

**Charity registration number: 1183965**

Enabled Archaeology Foundation

Annual Report and Financial Statements for the Year  
Ended 5th April 2024

Trustees' Report	2 to 7
Statement of Trustees' Responsibilities	8
Statement of Financial Activities and Balance Sheet	9

**Enabled Archaeology Foundation**

Charity Number: **1183965**

Trustees' Annual Report 06/04/23 to 5/04/24

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**Charity Trustees Names of the charity trustees on the date of approval of the Trustees' Annual Report**

Chair: David Connolly  
Professor Sally Everett  
Andrew Mayfield  
Chris Moore

The four above-named Trustees served for the full year.

Professor Hannah Cobb was the only one resigning during the above period.

Structure, governance and management and type of governing document

The Foundation is administered under the terms of its Charitable Incorporated Organisation Staff Protocols and Constitution and is governed by a board of Trustees named above.

**Trustee recruitment and appointment**

By co-option of new members by the current Trustees

**Introduction**

The Enabled Archaeology Foundation (EAF) was set up by the late Theresa O'Mahony, and the current committee seek to realise her ambitions to make archaeology accessible and inclusive to disabled people. This report examines the reach and, where possible, the impact of the activities we undertook in 2023/24.

However, it is worth noting that we recognise the need to develop more robust evaluation methods and measurements if we are to evaluate impact effectively going forward. The report includes activities that have measurable outputs at the time of writing that are linked to our key activity themes.

Some themes are not covered in the report, however although limited work has continued in these areas it has not progressed to a level where we have measurable results to account. We are examining and reporting of where our activities have had the most reach, engagement, and impact in professional, community, and university archaeology.

Freya O'Dea (Administrative Officer) and Chris (Treasurer) have been pivotal in ensuring that we maintained good governance and continued to work towards financial sustainability.

## **Objectives and activities with Achievements and Performance**

The promotion of equality and diversity for the public benefit by:

Working to assist all disabled people to access archaeology  
Promoting a culture of equality for all disabilities in archaeology  
Educating the public in enabled archaeology.

The previous year (2022-23) saw a formal thematic framework with a series of measurable goals, and we continue as before with the same format:

<b>Theme</b>	<b>Total number of goals</b>	<b>Achieved in report year</b>	<b>Actions for next year</b>
Theme 1. Good Governance	3	2	1
Theme 2. Financial Sustainability	4	4	0
Theme 3. Networking, Communications and Profile Raising	5	2	3
Theme 4 Sharing good practice and providing guidance on inclusive archaeological practice	9	8	3
Theme 5. Promoting and developing inclusive archaeological fieldwork opportunities	3	2	3
Theme 6. Facilitating a sustainable network of disabled archaeologists and their allies	0	0	1
Theme 7. Producing and sharing research on inclusive archaeological practice	3	1	2

**The achievements can be summarised as follows:**

### **Theme 1: Good Governance**

As before we have formal protocols dealing with all aspects of the charities aims and ideals, as well as those relating to good governance and volunteer policies. These policies were again reviewed and agreed on by the Trustees and Committee. By the end of April 2024, we will have an Impact report examining volunteer time and continuing to facilitate reputational growth, transparency to stakeholders and ensuring good governance is maintained. There is an examination of a new strategic business plan, finance, and Memorandums of Understanding with other groups with similar aims and directions in Europe and America

### **Theme 2 Financial Sustainability**

Achieved actions continued with funding from external sources (including Chartered Institute for Archaeologists and Historic England and Historic Environment Scotland).

We are still taking advice on future larger funding bids, as well as use some of the monies raised to pay towards enabled archaeologists to attend conferences in continued partnership with the British Archaeological Jobs and Resources. We have also been able to spend money to fund the knowledge cards project – now published. Income was generated by providing support to the National Trust and Digit Scotland in relation to inclusivity training provided by our volunteers.

### **Theme 3. Networking, Communications, and Profile Raising**

Profile-raising activities continued throughout the year and have managed to make ourselves more prominent in the field of archaeology. In terms of social media our Twitter presence has continued to grow, and our reach and engagement has become significant. By 31 March 2024 we had over 1000 followers an increase of 10% on the previous year.

The Networking and Communications Officer SarahJayne Clements has continued to engage in a range of developmental activities including utilising the functionality of the current website:

The -website continues to evolve.

Added additional academic resources

Added a Bespoke Training section

three articles were added to the website, including the important explanation as to the evolution of the terminology From “Dis/Abled” to “Disabled”.

<https://enabledarchaeology.com/on-changing-terminology-from-dis-abled-to-disabled/>

Committee Members have been involved in a range of workshops and events to raise the profile of the EAF, network, and update skills and knowledge to enhance the work of the EAF. It is worth noting that several requests for training and development have come from these engagements.

Perhaps one of the most successful outcomes is a growing approach for diversity and inclusivity training from larger heritage organisations and companies.

We now have representation on (Chartered Institute for Archaeology (CIfA) EDI committee, IDEAH, European Enabled Group, and DAN. With relationships maintained with Historic England, CIfA, and CBA as well as Historic Environment Scotland and DiGit Scotland.

Enabled Archaeology Foundation now sits on HES Steering Group and wrote the evaluation report in collaboration with colleague at University of Hertfordshire. WE also have had input into the Northern Ireland Archaeology 2030 committees, regarding fieldwork and regulation.

#### **Theme 4 Sharing good practice and providing guidance on inclusive archaeological practice**

Preparations continued for the 2024 EAA conference, sitting on a session panel and promoting the charity within Europe and sharing practical information on inclusion and disability in heritage.

A similar central role was prepared for the CIfA Conference 2024, looking at funding opportunities and advising on disabled archaeologists supported through activities at the conference.

The publishing of the Knowledge cards was a great success in January 2024, and these are available for download here: <https://enabledarchaeology.com/knowledge-cards/>

Seminars and inclusivity training with associated materials were provided to Heritage Network Trust invites, where 18 - 30 yr old talked about careers in heritage, similar with the National Trust and the Council for British Archaeology (CBA). Increasing the reputational role of Enabled Archaeology Foundation as the leading body for disabled archaeologists and heritage professionals in the UK, with a growing list of resources.

### **Theme 5: Promoting and developing inclusive archaeological fieldwork opportunities**

The Enabled Archaeology Foundation has two fieldwork officers who are continuing to advise on ways to improve access to archaeological sites for mobility impaired participants.

We are continuing to examine options for modified hand tools and the potential options for other activities to engage with, focusing on other strengths and academic interests.

We are promoting ‘Lone-zones’ for participants who need physical or mental health breaks.

Currently examining the potential to produce an online resource for on-site recording forms, altered slightly to be in line with dyslexia-accessible standards (*based on ideas of font size and style*).

### **Theme 6. Facilitating a sustainable network of dis/Abled archaeologists and their allies**

Continuing the slow process of building network within the UK and internationally, which is one of the projects to take forward into the next year.

### **Theme 7. Producing and sharing research on inclusive archaeological practice –**

We have prepared and will complete a chapter in *the Exclusive Past/Inclusive Future* book which will be published in 2025.

This past year the Enabled Archaeology Foundation has succeeded once again in delivering ambitious plans. Most planned activities were completed, some are however still underway and must roll over to next year:

- EAF has taken a significant step towards being financially sustainable:
- We fully updated and reviewed our policies, committee roles, and language use
- Consolidated its position as an expert organisation in access and inclusivity in archaeology and heritage across the UK, Europe, and North America
- Trained archaeologists from across the UK in how they can ensure archaeology is accessible and inclusive to disabled people

- Developed our relationship with Enabling Archaeologie significantly, which allowed us to participate in European Association of Archaeologists, undertake a networking visit, and produce the knowledge cards in Dutch and English
- Engaged in activities to promote the accessible and inclusive archaeology through academic and professional peer reviewed publications
- Engaged with thousands of people in the sector through training provision, conference participation, social media, and publication.

## Enabled Archaeology Foundation

### Statement of Trustees' Responsibilities

The trustees (who are also the directors of The Enabled Archaeology Foundation for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom generally Accepted Accounting Practice) and applicable law and Regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently.
- observe the methods and principles in the Charities SORP
- make judgements and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable entity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees of the charity on 20th January 2025 and signed on its behalf by:



..... Chris Moore - Trustee



## Statement of Financial Activities and Balance Sheet Enabled Archaeology Foundation

### Income & Expenses Account year ended 5th April 2024

	2024	2023
<u>Income</u>	<u>£</u>	<u>£</u>
Donations	38	37
Training Income	910	500
	<u>948</u>	<u>537</u>
<u>Expenses</u>		
Information cards	222	-
Web hosting	65	-
	<u>287</u>	<u>-</u>
Surplus Income	<u>661</u>	<u>537</u>

### Balance Sheet at 5th April 2024

	2024	2023
<u>Current Assets</u>	<u>£</u>	<u>£</u>
Accounts Receivable	660	
Bank	538	537
Net Assets	<u>1,198</u>	<u>537</u>
Surplus Funds B/Fwd	537	
Surplus Funds This Year	661	
Surplus Funds	<u>1,198</u>	<u>537</u>



..... Chris Moore – Treasurer and Trustee