

# EDITORIAL



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The theme for this edition of *The Archaeologist* is about championing employers who make a difference, with the aim of highlighting experiences from individuals where their employers have offered support which has made them feel valued.

The articles cover a range of different initiatives. Gemma Ward and Craig Huddart share how their companies have invested in mental health and wellbeing training and support for staff, providing an environment where individuals can feel comfortable talking about their issues. Amedeo Viccari and Laura Hampden provide two case studies about how their employers have supported their professional development through training, and in Laura's case, how having flexible working hours has allowed her to pursue her career as well as supporting her family circumstances. Laura has also benefited from being given time to take part in professional networks through her involvement with ClfA Groups.

The added benefits of having contact with the profession is reinforced by Peter Lovett, who discusses how attending professional archaeological events has added to his knowledge. He encourages employers and individuals – especially field staff – to realise the benefits of taking part in these events. To complement this, Kerry Wiggins discusses how we, as individuals, must take responsibility for our own professional development and make the most of the

opportunities open to us to expand our career horizons. Taking an active role in volunteering for committees, inspections panels and Groups, through ClfA or other organisations, can provide a wealth of CPD and networking experience, and this is reflected in the results of the recent participation survey completed by ClfA members.

Finally, Jessica Bryan and Sadie Watson explore what the sector can do to support EU colleagues working in the UK, and additionally, what support they should expect from Prospect and employers.

The examples showcased in this TA are but a few, but hopefully they make it clear that often the result of introducing additional benefits for staff is a healthy and proactive workforce, who feel motivated to deliver their best. This is a topic we want to continue to explore. Advisory Council will be looking at the recommendations from a report from Jaime Almansa-Sánchez and Guillermo Díaz de Liaño del Valle following the On health and archaeology: mind and body as professional issues session at the ClfA conference in Brighton, and considering what more ClfA can do to address and support some of these.

If you would like to share examples of other initiatives your employers provide that could be included in future editions of *The Archaeologist* please contact me by email – [alex.llewellyn@archaeologists.net](mailto:alex.llewellyn@archaeologists.net).