happens with group activities and that a "committee" tended to do this and not delegate. This is interesting because respondents in the group survey cite time issues and lack of interest from members as part of the reason they do not take part in various activities. Group dynamics might therefore be dependent on effective communication and delegation.

Other individual activity cited, includes,

- producing a policy and planning strategy for a local museum
- student heritage walks
- monitoring reports which changed/added to HER data
- essay for an educational establishment
- Young Archaeology Club sessions
- 3D model produced in Sketchfab
- art work

Why do you take part in archaeology?

This was a new question for the 2018 survey and was directed at individuals. To be responsive to current requirements, detailed information was needed so the focus of future work could be guided by what motivated people to take part in archaeology and heritage.

Respondents could answer in more than one category. The responses from each age group provide interesting data. Percentages are based on individual age ranges.

Retired archaeologists retaining Sector connections represent 2% of the 61+ age group (based on 15 individuals).

Previous heritage or archaeological career involvement is highest in the 31-40 age range. The 17-21 age group may represent university students who studied archaeology, are previous Young Archaeologists, or early career people who changed.

23% of all responses gave Community Archaeology as a hobby, with 27% of all the 61+ age group including this in their selection. Only the 22-30 age group did not class it as a hobby.

Mental health is beneficial to 10% of all respondents, with physical health 9%, the older age range having an impact in this area.

Taking part in Community Archaeology as part of on-going study has unsurprisingly a larger representation in the 17-21 age group. Generally, individuals are still engaging in education in all age groups with significant representation from the under 50's.

Gaining experience outside an educational establishment appears to be a factor in volunteering, with all age groups (except the 61+ group) involved in Community Archaeology. Almost 25% of the 17-21 age group were using this to supplement existing skills and experience for study and employment as well as enjoyment. The next three age groups also appear to be supplementing existing skills. Whether this is adding value to those already working professionally in the sector or allowing those outside the sector to gain skills for a career change, is unknown.

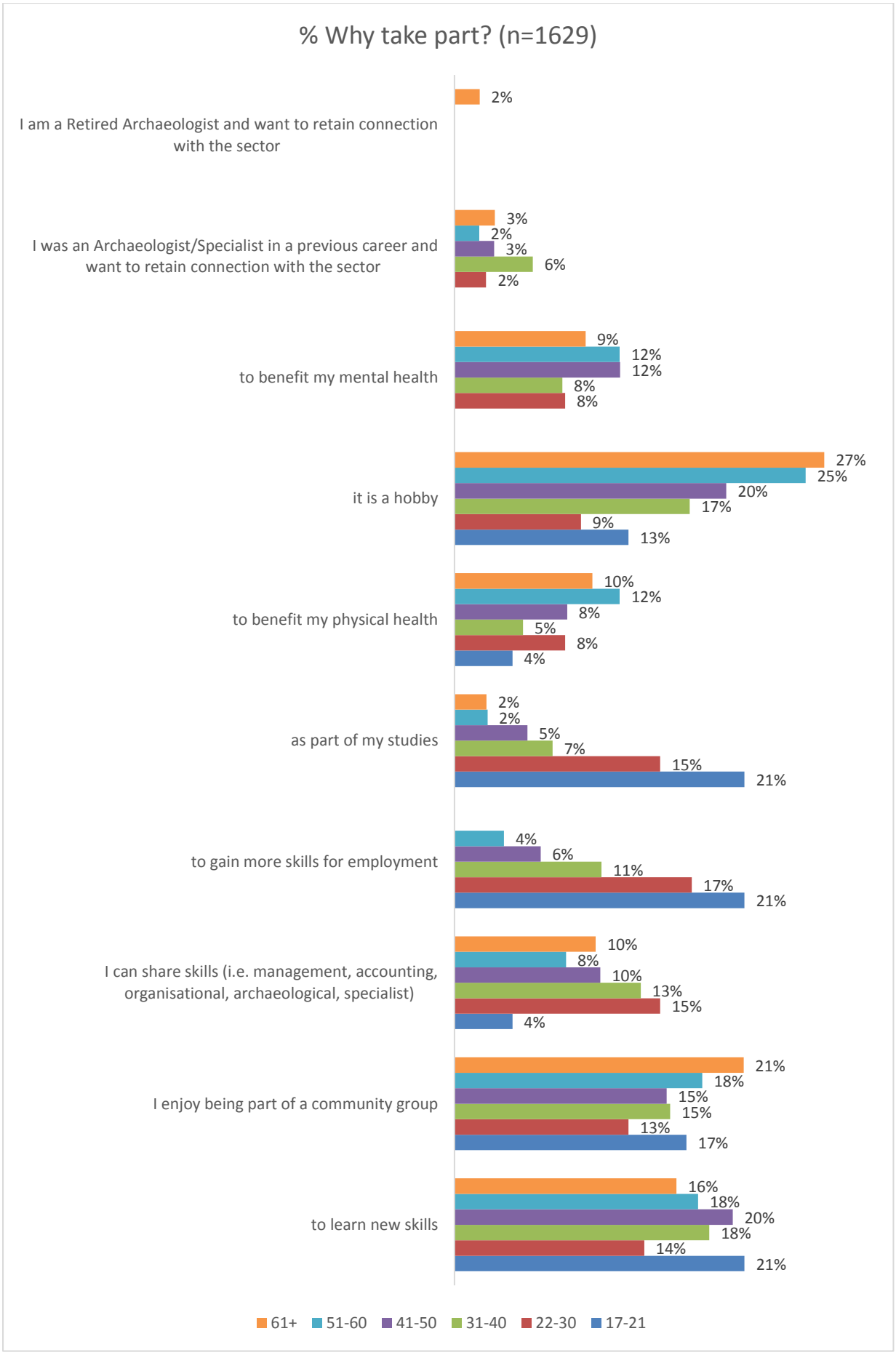
Sharing skills data is both useful and important to all community groups. 10% of respondents were able to share skills including archaeological as well as key skills such as management and accounting.

Being part of a Community Group was important to 18% of all age groups. Apart from a slight difference with the 22-30 age group there was very little variance on this within the age groups.

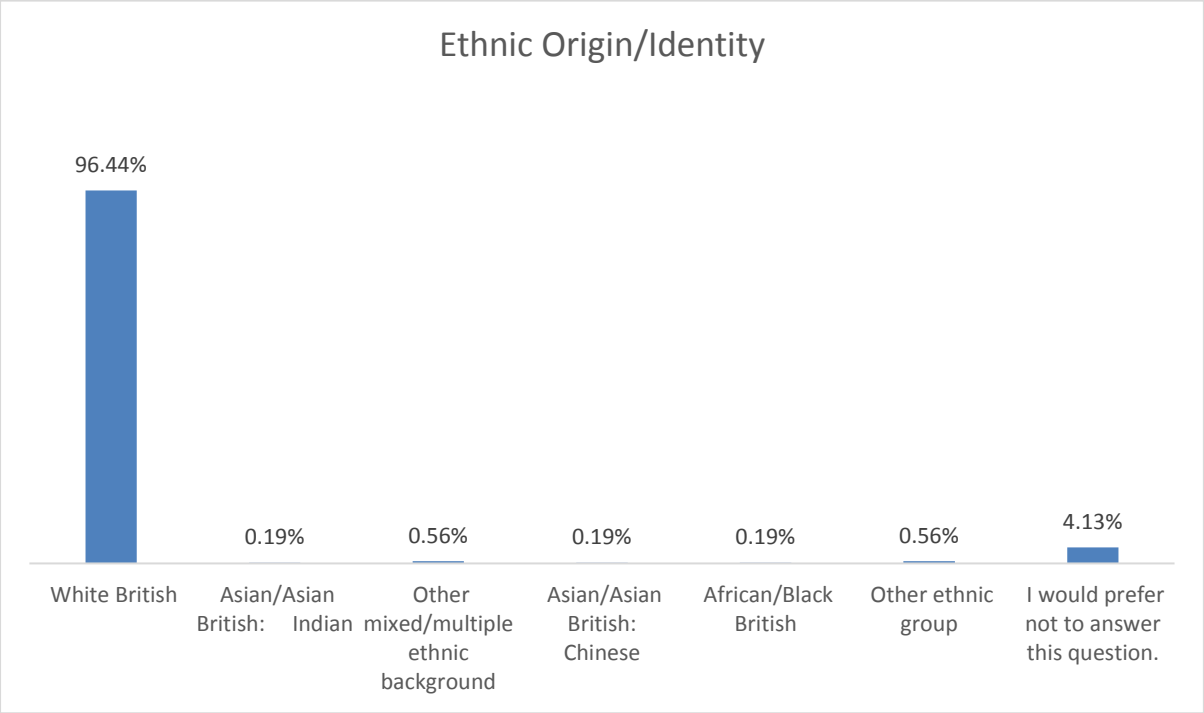
17% of all respondents wanted to learn new skills.

The ‘other’ free text section included the following factors;

- professionals who need to maintain contacts with local community groups in the sector for either training, essential parts of projects that are designed and delivered, or a local authority
- People who had studied archaeology and never worked in the sector but wanted to maintain a connection
- Specific project-based involvement, needing to gain skills in order to do work
- Landowners who had archaeological sites on their property
- To volunteer on sites that would not be funded through Commercial Archaeology
- Exciting, fun, for the love of it
- It is not a “hobby” like knitting
- It is more essential that that!
- Involved as a family, helps autistic child
- To be involved in the local area with an interest in history and the landscape


% Why take part? (n=1629)
I am a Retired Archaeologist and want to retain connection with the sector
2%
I was an Archaeologist/Specialist in a previous career and want to retain connection with the sector
3%
2%
3%
6%
2%
to benefit my mental health
9%
12%
12%
8%
8%
it is a hobby
27%
25%
20%
17%
9%
13%
to benefit my physical health
10%
12%
8%
5%
8%
4%
as part of my studies
2%
2%
5%
7%
15%
21%
to gain more skills for employment
4%
6%
11%
17%
21%
I can share skills (i.e. management, accounting, organisational, archaeological, specialist)
10%
8%
10%
13%
15%
4%
I enjoy being part of a community group
21%
18%
15%
15%
13%
17%
to learn new skills
16%
18%
20%
18%
14%
21%
61+
51-60
41-50
31-40
22-30
17-21

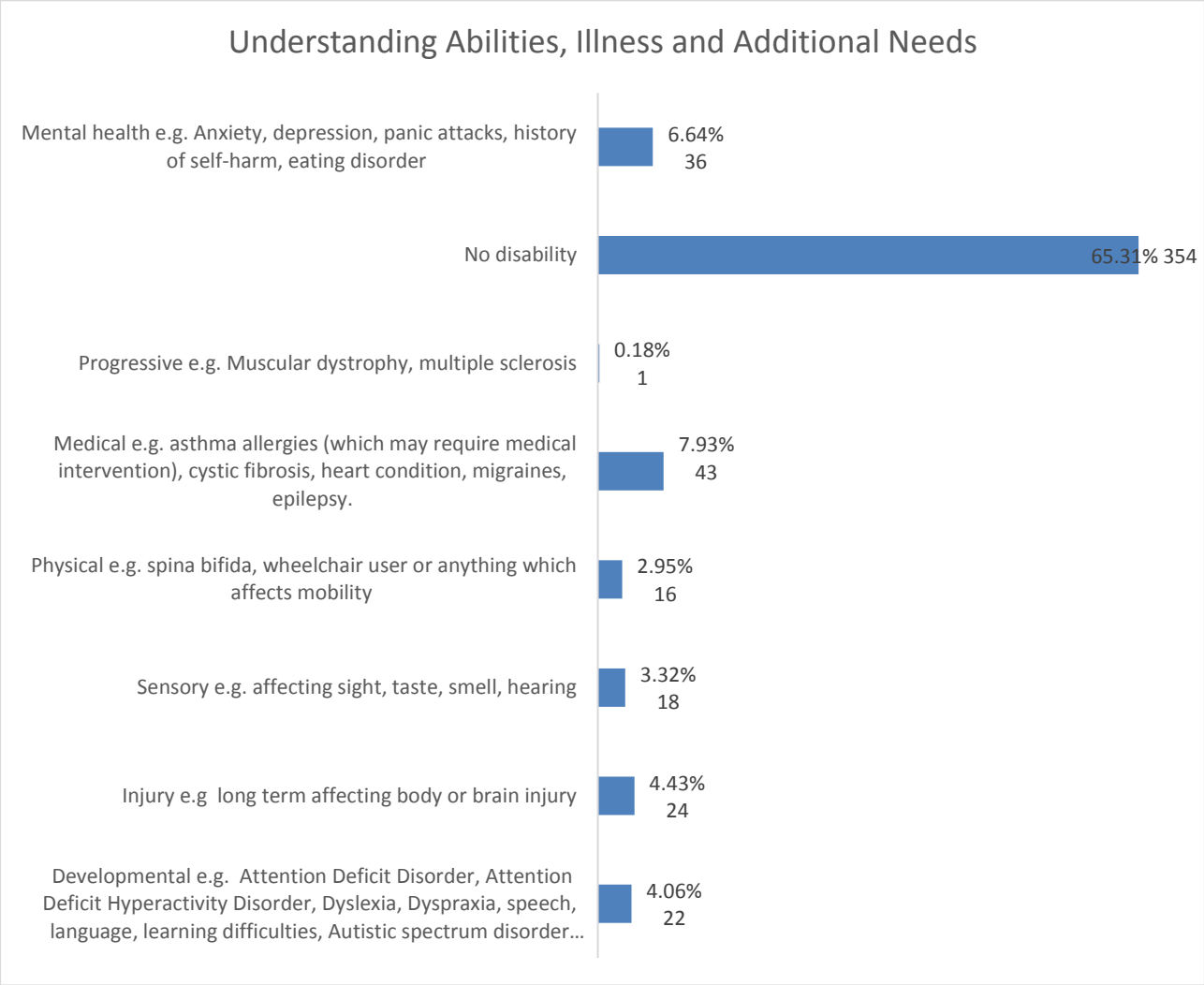
Ethnic Origin. Which Groups do you Identify with? Choose which best describes your ethnic group or Background



This question was not asked in the previous survey. The results of the ethnic origin and identity section indicated that over 96% of respondents identified with White British. The sector is under-represented in every other group. Respondents which were not categorised were, 1 Cornish, 1 Spanish and 1 Australian with indefinite leave to stay in UK. Diversity is not improving and requires further action.

Understanding ability and additional needs. The Equality Act 2010 defines a disability as 'having a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on an individual's ability to do normal daily activities'. Understanding disability and additional needs helps us look for ways to improve access to Archaeological activity and the historic environment more generally. This information enables us to identify the key external bodies and agencies we need to work with to ensure that we are following, and enhancing, best practice in our provision for people with visible and hidden disabilities.

35% of responses identified with some form of disability. Within free text, many commented on age related arthritis (for example a very active and fit 91-year-old). One of the most pointed comments was that "it is not a disability it is a different operating system". It will continue to be important for the Sector to be able to provide any additional support that is requested.



Digital Provision

The 2010 report focussed on the Community Archaeology Forum (CAF), a community resource, website and forum which is now out of date. Commentary on this is contained in a recent report for the CBA (Richardson, 2017). The report states that the site is out of date and contains inaccurate information which has not been revisited since 2012.

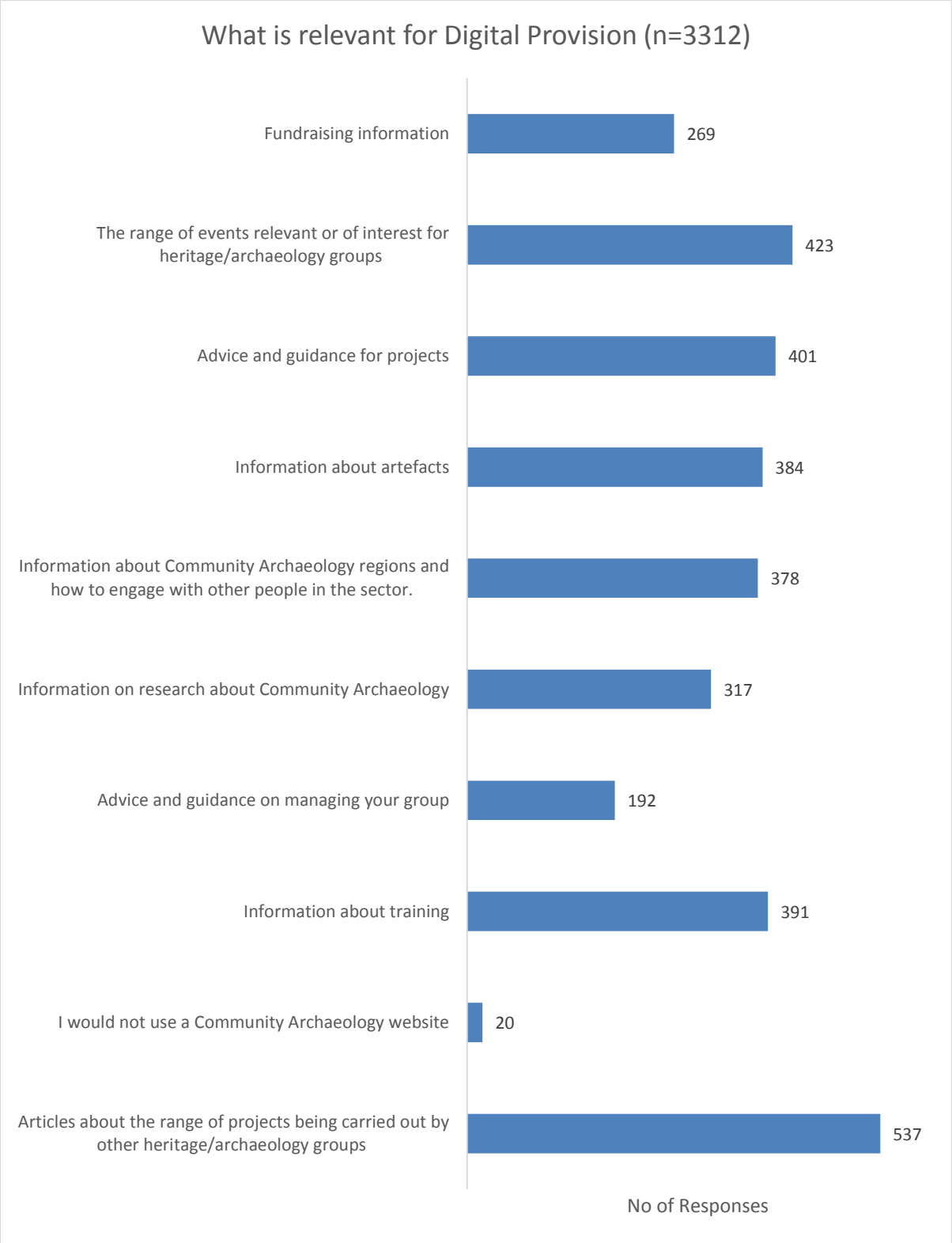
In addition to the CAF website there is the ISGAP - Introduction to Standards & Guidance in Archaeological Practice http://www.isgap.org.uk which incorporates best practice guidance and resources information for community groups. The guidance outlines standard procedures for carrying out archaeological research and investigation but stresses it is not a "how to" instruction. Richardson's report commented that this guidance is excellent on the whole, although needs checking and updating, and its contents transferred into downloadable PDF documents so they can be printed off individually and as a 'handbook'.

Finally, there is TORC (Training Online Resource Centre) http://www.torc.org.uk which aims to provides information relating to careers, training, courses, professional development, public involvement and fieldwork for archaeology in the United Kingdom. This again, is very out of date.

Because of this, the 2018 survey focussed on whether these resources were still relevant. The 2018 survey data confirms that this is still relevant, with a wide range of requirements from networking information, advice on artefacts, a management and training. On a national scale this could provide some of the connection and authority that was deemed missing from answers received. This is comparable with the CIfA Voluntary and Community Special Interest Group (Brown, Partridge & Miles, 2018) where Community Archaeologists use a wide range of resources, and mostly friends and colleagues for support and guidance. The report notes that 67% of respondents would like an online collaborative space with general advice and support, contact information and policy documents/proformas. This is exactly what the community groups and individuals themselves are asking for.

What do you think would be relevant as a community archaeology digital provision?

Multiple answers were available, the different age groups had similar requirements with only 1% of respondents who would not use a website.

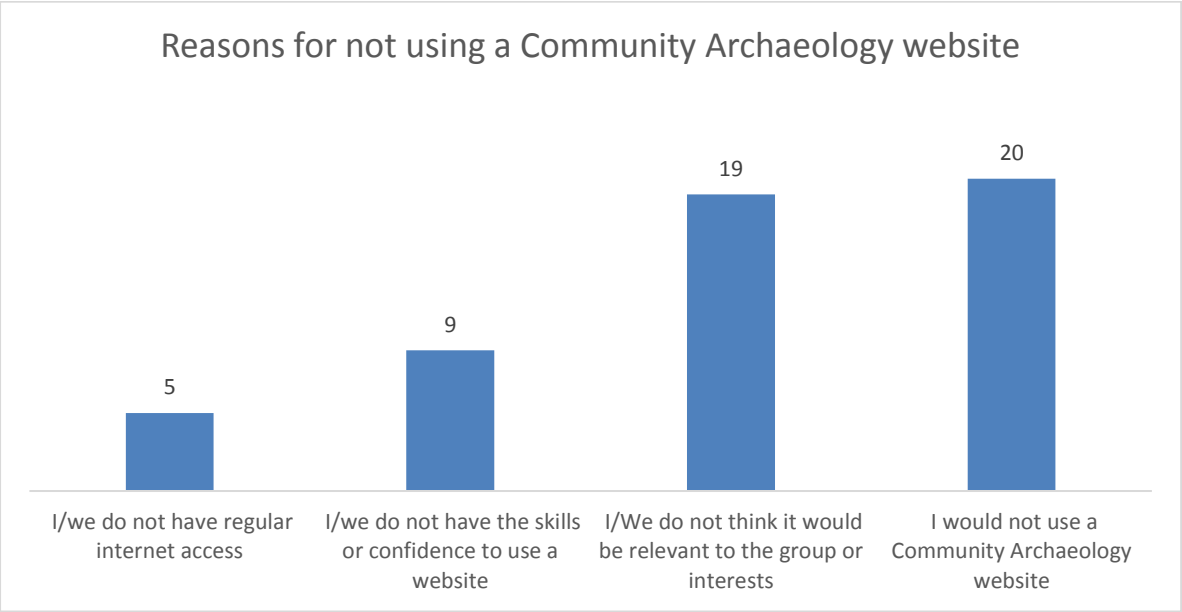


Is there anything else you would like to see which would be of benefit to the community archaeology sector on a website?

Through free text, respondents listed several existing resources that they felt needed a more cohesive central platform. These included;

- A database of local experts, including those with access to field equipment, including local museums and archive services
- how to attract organisers
- Historic Environment Record information, what it is, does, who to contact
- Portable Antiquities information
- One page finds identification factsheets.
- Where to go and volunteer.
- How to advertise (role description).
- How to run an event rather than just take part.
- How to engage and deliver programmes for people with mental and physical health and access concerns
- How to involve universities and utilise undergraduate, post-graduate and research placements to support volunteers & increase capacity.
- Guidance on health and safety including first aid for older volunteers and insurance.
- Local rather than regional database of community activity, often hear too late.
- Potential employment opportunities (this again can be signposted)
- Identification of prospective investigation/research i.e. coastal erosion sites, SCARF
- Information in other languages
- Templates for report writing
- An open forum e.g. to place a photo and info on a project or artefact and experts write in and tell you about it and advice/experience sharing. Like iNaturalist. https://www.inaturalist.org/ BAJR provide this but another forum may be required?
- Section for schools which shows archaeology is relevant to national curriculum
- Open forum (e.g. Facebook-type page) where members can ask advice from the group
- University links
- Engaging with BME/BAME groups who are underrepresented in traditional archaeology societies
- Education: non university options for teenagers is apprenticeships. Also, more about events designed for teens.

If you would not use a community archaeology website, why is this? Of the 53 responses to this question (which could have multiple answers), the majority of people (all but 4) were in the 61+ age range.

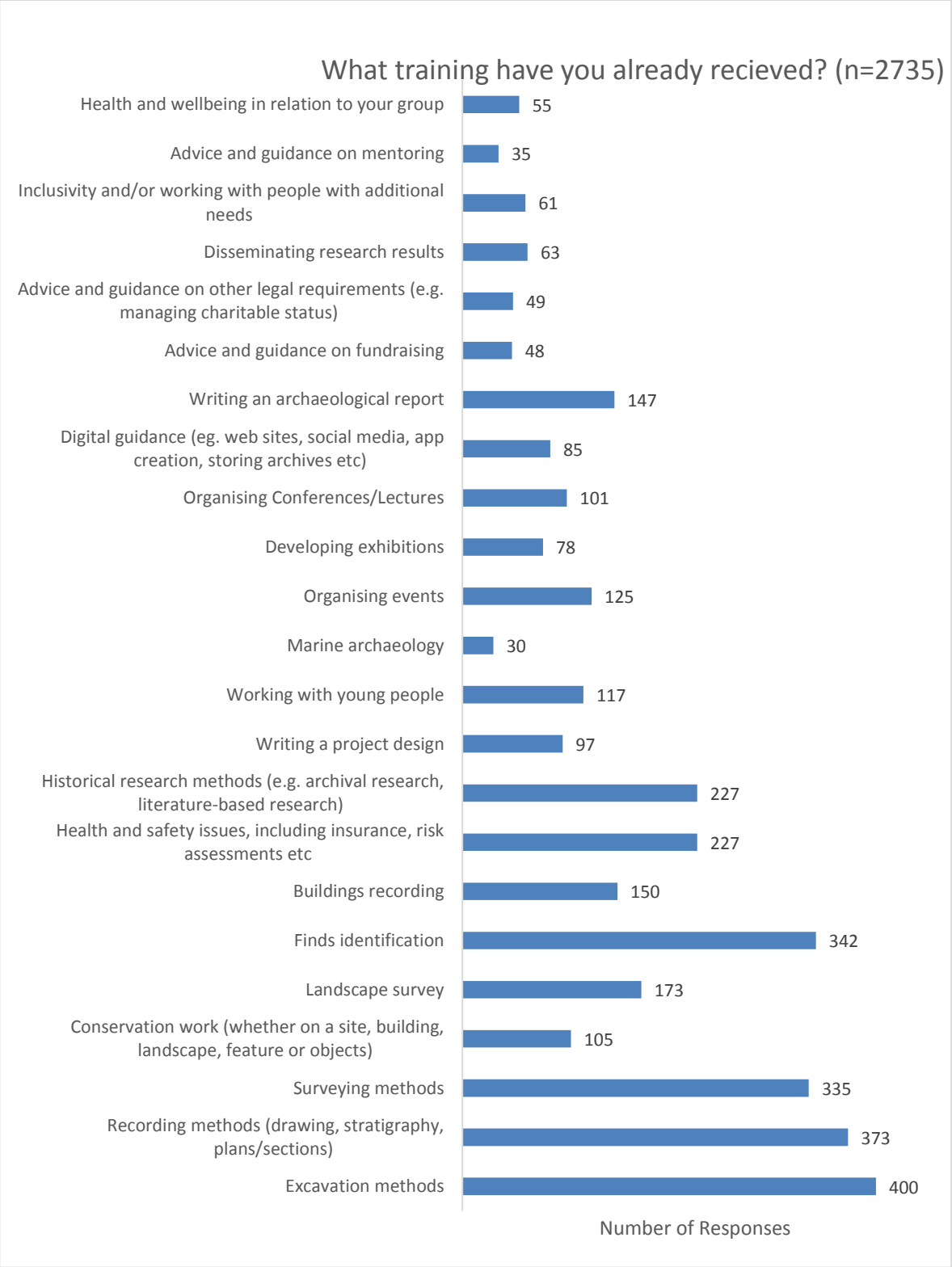


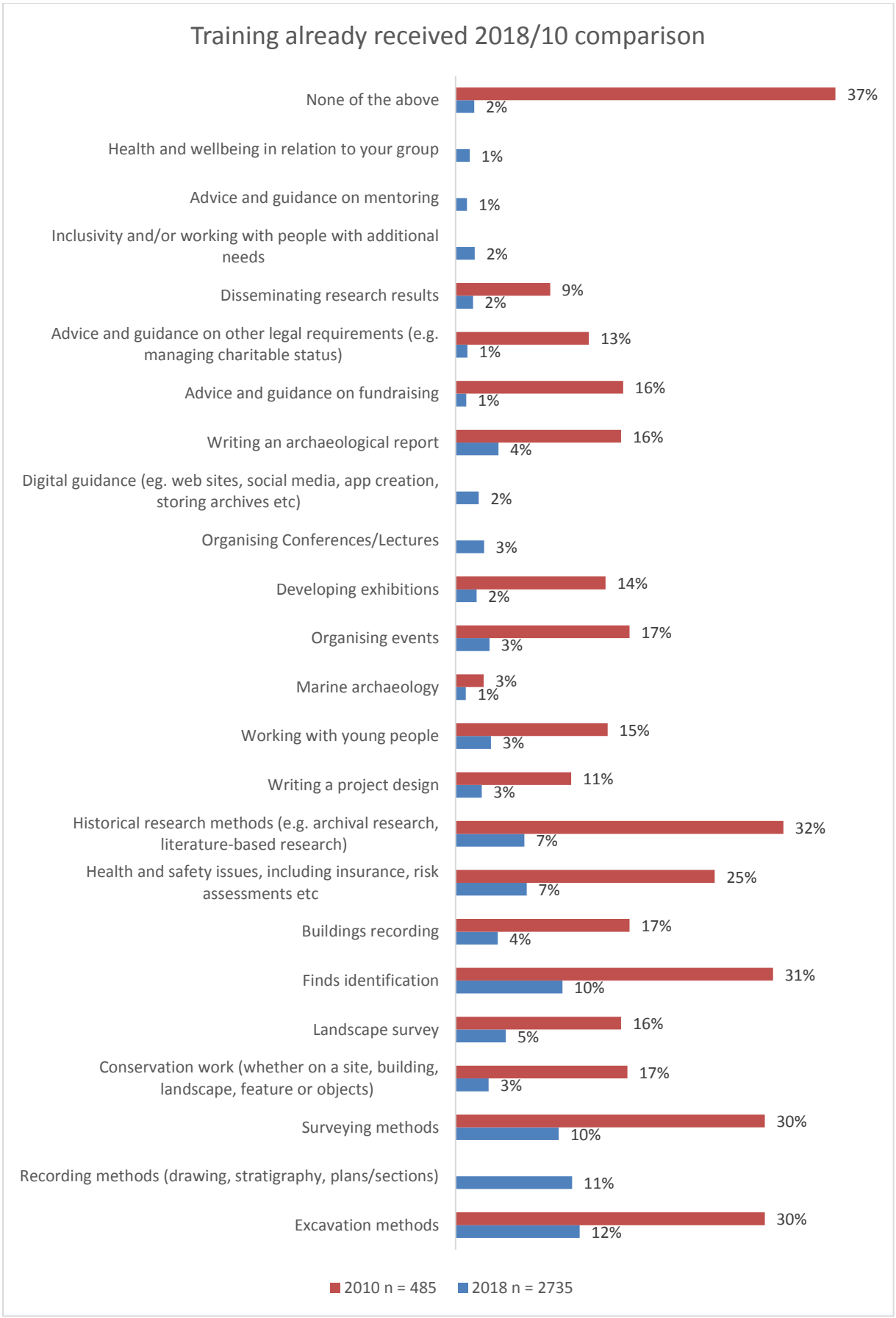
Comments were that a Facebook page or newsletter was preferable, others would prefer to use their own project website rather than a community one.

In 2010 most groups who did not use the CAF website had not heard of it. Consideration should be given that if a digital provision was created or updated then the promotion of it should be managed and signposted across the Sector.

In order to plan for future support, we would like to know what kind of learning and development would be appealing and relevant.

We/I have already received the following training




Training already received 2018/10 comparison
None of the above
37%
2%
Health and wellbeing in relation to your group
1%
Advice and guidance on mentoring
1%
Inclusivity and/or working with people with additional needs
2%
Disseminating research results
9%
2%
Advice and guidance on other legal requirements (e.g. managing charitable status)
13%
1%
Advice and guidance on fundraising
16%
1%
Writing an archaeological report
16%
4%
Digital guidance (eg. web sites, social media, app creation, storing archives etc)
2%
Organising Conferences/Lectures
3%
Developing exhibitions
14%
2%
Organising events
17%
3%
Marine archaeology
3%
1%
Working with young people
15%
3%
Writing a project design
11%
3%
Historical research methods (e.g. archival research, literature-based research)
32%
7%
Health and safety issues, including insurance, risk assessments etc
25%
7%
Buildings recording
17%
4%
Finds identification
31%
10%
Landscape survey
16%
5%
Conservation work (whether on a site, building, landscape, feature or objects)
17%
3%
Surveying methods
30%
10%
Recording methods (drawing, stratigraphy, plans/sections)
11%
Excavation methods
30%
12%
2010 n = 485
2018 n = 2735

This question did not ask whether any of these elements were gained PRIOR to community archaeology involvement OR because of that involvement. In hindsight the question should have asked "in the past 5 years" which would show the recent state of play, rather it shows the lifetime of the individual. Still there are some very low figures in most areas, with fieldwork and finds identification being the activity in which most training had been delivered. This in line with the 2010 survey.

Comparing the 2010 survey with 2018 responses from both the groups and individuals combined, there is a real contrast in the amount of training received. There may be a caveat in that with no accreditation, individuals do not see field work mentoring and guidance as specific "training". Often groups meet to clean finds for instance and are taught via experiential sessions, and gradually pick up information. This style of learning may not be not viewed by groups or individuals as organised training.

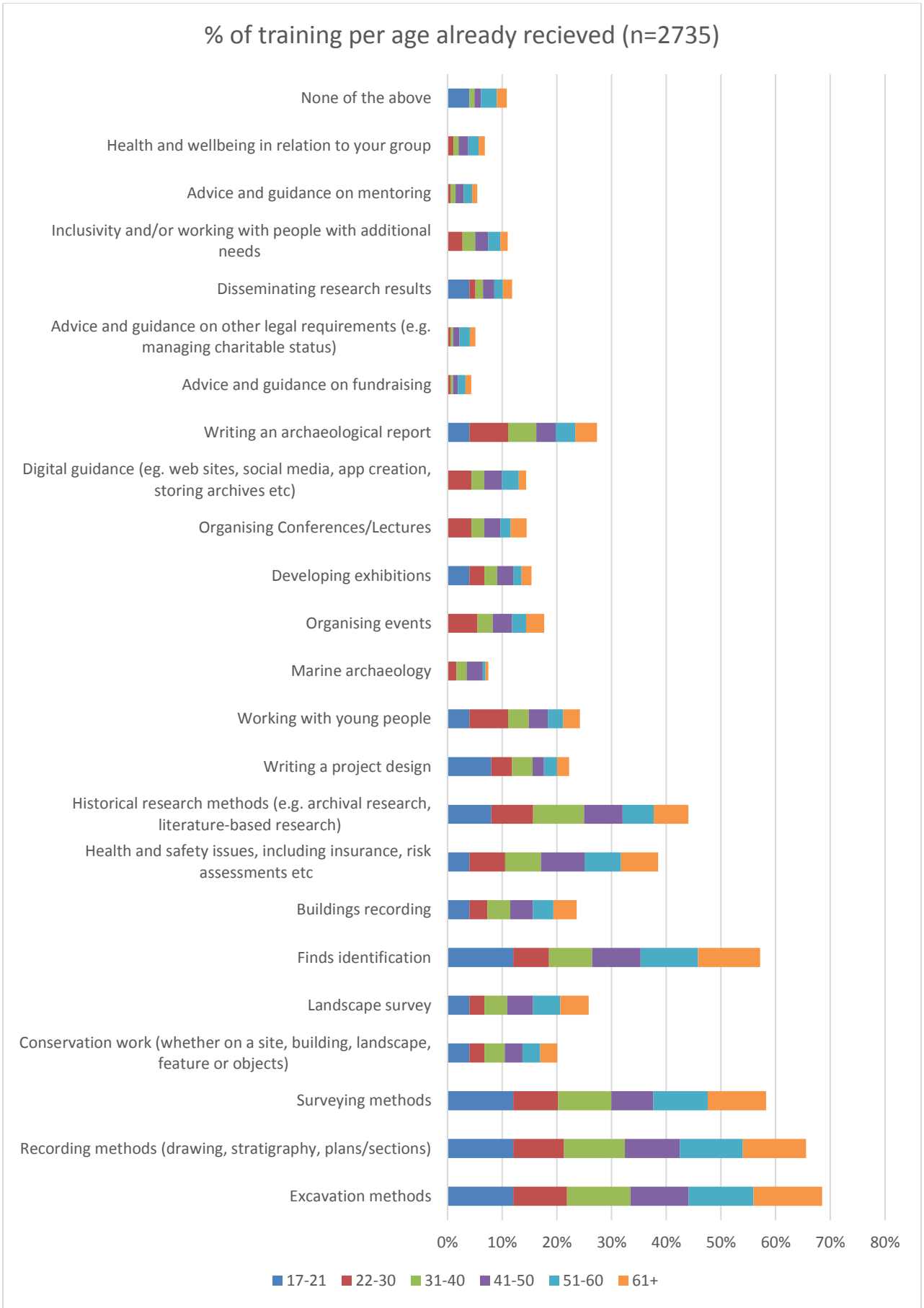
However, the 2018 results clearly show that organised training has declined overthe past 8 years.

The 17-21 age group have received no training in Marine Archaeology, Organising Events, Organising Conferences and Lectures, Digital Guidance, Advice on Fundraising, Legal Requirements, Inclusivity, Mentoring or Health and Wellbeing.

Through the free text section, comments recorded a lot of hands on and self-taught training. Others reported receiving training through their main profession and used those skills in volunteering. Most comments were about bringing expertise to a group and not about receiving training from within the Sector. Only 2 individuals were trained at University in any practical way.

Free text records other training received including;

- Interpretative writing, learning outside the classroom, audience engagement,
- QGIS, WordPress/basic website development
- Museum and Archive management
- Small finds photography
- Fieldwalking
- Human osteology, digital photography for marine archaeology, dendrochronology,
- Foreshore archaeology
- Safeguard training and First Aid (through YAC)


% of training per age already recieved (n=2735)
None of the above
Health and wellbeing in relation to your group
Advice and guidance on mentoring
Inclusivity and/or working with people with additional needs
Disseminating research results
Advice and guidance on other legal requirements (e.g. managing charitable status)
Advice and guidance on fundraising
Writing an archaeological report
Digital guidance (eg. web sites, social media, app creation, storing archives etc)
Organising Conferences/Lectures
Developing exhibitions
Organising events
Marine archaeology
Working with young people
Writing a project design
Historical research methods (e.g. archival research, literature-based research)
Health and safety issues, including insurance, risk assessments etc
Buildings recording
Finds identification
Landscape survey
Conservation work (whether on a site, building, landscape, feature or objects)
Surveying methods
Recording methods (drawing, stratigraphy, plans/sections)
Excavation methods
0%
10%
20%
30%
40%
50%
60%
70%
80%
17-21
22-30
31-40
41-50
51-60
61+

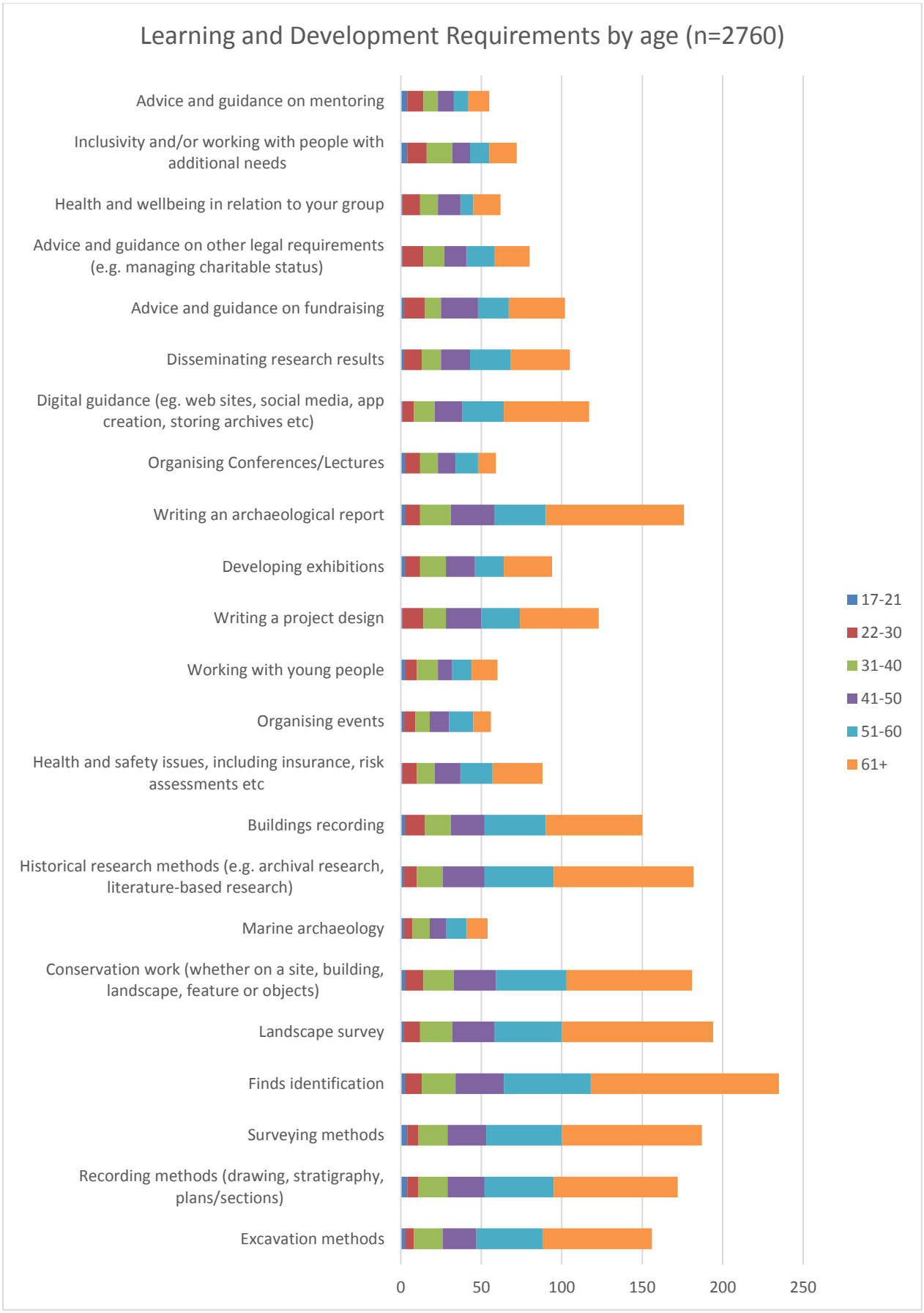
In which areas would additional training be beneficial?

Individuals and groups were offered a multiple-choice option in answering this question which resulted in 3,360 requests for learning and development involving a wide range of activities. Fieldwork and post excavation analysis were the most prominent. Group management including welfare and legal was less so, but this may be because few people wish to take on this role and are involved in community archaeology for other reasons.

In the free text section, individuals mentioned the need for low cost training options. Funding constraints were seen as preventing moves into digital archaeology and specialist areas such as photogrammetry. One individual suggested that paying for training made the sector elitist as it would become unaffordable.

Free text under 'other' included the following:

- advice on final publication needed
- engaging with a wider study of material culture, for example MicroPasts.
- how to use local and national research agendas to further community archaeology output
- analysis or geophysical results, interpretation of aerial photographs, photographic recording of trenches, photogrammetry
- how to set up a data base
- recruiting and managing volunteers
- volunteer/training in environmental archaeology methods
- training for novices and beginners
- the listed building/monuments system, topographical surveys new advances in photographic recording i.e. 3D and drone.


Learning and Development Requirements by age (n=2760)
Advice and guidance on mentoring
Inclusivity and/or working with people with additional needs
Health and wellbeing in relation to your group
Advice and guidance on other legal requirements (e.g. managing charitable status)
Advice and guidance on fundraising
Disseminating research results
Digital guidance (eg. web sites, social media, app creation, storing archives etc)
Organising Conferences/Lectures
Writing an archaeological report
Developing exhibitions
Writing a project design
Working with young people
Organising events
Health and safety issues, including insurance, risk assessments etc
Buildings recording
Historical research methods (e.g. archival research, literature-based research)
Marine archaeology
Conservation work (whether on a site, building, landscape, feature or objects)
Landscape survey
Finds identification
Surveying methods
Recording methods (drawing, stratigraphy, plans/sections)
Excavation methods
0
50
100
150
200
250
17-21
22-30
31-40
41-50
51-60
61+

We know that many people have expertise in particular areas and skills. I/We as part of a coordinated scheme, may be capable of leading training and development in (e.g. in the form of a workshop, sharing experiences with other groups or practical sessions).

There were 252 individuals and 86 group representatives who were willing to share skills, respondents could answer multiple questions and 1185 responses were received (in 2010 there were 244 positive responses). New categories were added to expand on the previous survey; digital skills, recording methods, health and safety, writing a project design, writing an archaeological report, and inclusivity.

Because the 2018 survey records more "individuals" responded to the survey, the results show that there is an increase in the skills sharing bank when compared to the 2010 results (241 groups responded positively). There is a dramatic decline in the percentage of groups who feel they would be able to share their skills compared to 2010. There are several factors that need to be taken into consideration.

1. The skills bank may have been depleted with groups no longer available to share skills when compared with 2010.

2. The respondent did not want to answer on behalf of others.

3. There has been no scheme to "train the trainer" which would give confidence to share skills that have been developed, this could be a scheme whereby a set presentation and skills sharing guide is developed and a network disperses this along the sector arteries.

4. The respondents replying for groups thought that skills sharing meant a formal training course provision rather than an informal experiential session.

Offers of skill sharing other than those covered by the question include;

- GIS & its application to historical research
- Children and family events, education and information packs, working with schools
- experimental archaeology
- Public speaking and how to use PowerPoint
- How to use local and national research agendas to further community archaeology output
- Small finds photography. Limited on 3D photography
- How to do test pits
- I teach presentation skills to Disney. Happy to teach presentation skills for your lectures/conferences
- Field walking
- Human Osteology
- Organising walks and talks

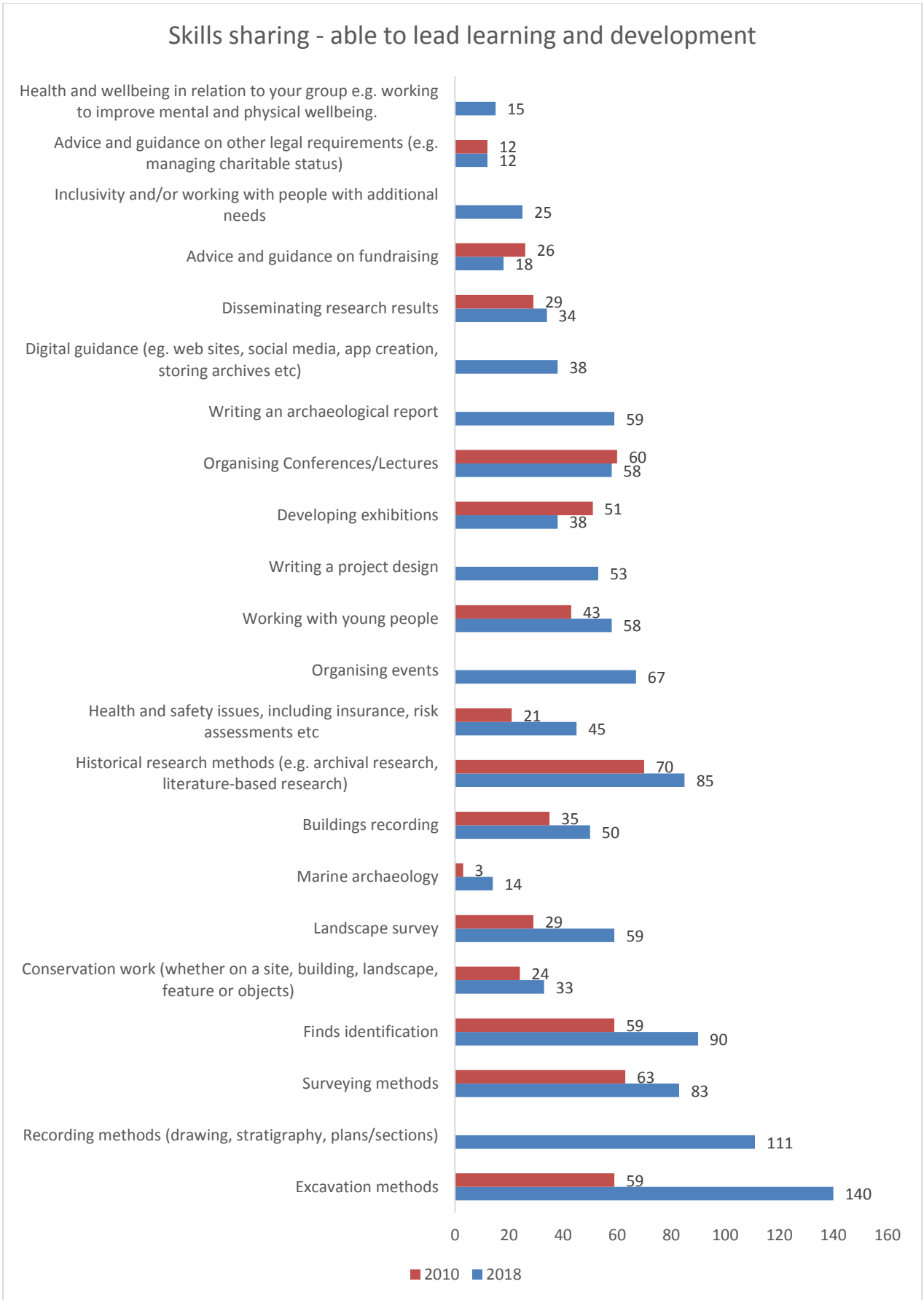
- Intertidal archaeology
- editing, community engagement, co-curation
- aerial photography
- QGIS and using and interpreting LiDAR data

There were 251 usable postcodes to match key contacts, by using the total (individuals plus groups) response information and comparing that to the skills share there is clearly a UK wide network of individuals or groups who are willing to share skills through learning and development. This network would benefit from some form of quality control and evaluation to ensure an acceptable standard. For example, South Leeds Archaeology are currently running a General Introduction to Community Based Archaeology programme which may be an exemplar for national roll out.

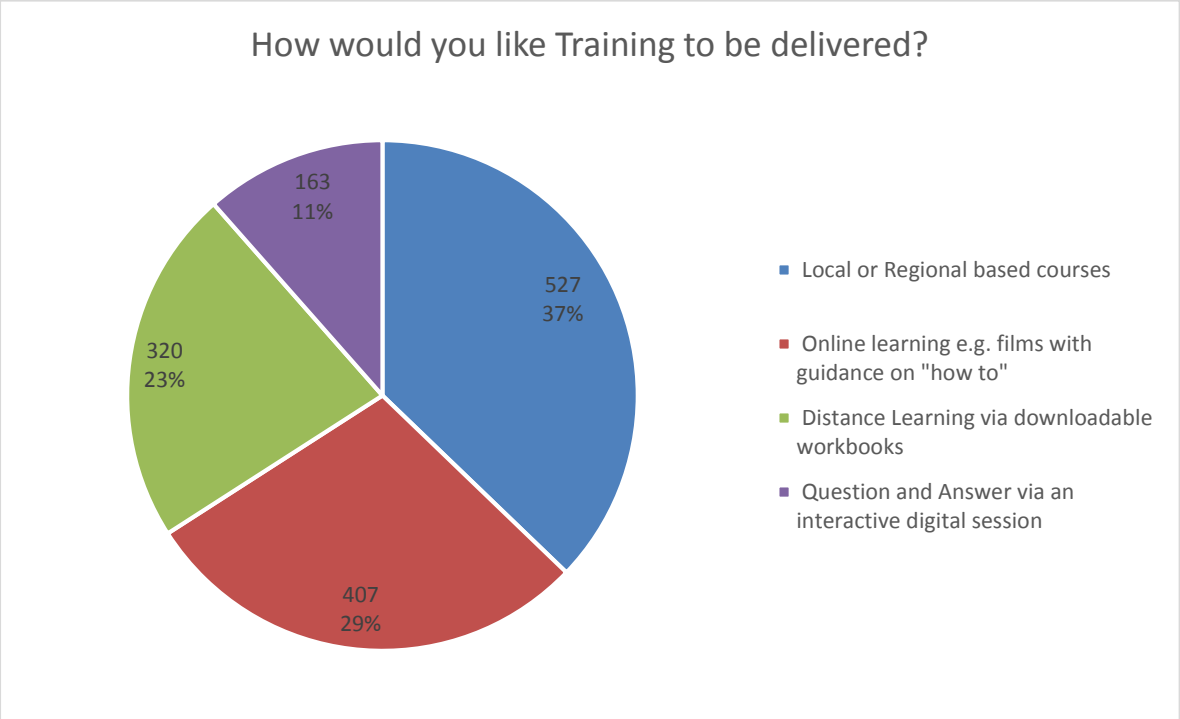
Skills Sharing by Postcode (compared to total responses in the region)

Postcode	Location	Skills Share	Total Survey Response
AB	Aberdeen	1	1
AL	St Albans		1
B	Birmingham	1	4
BA	Bath	2	5
BB	Blackburn	1	2
BD	Bradford	4	10
BL	Bolton	1	2
BN	Brighton	6	9
BR	Bromley	1	3
BS	Bristol	2	7
CA	Carlisle	2	6
CB	Cambridge	1	7
CF	Cardiff	1	4
CH	Chester	3	5
CM	Chelmsford		3
CO	Colchester	1	2
CR	Croydon	1	1
CT	Canterbury	2	7
CV	Coventry	5	13
DA	Dartford	3	6
DE	Derby	4	6
DH	Durham	3	5
DL	Darlington	6	12
DN	Doncaster	3	5
DT	Dorchester		1
E	East London	4	4
EH	Edinburgh	2	3
EN	Enfield	2	3
EX	Exeter		8
FY	Blackpool	1	2
G	Glasgow	1	2
GL	Gloucester	5	16
GU	Guilford	1	9
HA	Harrow	1	1
HD	Huddersfield	5	14
HG	Harrogate		3
HP	Hml Hempstead	2	4
HR	Hereford		3
HU	Hull		2
HX	Halifax	1	3
IG	Ilford	1	1
IP	Ipswich	1	2
IV	Inverness		1
JE	Jersey	1	3
KA	Kilmarnock	1	1
KT	Kingston upon Thames	1	6
KW	Kirkwall	1	2
KY	Kirkaldy	1	1
L	Liverpool	1	4
LA	Lancaster	4	9
LE	Leicester	23	91
LL	Llandudno	5	14
LN	Lincoln	7	15

Postcode	Location	Skills Share	Total Survey Response
LS	Leeds	4	12
LU	Luton	1	5
M	Manchester	4	9
ME	Maidstone	5	12
MK	Milton Keynes	2	8
ML	Motherwell	1	1
MR	Maidenhead	1	1
N	North London	2	3
NE	Newcastle Upon Tyne	2	7
NG	Nottingham	7	18
NN	Northampton	6	14
NP	Newport	2	5
NR	Norwich	4	8
NW	NW London	1	2
OL	Oldham	2	4
OX	Oxford	3	8
PE	Peterborough	7	12
PH	Perth		1
PL	Plymouth	3	6
PO	Portsmouth	3	6
PR	Preston	2	5
RG	Reading	4	13
RH	Redhill	4	6
RM	Romford		1
S	Sheffield	3	12
SA	Swansea	1	7
SE	SE London	6	10
SG	Stevenage		2
SK	Stockport	3	8
SL	Slough	1	5
SM	Sutton		1
SN	Swindon	3	10
SO	Southampton	2	6
SP	Salisbury	2	3
SR	Sunderland		1
ST	Stoke on Trent		2
SW	South West London	2	7
TA	Taunton	1	2
TD	Galashiels	2	4
TF	Telford	1	1
TN	Tunbridge Wells	4	8
TR	Truro	1	1
TS	Cleveland	1	3
TW	Twickenham	2	4
UB	Uxbridge		1
W	West London		2
WA	Warrington	1	1
WC	West Central London		1
WD	Watford		1
WF	Wakefield	3	3
WR	Worcester	4	5
WS	Walsall		1
YO	York	9	19


Skills sharing - able to lead learning and development
Health and wellbeing in relation to your group e.g. working to improve mental and physical wellbeing.
15
Advice and guidance on other legal requirements (e.g. managing charitable status)
12
12
Inclusivity and/or working with people with additional needs
25
Advice and guidance on fundraising
26
18
Disseminating research results
29
34
Digital guidance (eg. web sites, social media, app creation, storing archives etc)
38
Writing an archaeological report
59
Organising Conferences/Lectures
60
58
Developing exhibitions
51
38
Writing a project design
53
Working with young people
43
58
Organising events
67
Health and safety issues, including insurance, risk assessments etc
21
45
Historical research methods (e.g. archival research, literature-based research)
70
85
Buildings recording
35
50
Marine archaeology
3
14
Landscape survey
29
59
Conservation work (whether on a site, building, landscape, feature or objects)
24
33
Finds identification
59
90
Surveying methods
63
83
Recording methods (drawing, stratigraphy, plans/sections)
111
Excavation methods
59
140
0
20
40
60
80
100
120
140
160
2010
2018

If available, how do you think a learning and development programme should be delivered?



This question was introduced for the 2018 survey in response to technological change and changes to funding streams since 2010. The majority of respondents preferred local or regionally based courses, with “how to guides”. There was no appreciable difference between the age groups.

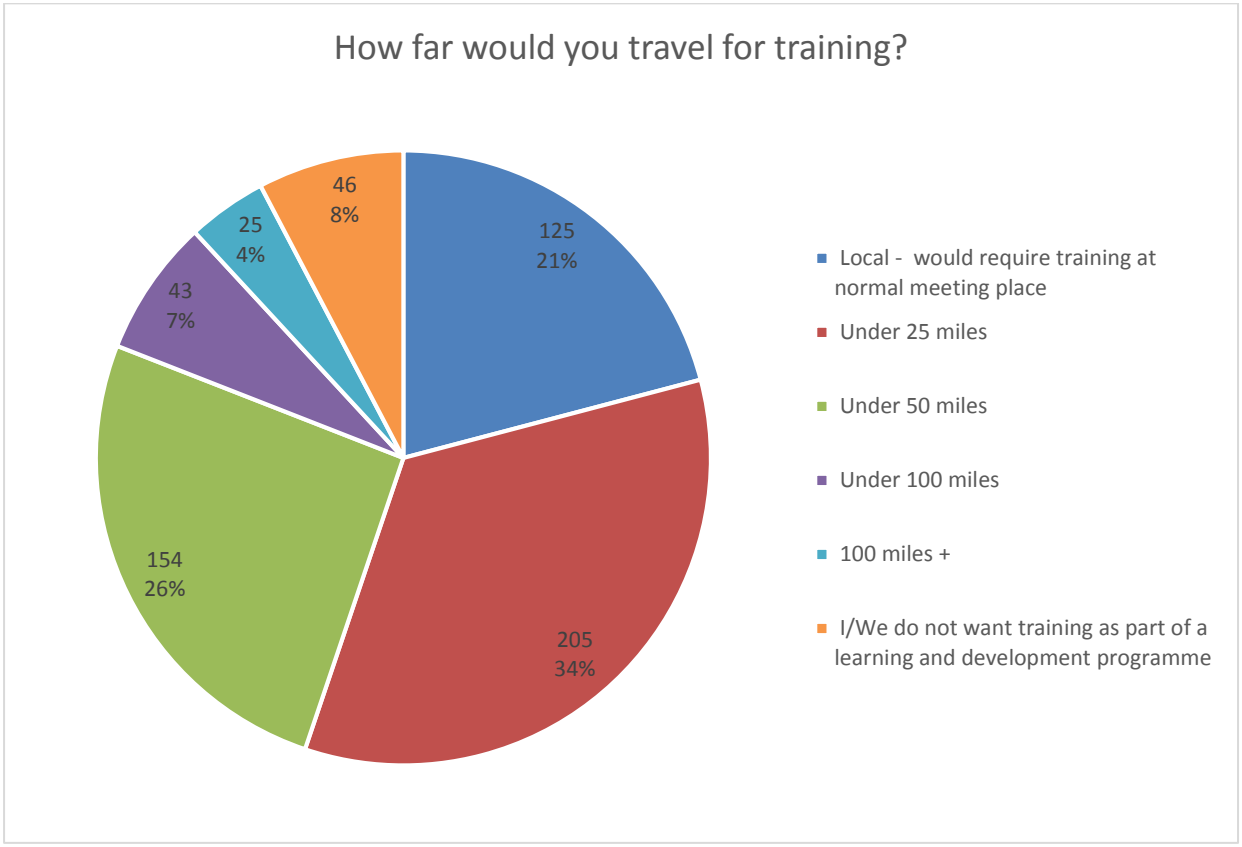
The “other” free text comments included;

- Community archaeology is about learning on the job from others around you with more experience
- Associated activity from universities required
- Like pop up museums, could the same be done for learning and development events
- 'How to' guides will be far too broad and a complete can of worms. Digging in a field in the country is not the same as digging up a deep stratified urban site.
- Guided visits to sites where work is in progress
- On site practical training e.g. how to trowel. Think this would be difficult online or distance learning
- Social media snippets - small pieces of information as people pass through!
- Having worked in education for over 40 years workbooks and distance learning does not work with seniors
- webinars would be feasible on some topics, but many would only be effective face-to-face
- like iNaturalist https://www.inaturalist.org/
- Augmented Reality and Virtual Reality
- direct contact with individual

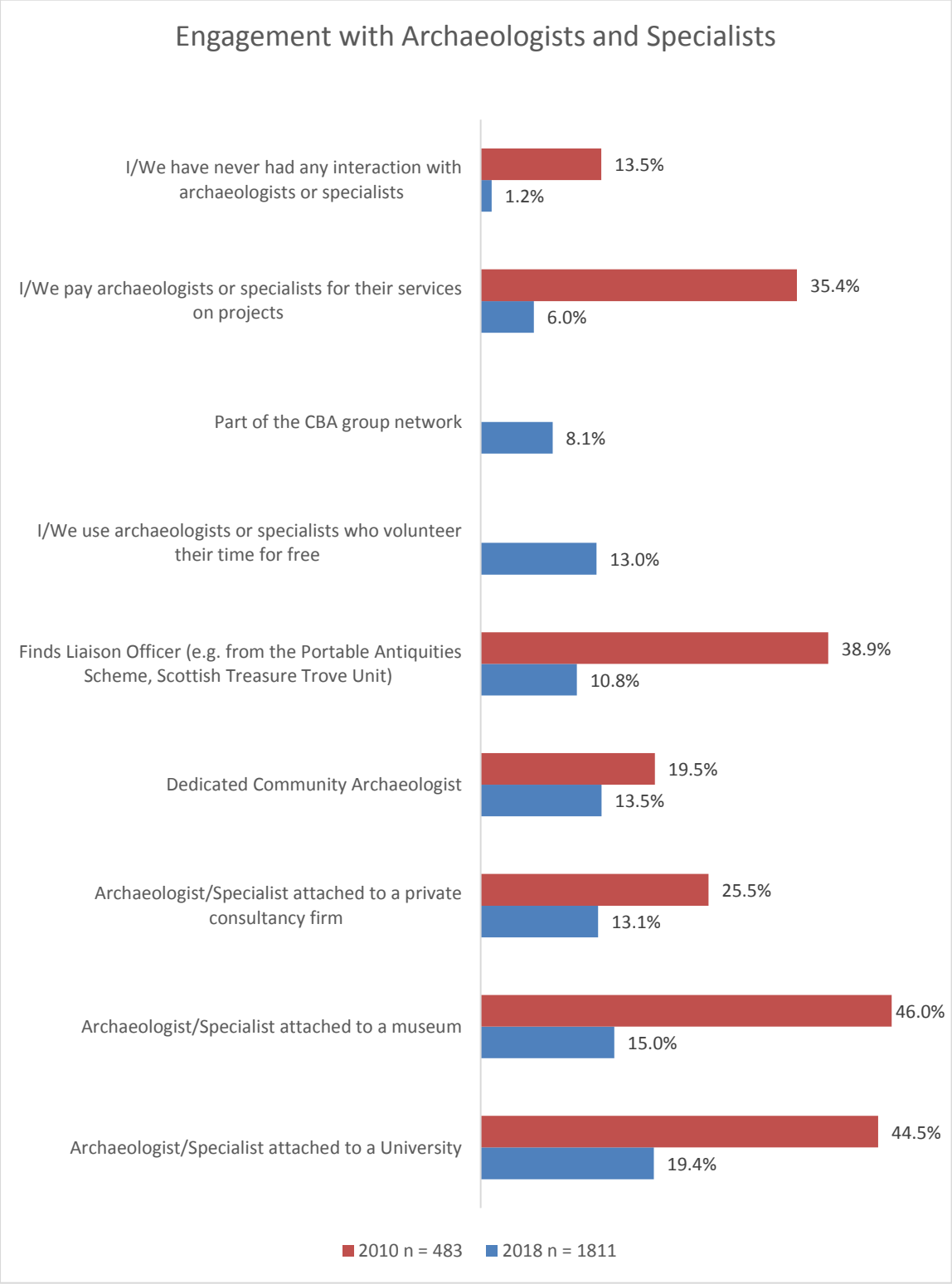
- learning by hands on experience
- 'on the job' training e.g. volunteer and get coaching. Like adult internships
- Structured as a MOOC (Massive Open Online Course) through FutureLearn
- To be as inclusive as possible use digital media / You tube and online courses MOOC's (Massive Open Online Course)
- Re-introduction of an accredited CBA Certificate in Practical British Archaeology to be taught locally by various local specialists.
- App based
- Workshops using local artefacts in museums.

How far would you travel for learning and development?

Anecdotal evidence has suggested that there was growing concern from the Regional CBA Group committees and members that regional areas were too large for travelling around. Organising events was proving difficult to accommodate all members. Institutional training such as provided by CIfA, tend to be one course held in one location especially in relation to CPD and specific activities. Of the 598 responses to this question, only 4% of individuals would be willing to travel above 100 miles and 55% would prefer more local training with travel under 25 miles.



By asking about the current engagement by volunteers with Archaeologists and Specialists within the sector, we can assess whether additional engagement is required and in what areas. *Please tick below which of the following you (or if you are answering for a group) have had contact with and the basis for this contact*.

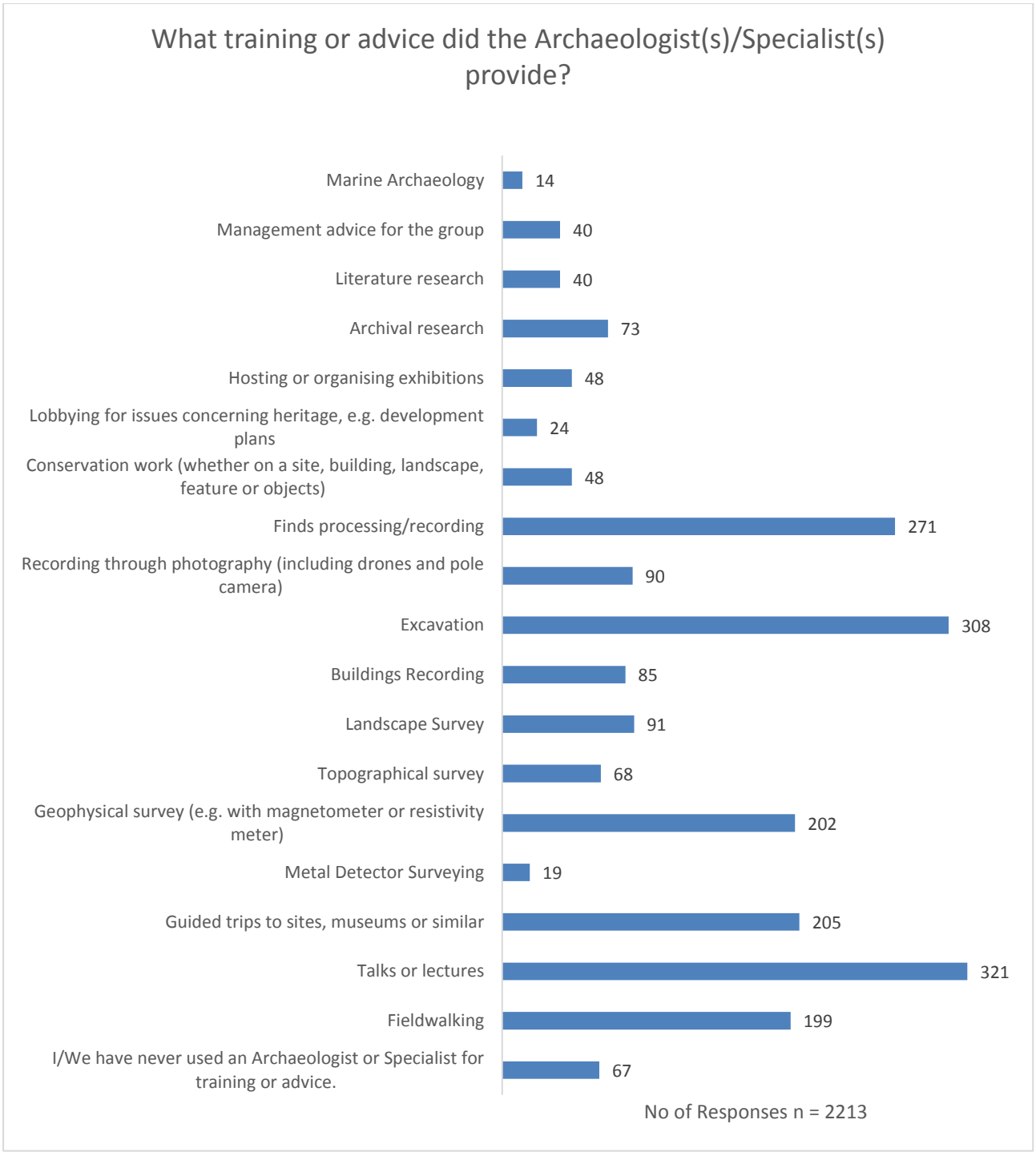


The 2018 survey recorded 1789 interactions with specialists. Only 22 people had no engagement at all. All the results have considerably less percentage interaction than the 2010 survey where most interactions were with a County or other local authority archaeologist. Although not specifically mentioned in the 2018 survey question options, there were only 6 mentions of different county archaeologists recorded in 'other comments'. Just under 20% of individuals recorded interactions with a dedicated community archaeologist. The 2010 report looked at contact with an archaeologist attached to a professional contractor and in 2018 we compared this to paying specialists for their services on projects as we had included volunteering from professionals as a separate action. In the 'other' section interactions were with.

- English Heritage
- Commercial science laboratories
- National Trust for Scotland and H.E.S.
- Facebook/YouTube -knowledgeable people
- National Trust archaeologist
- Foresters Forest not via the Society

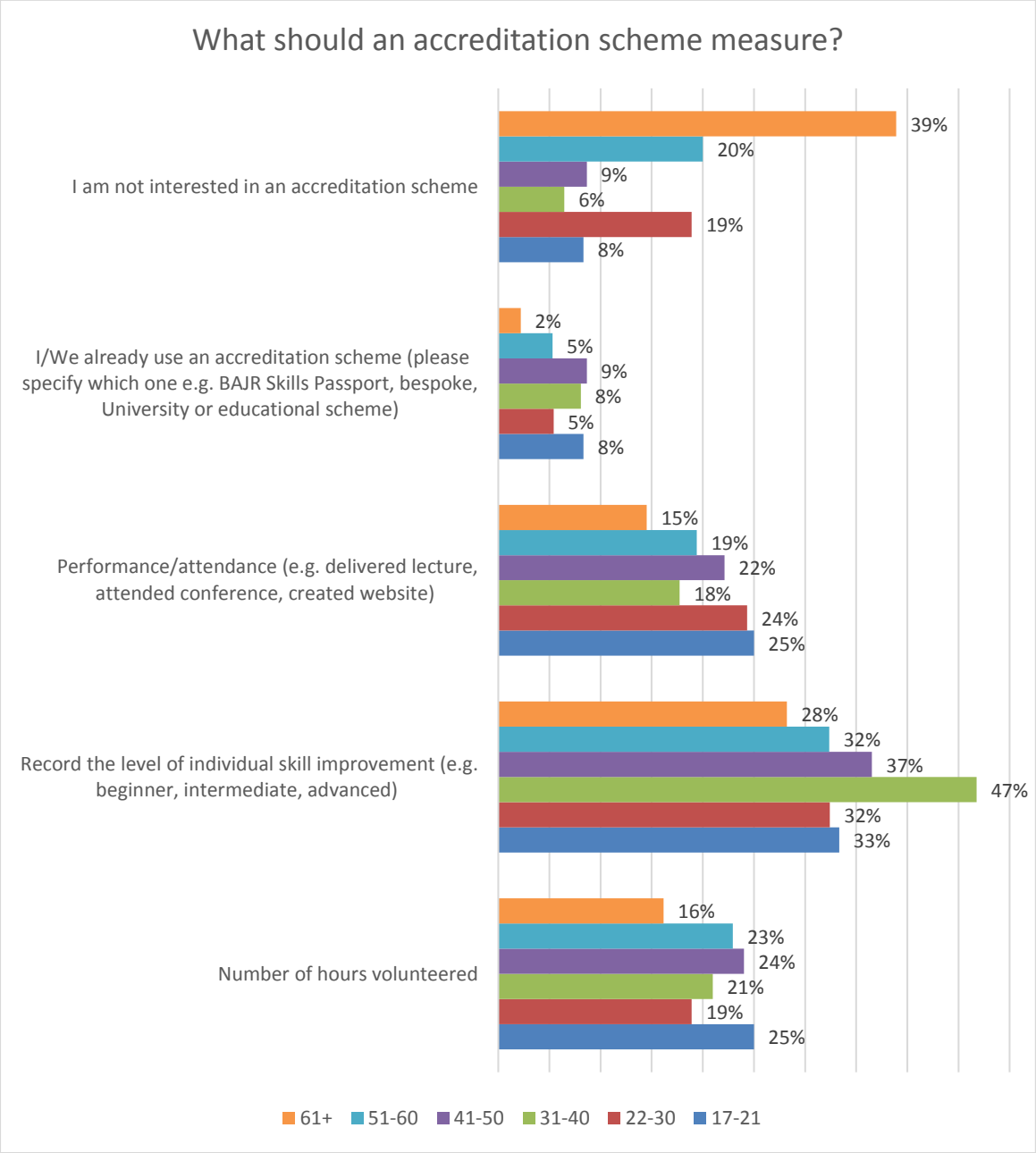
What training or advice did the archaeologist/specialist provide?

Most of responses were for lectures, which is not surprising given that most community groups and individuals are engaged in an active lecture programme. The "other" section comments included HER information, advice on planning and disposal policies, funding and illustrations for articles/ lectures.


What training or advice did the Archaeologist(s)/Specialist(s) provide?
Marine Archaeology 14
Management advice for the group 40
Literature research 40
Archival research 73
Hosting or organising exhibitions 48
Lobbying for issues concerning heritage, e.g. development plans 24
Conservation work (whether on a site, building, landscape, feature or objects) 48
Finds processing/recording 271
Recording through photography (including drones and pole camera) 90
Excavation 308
Buildings Recording 85
Landscape Survey 91
Topographical survey 68
Geophysical survey (e.g. with magnetometer or resistivity meter) 202
Metal Detector Surveying 19
Guided trips to sites, museums or similar 205
Talks or lectures 321
Fieldwalking 199
I/We have never used an Archaeologist or Specialist for training or advice. 67
No of Responses n = 2213

In the past, many community groups have expressed a need for an accreditation scheme for volunteers within the sector. Here we ask if individuals and groups still have an interest in accreditation.

If a structured accredited programme which recognised improvement and involvement for volunteers were to be provided what would you like it to measure?



There were 922 responses (multiple responses were available).

Those in the <51 age group were the major response group. This group wanted the level of individual skills and improvement measuring. This was also the age range who were volunteering to increase their skills for career improvement. Of these individuals, there are two categories – those working outside the Sector but want to change career, or those

within who are volunteering to get more experience to progress within the sector and are not getting the training elsewhere.

I/We already use an accreditation scheme (please specify which one e.g. BAJR Skills Passport, bespoke, University or educational scheme)

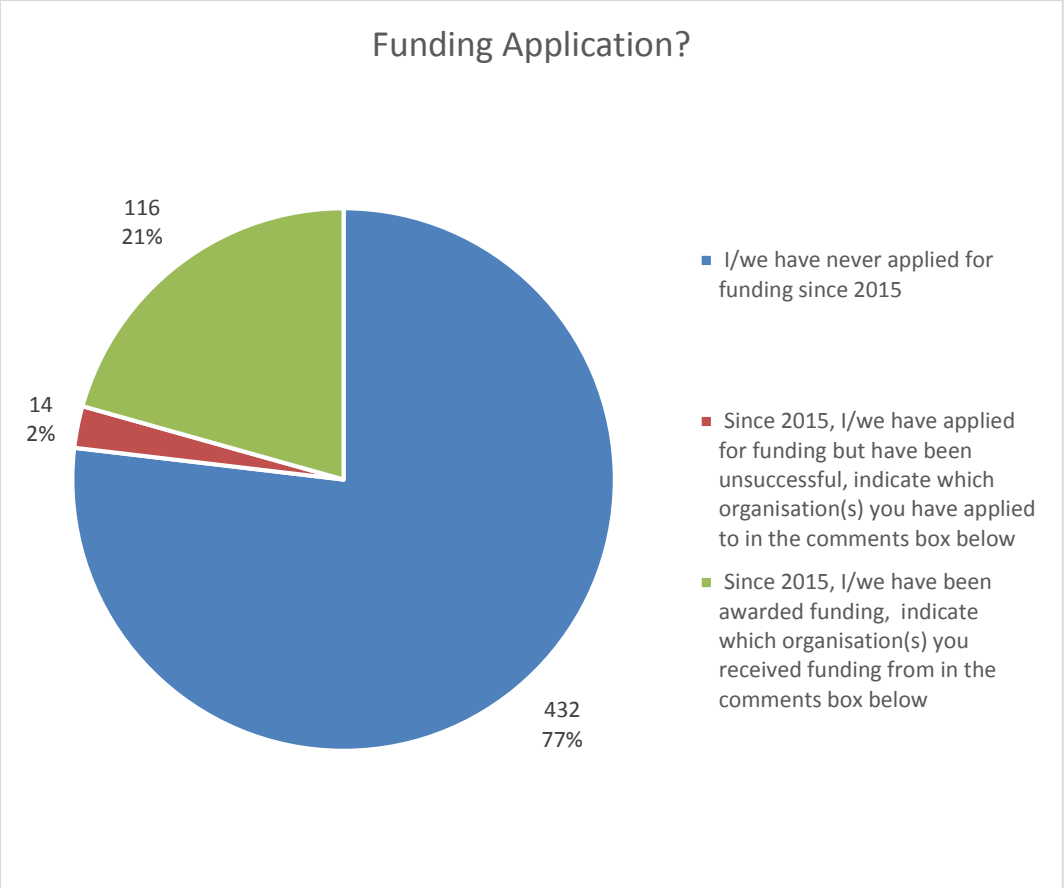
- 50% (25) of those who use an accreditation scheme cited the British Archaeological Jobs Resource (BAJR) Passport as their accreditation scheme
- Continuing education credits, usually for legal and public impact issues (for professionals)
- HLF projects as value volunteer hours based on experience
- U3A does not work on or with accredited programmes
- While individuals participate in "measured" accredited courses, we do not feel we have the resources or consistency of projects to implement such a programme
- Needs to be a lot more nuanced than anything mentioned here - more like an NVQ. Actually, why not use (S)NVQs?
- Nautical Archaeology Society
- Bespoke, currently under development
- The CIfA's NVQ in Archaeological Practice, linked to the National Occupational Standards for Archaeological Practice
- If there was an 'OU' type accreditation scheme, then volunteers could simply go as far as they wished / had the time for etc

The CBA were looking at volunteers who might want accreditation, not that it was a necessity, would it make volunteering more attractive to members if achievement was recognised?

Can we contact you to discuss this? 366 contacts said they would be willing to be contacted to discuss this further which is 42% of those who completed the survey, this is a valuable resource which the CBA can communicate with for their input, the individual information is not available for this report.

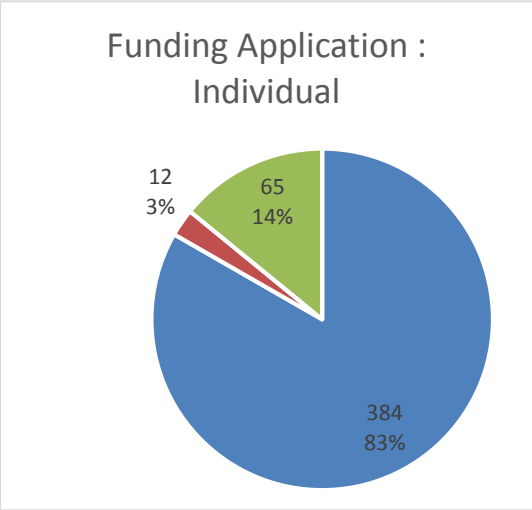
Many community archaeology groups have been successful in applying for funding for their projects. To help us get a feel for the extent of funding and to help CBA and other organisations to work more closely with major funding bodies we need to establish what funding has taken place, and what the future requirements may be.

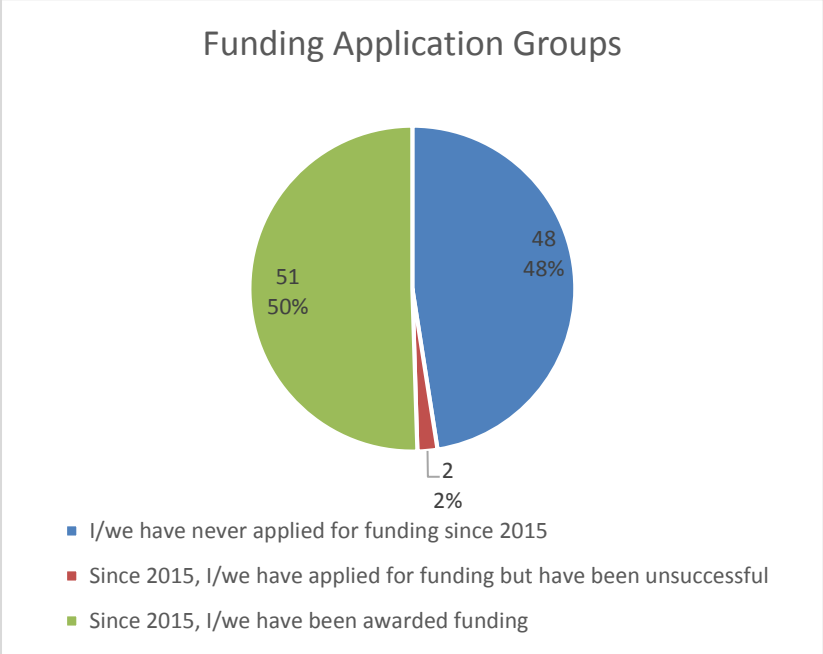
Have you applied for funding before?



The figures show that 77% of respondents have not applied for project funding since 2015. The reasons for this were not covered by the survey but one possible explanation may lie in the continuance of projects that have been previously funded.

50% of groups have applied for funding but individuals as a whole tend to not apply for funding, with 83% stating this. Most of funding applications seem to be successful.





There are a wide range of funding bodies that gave grants to projects. 58 comments stated that their funds were from the Heritage Lottery, 15 were local authority community grants and 11 received grants from the CBA or Regional Groups. Responses that included information on the nature of the project suggest the majority of grant funding has been for post-excavation work or setting up exhibitions.

Examples of national organisations that provided funding include English Heritage, National Trust and Visit Britain. Local grants were awarded by county groups such as the Cambridge Antiquarian Society. There were numerous publication grants awarded by special interest groups such as the Association for Roman Archaeology. Organisations outside the sector such as Waitrose and national amenity companies also contributed to funding.

Conclusions

Who are the participants?

Most organisations and individuals who responded to the 2010 survey were from non-charitable voluntary groups who are mainly archaeological and/or historical societies and clubs. However, responses came from a diverse range of built and natural environment organisations.

Whilst some organisations were formed prior to 2000, 35% were formed in the past 8 years. 93% of individuals were over 30 years old with a significant proportion of respondents (52%) over 61 years of age.

Diversity within the sector is not improving and requires further action with 96% of respondents identifying as White British.

35% of individual responses indicate there are a wide range of abilities, illnesses and additional needs for which assistance may be required to aid engagement within the sector.

What are they doing?

A wide range of activities are being carried out by all age groups. The majority engage with organised talks and lectures, but also practical skills in research, excavation and post excavation experiences. The hinderance to carrying out more activities is mainly due to the lack of funding, equipment and knowledge along with the lack of provision of knowing who to contact. Funding is not a major problem for the age 61+ age range but it is for younger people.

There is a significant reduction in the output of community groups in the form of publication, archive or engagement when compared to the 2010 report. Over 50% of groups and individuals are involved in practical archaeology such as excavation and as such should be producing a legacy archive.

Why are they taking part?

There are different motivations for different age ranges for taking part in community archaeology with only 23% citing “it is a hobby”, 10% were taking part to benefit their mental health and 9% physical health (this has a significant benefit to the older age ranges). A large group under 50 are engaging as part as part of studies and to gain more skills for employment. Gaining experience outside the educational establishment via being part of a group is beneficial to respondents.

Learning and Development, past delivery and future requirements

The reasons that there may be a significant reduction in the output for community archaeology is because of the paucity in training that community groups and individuals have received compared to the results of the 2010 report. There has been more training in

health and safety, excavation and surveying methods than writing up an archaeological report which is part of the production of an archive. Organised training has sufficiently declined that there should be a concern about the standards of this sector.

There were 3360 requests for training across all activities, with the dominant requests being fieldwork and post excavation. It is common knowledge that few take on the roles of committee members and organisers with organisations, this may be because there is little advice on mentoring and management including legal requirements. There were requests across all age groups for learning and development in this area, albeit from a small percentage of respondents. Nevertheless, it still plays a vital role and aids sustainability and legacy of groups.

Some groups benefit from vital skills sharing, 10% of respondents are already taking part in their organisation to share skills such as management, accounting, organisational as well as archaeological. 1185 responses were received from 252 individuals and 86 groups who were willing to share their skills in all activities across the UK, although the skills banks within the groups has depleted since the 2010 report. These can be co-ordinated by region to match the requirements for learning and development identified by respondents.

When receiving training all ages would like to have more local or regional based courses (under 50 miles travel) and on line “how to guides”.

An overwhelming majority would like a structured accredited programme which recognises improvement and involvement for volunteers, the highest response would like it to record the level of individual skill improvement. 50 people already use an accredited scheme and 25 of those use the BAJR passport which is designed for this purpose. Those not interested in an accredited scheme are mostly 61+ (39% of this age range).

77% of respondents are sustaining their activities without additional funding since 2015, it may be that this lack of extra funding is limiting exposure to learning and development and constraining archival and publication activity. Those that have received funding have done so from a wide range of organisations and are for small short-term projects such as publication and public engagement grants.

Collaboration and Networking via a Digital Provision

There is requirement for a digital provision with a wide range of requirements from networking information, advice on artefacts, management and training. Other sector users and providers have also identified this deficit in engagement.

Engagement with archaeologists and specialists identified diverse interactions, with more than twice the number of archaeologists or specialists volunteering their time for free than were being paid for services and just under 20% of respondents having individual contact with a dedicated community archaeologist.

Recommendations

This 2018 survey updates Thomas' 2010 survey. The following recommendations reflect on the progress, if any, made from the original findings. The recommendations fall into five categories: a digital resources platform; learning and development; accreditation; diversity; and young people.

The 2010 survey led to the creation of the "skills for the future" project which introduced bursary funded training placements for community archaeologists. These were designed to address community engagement and network development. More specifically they were designed to address the role of learning and development in community groups and to help signpost to resources. The legacy of this project was examined in detail by Emma Stringfellow through her Masters Dissertation examining the experience of CBA Community Archaeology bursary holders, (Stringfellow 2017). Emma Stringfellow concludes that greater impact could have been achieved by targeting individuals already working within the archaeology sector rather than new graduates with limited experience.

Recommendation one: Digital Resources Platform

The 2010 report recommended that the Community Archaeology Forum's digital provision should be re-designed. It should be easier to use; it should contain project pages; it should not be text heavy; and it should include clear advice, signposting and guidance particularly on UK heritage legislation. In addition, the report recommended that there should be information on local and national contacts, equipment and heritage specialists (Thomas 2010, 60). At the time, the CBA was unable to act on these recommendations and no other organisations took up the challenge. Consequently, this need is still largely unmet as the 2018 survey has found.

Since 2010 there have been several separate initiatives that have provided useful and interesting resources to community archaeology groups, including the CBA's Local Heritage Engagement Network (LHEN) dealing principally with local advocacy, and the HLF funded JIGSAW project which provides some free training resources for community groups. There is however, no single destination for all guidance on practical skills, management, finds, training and professional services, as well as providing a collaborative space which signposts both local and national opportunities for participation. As originally conceived, the Community Archaeology Forum was designed to deliver much of this, but the site is now obsolete and has not been updated since 2007.

It is recommended that a new community hub is created and supported by the whole heritage sector that meets the needs detailed in this 2018 survey and brings together existing resources to create an on-line space for skill sharing, advice and guidance. This may involve enhancing an already existing site such as JIGSAW. The basic content should be scoped out as soon as possible, fully funded and established for a minimum of three years. Content evaluation and update should take place regularly.

The new hub should be promoted widely to ensure maximum usage and recognition as the "go to" site for the public, Community Archaeology volunteers, professionals and specialists.

Recommendation two: Learning and Development

The 2010 survey included recommendations to address the whole spectrum of archaeological research so that community groups are aware of all the processes involved in both on and off-site archaeological work. It recommended that the heritage sector works closely with funding bodies such as the HLF to ensure projects involving archaeological activities include a full understanding of "whole" project activity including post excavation, publication and archiving.

The CBA is part of the Archaeology Training Forum (ATF) http://archaeologytraining.org.uk/ and is aware of many current opportunities for learning and development provided by institutional programmes, accredited professional courses and bite size 'You Tube' videos. It is also aware, through the 2018 survey data that knowledge of, and access to these resources is patchy. This should be improved. The community hub outlined above could also be expanded to include information about informal and formal training providers detailing fees and skills available. It could also be used as a repository for skill sharing. A moderated evaluation service for non-commercial projects where groups could be encouraged to give feedback on how they had used the services could also be included.

Those who expressed an interest in taking part in a skill sharing scheme could be contacted separately from this survey to research the viability of a peer to peer micro network supported by an artery of regional support centres or individuals. These support centres might be managed by an overall organisation or partnership of organisations including archaeological contractors. This should consider the diversity of different groups, any cost implication and the overall management of the scheme.

A business model should be created for training provision which includes a proportion of attendance fee to be reserved as a levy and used to provide some financial assistance to groups and individuals ensuring that funding is not a barrier. The training should be available on a regular basis and not just a one-off and should include a training evaluation option. The model should include a network of county venues which meet accessibility requirements and are affordable. CBA Regional Groups already have a bank of venues used for their events which could prove useful. This will address the need for more local based training. The model should identify training products that are already available and identify the gaps where more is required with a view to inviting tenders for delivery. Many archaeological contractors already have training provision for their staff. It may be possible for this to be extended to the community archaeology sector as an alternative income stream.

The problem with funding bodies and short-term goals is that there is a lack of co-ordination and resilience once the project has finished. It has been 8 years since the last major funding application for learning and development by any heritage body. During that time, it is clear from the 2018 survey data that access to training, engagement and skills has declined considerably. Work by the CBA East Midlands Group (Allen 2016) complements the 2018 survey data by showing that the legacy of this lack of skills and knowledge has resulted in a decline in post excavation work, including report writing and archiving. Often community groups do not know the whole processes involved in an excavation. In response

to this CBA East Midlands are developing their own series of workshops and trialling which products would be best suited to enhance a skills sharing facility. This should provide useful data on time and costings on a micro scale that can inform a national approach. Support could be given to this regional group for this pilot scheme with a view to expansion Nationally.

At the same time, support is needed to help projects which have been awarded or are in the process of applying for HLF grants. A partnership with the HLF should be encouraged that can advise on the costs of a training provision for community and voluntary groups and providing a skills bank of training that has already been funded by the HLF with a proviso that this should be shared across the sector. The Introduction to Standards and Guidance in Archaeological Practice http://www.isgap.org.uk/ resource should be updated with input from other organisations such as the CIfA Voluntary and Community Special Interest Group, this can then be used as a foundation document.

Recommendation three: Accreditation

There is enough evidence to show that a demand for an accreditation scheme exists. There are successful accreditation schemes already in existence in which skills are recognised via pathways (beginner to advanced) e.g. the Archaeology Skills Passport (BAJR 2018). Some archaeological contractors also run accreditation schemes using bespoke spreadsheets to record progress. However, these schemes do not always address volunteer requirements such as the recognition of hours volunteered, attendance and performance in other volunteering activities.

It is recommended that a research project is carried out to assess the logistics and viability of a bespoke accreditation scheme and whether this is formed by incorporating other schemes or developed as a stand- alone option. Research should include investigating schemes used by organisations and industry outside the sector. A delivery plan should also be developed.

Recommendation four: Diversity

The 2018 survey data continues to confirm the low ethnic diversity of community archaeology group membership and community archaeology involvement. There should be a concerted campaign to address this across the heritage sector and to find an 'in' to communities to encourage participation. There is scope for an engagement project in partnership with universities.

Recommendation five: Young people

To design and develop a separate survey based on the current YAC membership and Leaders to provide relevant data of the younger age groups.

Bibliography

Allen, P, 2016. *Long Term Storage of Archives Held by Community Archaeology Groups*. Unpublished: CBA East Midlands

BAJR 2018. *Archaeology Skills Passport*. Available at: http://www.archaeologyskills.co.uk/ [Accessed 03/09/2018]

Brown, J, Partridge, A, Miles, D, 2018. *Voluntary and Community Special Interest Group Community Archaeologist Survey Report*. Reading: Chartered Institute for Archaeologists

CBA 2018. *Young Archaeologists Club Census and Annual Survey*. Unpublished: Council for British Archaeology

CBA 2015. CBA Research Bulletin 5: *Workplace Learning for Community Archaeologists - A skills for the Future Project 2011-2015*. York: Council for British Archaeology

Historic England 2018. *Heritage and Society 2018 – Heritage Counts* [Online]. Available at : https://historicengland.org.uk/content/heritage-counts/pub/2018/heritage-and-society-2018-pdf/ [Accessed 03/09/2018]

Richardson, L-J, 2017. *CBA Digital Report*. Unpublished: Council for British Archaeology

Stringfellow, E, 2017. *Perceptions of Community Archaeology as a Practise and Profession: The experience of the Council for British Archaeology's Community Archaeology Bursary Holders*. Unpublished: University of Chester

Thomas, S, 2010. *Community Archaeology in the UK Recent Findings.* York: Council for British Archaeology. Available at: http://new.archaeologyuk.org/supporting-community-archaeology-in-the-uk