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7851 The Institute of Detectorists

Feasibility study for the proposed development of an institute for metal detecting

PART ONE - REPORT

Keith Westcott

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Prepared for:

Historic England

Compiled by:

Keith Westcott – Association of Detectorists

Edited by:

Manda Forster – DigVentures

With contributions from:

Manda Forster – DigVentures
Mike Heyworth – Heyworth Heritage
Robert Pitt - PARN

Purpose of document

This document has been prepared in fulfilment of the HE funded project: *7851 The Institute of Detectorists - feasibility study for the proposed development of an institute for metal detecting*. The document is supported by several appendices (Part Two) and a consultation report (Part Three).

Its purpose is to provide insight into the need, audience, scope and remit of the proposed Institute, understand its operational functions, review risks and opportunities involved in set up, and review the viability of the proposition with a series of recommendations.

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Author(s) and contact information:	Keith Westcott – Principal author, Association of Detectorists info@detectorists.org.uk Manda Forster PhD MCIfA – Consultant manda@digventures.com Mike Heyworth – Consultant mike@heyworthheritage.com
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Executive summary

This report is the result of a feasibility study undertaken with support from Historic England (HE): *7851 The Institute of Detectorists - feasibility study for the proposed development of an institute for metal detecting*. The project was delivered between February 2020 and June 2021, with workstreams defined by a series of project aims agreed with HE and the Project Advisory Board. The principal aims of the project were to; establish what an Institute of Detectorists might offer potential members and other stakeholders, including the wider public; the market and need for such an Institute to be established; and the opportunities which might associated with setting up the Institute.

The Project Team was supported by a Project Advisory Group of key stakeholders and a Focus Group of individuals from the detecting and heritage communities. Key areas of work included survey and consultation, consideration of key functions of a proposed Institute, and provision of a series of recommendations. Significantly, the lead recommendation is that a new Institute of Detectorists, focused on research and education, should be created. The IofD should be underpinned by a clear ethical framework, best practice standards and offer opportunities for training, membership and accreditation. Built with an emphasis on education and public benefit, the new Institute fills a gap in current provision and offers a clear distinction with national bodies such as the NCMD. The newly formed Institute would address the need for practical support for detectorists wishing to undertake archaeologically responsible detecting, including:

- best practice standards and guidance in responsible detecting.
- a clear framework which facilitates skills development, membership, and accreditation.
- access to networks which link detectorists with heritage professionals, heritage organisations and policy makers.

Support for the creation of an Institute to address challenges felt within the heritage and detecting communities, rather than pursuing other possibilities, is evidenced through a stakeholder consultation. Strong support was felt within the project Focus Group, especially for the delivery of key roles such as the promotion of best practice in archaeologically responsible detecting, training and education, leadership and advocacy. Consultation within the wider detecting community received 684 responses, with a good distribution across the UK. The public survey suffered from a focused campaign of misinformation and negativity across social media and other platforms, highlighting a major challenge for the proposed Institute regarding communications.

From within the detecting community, 25% of consultation respondents positively supported the idea, whilst 20% were unsure. Whilst misleading to suggest that the public survey demonstrates resounding support for the proposed Institute, the level of interest both in membership and training is encouraging. The framing of the Institute around archaeologically responsible detecting means it will not have the broad appeal of a hobbyist membership body and, furthermore, would not be constituted in a way that would directly compete with well-established organisations such as NCMD.

The study has explored key functions of the proposed Institute and recommendations provide an outline of actions which can support its development, covering the key areas of communications, governance, strategy, standards and training, and membership. Consultation with Professional Associations Research Network (PARN) has provided a roadmap for transfer from the Association of Detectorists into the Institute, and both legal and financial structures have been explored. The report demonstrates how frameworks needed to support the Institute can be created, including a working example of a competency matrix for archaeologically responsible detecting and a viable membership structure and costed membership plan, illustrating the suitability of detecting to a model similar to professional bodies. As such, many of the questions around structure and development are tried and tested, and the Association's membership of PARN provides access to a supportive network of research and experience in the professional body sector.

Importantly, the feasibility study concluded that many detectorists are motivated by a 'love of the past' and that the IofD would ultimately be sustainable, by introducing an interesting and inspirational approach to education through archaeological principles, whilst developing values based around conservation. Fundamentally, the not-for-profit principle and 'cupped hands' model providing a democratic, accountable, and transparent form of governance, could provide a balanced approach which considers the interests and concern of all stakeholders, ultimately, to the benefit of the public.

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1 AN INSTITUTE FOR DETECTORISTS

1.1 Project background

1.1.1 Specific numbers relating to participants in metal detecting across the UK are not known, but informal estimates place the number of regular participants as between 30,000 and 60,000 individual participants. The DCMS *Taking Part Survey* estimates a high percentage of adults engage with detecting surveys within a given year, with figures for 2018/19 indicating that 1.6% of adults (16+) in England had taken part in metal detecting at least once in the 12 months prior to interview (see report for details: http://bit.ly/39RcXVe). The media often glorifies the practice, emphasising treasure, reward and personal gain through selling finds or adding to personal collections. As a result, the largely recreational interest appears to be increasingly monetised, with new technology, online support to locate undetected archaeological sites, a rise in pay-to-detect opportunities and businesses offering landowners money to allow rallies on their land (see Section 3.1). In short, what was once an amateur hobby is increasingly commercialised.

1.1.2 Based on three years of consultation with stakeholders, metal detectorists and the wider public, the current document outlines the need and demand for a new proposition which aims to develop opportunities and address challenges in the detecting world (Section 3.6). Historic England's '*Our Portable Past - Guidance for Best Practice (2018)*', demonstrates a need for a greater archaeological understanding by detectorists. The increased number of active detectorists and detecting rallies demands a focus on training which provides both a practical understanding of archaeology and promotes ethical approaches to the activity. In addition, greater collaboration between archaeologists and detectorists would be strengthened with support from the heritage sector for an educational approach, providing recognition from heritage professionals of how responsible metal detecting can be of benefit.

1.1.3 An approach to Historic England (HE) was made for project funding to support a feasibility study, in recognition of their role as government advisor and interest demonstrated from the 2018 report. HE provided agreement for the feasibility study to go ahead with support from archaeological bodies, with an aim to testing the appetite, market and sustainability of a proposed Institute of Detecting.

1.2 The Association of Detectorists

1.2.1 Reflecting the needs identified above, two interlocked and not-for-profit entities have previously been formed to provide an umbrella organisation. The Association was formed as a Community Interest Company in view of the entity later developing into an Institute, as set out in its statutes. A Foundation was formed as a charitable and fundraising arm to support the work of the Association. Throughout this document, both bodies are combined and referred to as the Association of Detectorists.

- The Association of Detectorists CIC will act as the body which people are able to join, either as an affiliate member or in an accredited capacity. The Association will set out the membership structure, outline standards and best practice, provide education and manage regulation. As a body it will support all levels of detectorist, providing clear pathways for skills development and the recognition of competency and experience through accreditation. It will be a self-regulating body underpinned by a clear ethical code.
- The Detectorists Foundation CIO will act as a charitable and fundraising body, able to support responsible detectorists in their activities by providing advice and practical support when appropriate. The body will become a key advocate for responsible metal detecting, acting as a primary link between the detectorist community, heritage sector, relevant bodies and policy makers.

1.2.2 In developing the above bodies, a large amount of sector consultation with both heritage professionals and metal detecting groups has been undertaken. This work demonstrates the wide support already in place for the Institute and will contribute significantly to the successful completion of the proposed feasibility study. Section 6.7 below describes how the two existing bodies will be impacted by the development of the Institute.

1.3 Archaeologically responsible detecting – a definition

1.3.1 The concept of 'archaeologically responsible detecting' underpins many of the proposals included in this study. The *Code of Practice for Responsible Metal Detecting in England and Wales* (2017), was published by the Portable Antiquities Scheme and endorsed by several key bodies and organisations across the UK. The document aims to provide guidance for metal-detectorists who wish to contribute to our understanding of the past, combining the requirements of finders under the law, as well as more general voluntary guidance on accepted best practice. Importantly, the Code sets out voluntary guidelines for detectorists with which to measure their own conduct, from a responsible perspective. Throughout this report, the term 'responsible detecting' refers specifically to the concept of 'archaeologically responsible detecting', and is not a comment on wider issues of responsibility.

1.3.2 Guidance included in the Code states that responsible detectorists will aim to 'avoid damaging stratified deposits and the archaeological value of the land'. This approach raises awareness to the potential damage detectorists may cause without fully understanding how the activity can impact the archaeological record. The 2017 Code is widely used and has been formally endorsed by: Amgueddfa Cymru - National Museum of Wales / PAS Cymru, Association of Local Government Archaeological Officers, British Museum / Portable Antiquities Scheme, Chartered Institute for Archaeologists, Council for British Archaeology, Country Land & Business Association, Institute for Archaeology (University College London), Historic England, National Farmers Union, Royal Commission on the Historical & Ancient Monuments of Wales, Society of Museum Archaeologists.

1.3.3 Significantly, since the Code's revision in 2017, it has not been endorsed by the National Council for Metal Detecting (NCMD) or an equivalent body, and in its place are other codes, such as the NCMD's own Code of Conduct. The NCMD Code of Conduct does not include cover any fundamentals in method or approach to protect archaeology. NCMD's reasoning for not endorsing the 23017 Code is outlined in their Newsletter, Digging Deep 25.

2 FEASIBILTY STUDY: PROJECT MODEL

2.1 Aims and objectives

2.1.1 The principal aim of the project has been to evaluate the viability of a national research and educational body based on aspirational levels of membership, supported by practicing detectorists and archaeologists. The study has evaluated how the Institute can become a sustainable organisation and how it can achieve its ambitions to become a recognised membership body which is able to set and monitor standards of metal detecting, promote the work of its members and act as a philanthropic charity able to support responsible activities and allied organisations, such as the Portable Antiquities Scheme. The aims and objectives of the feasibility study are outlined below.

2.2 Aim 1 - Evaluate how an Institute would be set up and constituted

Q1. What are the legal requirements and steps for recognition as an Institute

Q2. Evaluate the organisational and operational structure for the Institute

Q3. Define the different roles and operational functions of the two not-for-profit entities – The Detectorists Foundation and the Association of Detectorists.

Q4. Outline how the Institute will win support from the metal detecting community for an archaeological approach to metal detecting

Q5. Provide evidence for support from other stakeholders, including landowners, practitioners and heritage professionals, and outline how support can be further developed

2.3 Aim 2 - Outline the strategic aims of the Institute

Q6. Review the strategic aims of the Institute

Q7. Define the mission statement and values of the Institute

Q8. Articulate how the Institute will meet its aims and demonstrate success against short, medium and long term objectives

2.4 Aim 3 – How will the Institute operate and function as a membership body?

Q9. What is the intended operational capacity of the Institute and how will it function?

Q10. How would the Institute define and manage membership?

Q11. What is the market for membership amongst the metal detecting community, and the willingness to join an Institute of this nature?

Q12. Would an ethical code be developed, and what will be the mechanism for self-regulation?

Q13. How would the Institute promote and develop standards and guidance for metal detecting?

Q14. What would the Institute provide with regards to education and training?

Q15. What other membership benefits could the Institute provide to help retain and attract members?

2.5 Aim 4 – Collate results and provide report

Q16. Using the results of Aims 1 to 3, create a synthesis of the feasibility study results outlining recommendations for how the Institute can become a viable organisation.

3 METAL DETECTING IN THE UK: OPPORTUNITIES AND CHALLENGES

3.1 The character of metal detecting in the UK

3.1.1 The practice of metal detecting across the UK has many faces and is often associated with a myriad of terms reflecting the different ways that people may perceive and interact with it, whether from a positive or negative, social, academic or professional standpoint (Ferguson 2013). It is most often discussed as a popular recreational hobby and the vast majority of metal detectorists have likely chosen to take part as a result of a personal interest in history and archaeology; an opportunity to socialise and a means to keep active (*ibid)*. The tension which exists between archaeology and metal detecting has a long history, although various initiatives over the last 20 years – most significantly the Portable Antiquities Scheme – have resulted in a 'reasonably amicable relationship' between recreational detectorists and heritage professionals (Lewis 2016). Moreover, collaborative projects between archaeologists and metal detectorists are becoming more common, with the former recognising both positive contribution of the technique as a survey tool, and the skills and experience of many of its practitioners.

3.1.2 The current practice of metal detecting as a recreational activity does not sit outside regulatory frameworks and, whilst the UK is often seen as tolerant of detecting, there are laws in place which effect how it is practiced (Lewis 2016). In addition, voluntary schemes exist which have developed from both the grass roots detecting community and out of the need to support adherence to national legislation, namely the Treasure Act of 1996. These various schemes provide a good indication of the current character of the metal detecting community – a complex and multifaceted group which combines to present both opportunities and challenges for the historic environment.

Relevant community led initiatives:

- National Council For Metal Detecting – Code of Conduct
  - https://www.ncmd.co.uk/code-of-conduct/
- Federation of Independent Detectorists – Code of Conduct
  - http://www.fid.org.uk/code_of_conduct.html
- United Kingdom Detector Net – Forum to support detecting
  - https://www.forumukdetectornet.co.uk/phpBB3/portal.php

Key legislative or government led initiatives:

- Treasure Act 1996
  - http://www.legislation.gov.uk/ukpga/1996/24/contents
  - https://www.gov.uk/government/consultations/revising-the-definition-of-treasure-in-the-treasure-act-1996-and-revising-the-related-codes-of-practice
  - https://www.gov.uk/government/consultations/revising-the-definition-of-treasure-in-the-treasure-act-1996-and-revising-the-related-codes-of-practice/outcome/revising-the-definition-of-treasure-in-the-treasure-act-1996-and-revising-the-related-codes-of-practice-government-response-to-public-consultation
- Portable Antiquities Scheme – introduced in 1997 as a voluntary scheme to encourage the reporting of archaeological finds found by the public, in support of the 1996 Treasure Act.
  - https://finds.org.uk/
- Code of Practice for Responsible Metal Detecting
  - https://finds.org.uk/getinvolved/guides/codeofpractice
- Historic England – *Our Portable Past* 2018
  - https://historicengland.org.uk/images-books/publications/ourportablepast/heag177-our-portable-past/

3.2 Estimating the size of the sector

3.2.1 Metal detecting has changed dramatically over the past 20 years, from a niche interest to an expanding and highly monetised hobby. Few people have attempted to estimate how many detectorists are active, and the hobby has clearly seen both troughs and peaks of popularity. In 1995, it was estimated that around 30,000 detectorists were active, seen as a significant drop from a peak in the early 1980s when five to ten times as many people were thought to be involved (Dobinson and Denison 1995, 4). The dip that was seen in the mid-1980s through to the mid-1990s has since reversed and today, the hobby is both popular and growing. Growth has been fuelled by media headlines of treasure and reward, with a narrative often based around discovery and value, rather than its historical significance

and back story. In addition, social media has provided multiple accessible platforms for new groups to be formed away from the tradition route of regional group and clubs with regular meetings that members would attend. Today, photographs of finds can be shared online allowing others to see and comment daily, in comparison to the monthly 'finds table' reports which used to be common. Accessibility and online networks have also enabled individuals to create new businesses that provide a new way for individual to detect, using a model of pay-to-dig rallies that offer access to sites with permissions in place and a mass detecting event (see Lewis and Heyworth 2020). This approach has seen a significant increase in recent years.

3.2.2 The growth of the hobby is difficult to gauge in terms of numbers of individuals detecting today, however official figures collected as part of ongoing DCMS Taking Part Surveys suggest an increase in participation each year. In 2019/20, the survey reported that 2% of adults (16+) in England had taken part in metal detecting at least once in the 12 months prior to interview. This figure shows an increase from the previous survey of 1.5% in 2017/18 and 1.6% in 2018/19. Incredibly, based on the 2011 census data, 2% of the current population in England is equivalent to 686,000 adults – more than double the previously postulated peak of 300,000 suggested for 1980. By comparison, estimates from the metal detecting sector are more conservative, suggesting that the number of active detectorists is more in the region of between 20,000 and 40,000 active hobbyists although there are no published statistics to support this. However, the Government figures are based on consecutive surveys running from 2017 to 2020 and provide consistently higher figures. It is likely that a large gap exists between those who actively undertake detecting regularly as avocational and experiences detectorists, and those who occasionally participant.

3.2.3 Whilst informal, through researching this Feasibility Study, the project team have been surprised by the spread of metal detector ownership and the number of people who take an interest in the hobby. Crucially, if over half a million individuals have engaged in metal detecting sometime during a one-year period, the question of how people get involved and how their training and education is supported, is an important one. The development of training materials and courses will need to recognise 'how and where' the hobby is practiced, and also the different audiences involved. Experienced detectorists are passionate about their hobby and often have an advanced knowledge of the significance of the finds which are recovered. A member of the public who occasionally takes part in detecting will be less equipped with the knowledge and experience needed to identify important artefacts and the process of recording.

3.3 Where and how detectorists detect

3.3.1 The membership survey undertaken as part of this project (see Part 3, Section 3) provides a snapshot of current detecting practice, with 684 individuals providing some detail about their background in detecting. Although only a small proportion of the national detecting community, it is useful to see how individuals' access and undertake the activity. The location of survey participants showed a good overall distribution across England (see Part 3, Section 3, Figure 2), with the largest groups located in the South West (22%), the South East (22%), East Anglia (12%) and the East Midlands (10%). Representation was also included from Scotland (3%) and Wales (6%) though in lower numbers.

3.3.2 Overall, approximately 50% of those responding had been detecting for over 10 years (47.5%), with nearly 20% had over 5yrs experience (18.3%). A quarter had been detecting for between 1 and 5 years (26%) and a far small proportion number under 1 year (6%). Nearly 50% of the respondents indicated they most often undertake detecting as an individual (48%), with the remainder detecting regularly as part of a smaller informal group (22%), with a Detectorist Group (15%) or as part of an organised rally (13%). A review of existing regional detecting groups has identified at least 76 active regional detecting groups across the UK, and our membership survey (see Part 3, Section 3.2) indicated that a

third (33%) of our respondents were members of both a National and a Regional body, a third (36%) were members of a Regional body, and a quarter (25%) were a member of the National body only.

3.3.3 The membership survey also indicated that those with little experience (less than 1 year) are more likely to detect as an individual (62%, n=25), which certainly has implications for the need for training and educational resources around responsible detecting. In the early stages of the hobby, a smaller number of individuals would most regularly detect as part of a small informal group (7%, n=3), as a member of a detecting group (5%, n=2) or by taking part in organised rallies (2%, n=1). Those active for between 1 and 10yrs, follow a similar general pattern although a far larger majority will more regularly detect as an individual (88%, n=253), with both small informal groups and organised Detecting groups the most regular option for 6%. Finally, of those who have been detecting for over ten years, the proportion undertaking the activity as individuals is slightly lower (67%, n=196), and an increase is seen amongst more regularly taking part in group organised activities (15%) and rallies (2%, n=7). From this group of respondents, it appears that however experienced a detectorist is, they are most likely to undertake the activity as an individual, reiterating the need for clear guidance on responsible detecting and accessible resources to support the activity.

3.3.4 The lower numbers for engagement with rallies should not be seen as an indication that these events are not popular, but more as an indication that the majority of those detecting more regularly undertake the activity as an individual or smaller group. Whether organised by a small regional club or a national body, a commercial event organiser or as a charitable event, rallies attract tens, hundreds and sometimes thousands of detectorist participants. The numbers involved could mean a significant impact on archaeological sites and, as such, the fundamental methods which support responsible metal detecting (including conservation and preservation) also need to be directed towards those running and attending group events.

3.4 Existing bodies and organisations

3.4.1 The number of individuals who are active either as occasional hobbyists or more involved avocational detectorists would suggest a need for a supportive infrastructure, both offering networks for members or training opportunities. As our survey has suggested, detectorists tend to be active as individuals, as participants with an informal small group, or members of regional detecting groups and national bodies. Of the regional groups, currently, there are at least 76 active across the UK, which will support many members. National groups are fewer in number, with the NCMD forming the largest and most significant organisation with approximately 20,000 members (estimated figure). Other national groups include the Federation of Independent Detectorists, which are not as large a group and have been inconsistently active.

3.4.2 The need for detectorists to hold insurance to detect as individuals and as a prerequisite for attending detecting rallies remains a major driver for membership of national bodies, with the NCMD being the key provider. The hobby of metal detecting is also heavily influenced by 'pay-to-detect' businesses and social media groups, who collectively attract a significant proportion of hobbyist detectorists – although there is a lack of clear data to evidence the scale of this element. Over the COVID lockdown periods of 2020/21, several businesses emerged which promise access to multiple landowner permissions to paying members, using central payment schemes with smartphone identification and location services to support the business model.

3.4.3 Social media has developed into a key tool which facilitates and connects those interested in detecting. Unsurprisingly, Facebook provides a popular online platform for groups promoting events, competitions, raffles and prizes for those who join or follow group pages. For those looking to disseminate information quickly and inexpensively to large numbers of detectorists, Facebook

provides the opportunity for individuals/businesses to join as members of multiple public and private groups and, through sharing posts, can inform/influence effectively and quickly, creating a fast and exponential growth in communication.

3.4.4 The current *Code of practice for responsible metal detecting* (2017) is not supported by the NCMD or FID. As a result, the Code is only being endorsed by national bodies whose core members are not predominately metal detectorists.

3.5 Successes and opportunities

3.5.1 Detectorists play a vital part in new discoveries in the UK and are responsible for finding most of our Nations portable antiquities – as well as highlighting the presence of unknown, significant and sometimes threatened archaeological sites. In addition, metal detecting offers an additional survey technique which is able to increase understanding of the conditions, preservation, extent and risk to archaeological sites. Additional opportunities could be developed which help monitor sites, for example, recording rates of erosion of an archaeological resource. In a recent review of the positive effects of a permissive policy towards metal detecting (Deckers et al 2018), the authors cited three main groups of positive motivations which support a permissive approach to detecting; knowledge gain, engagement with archaeology, and public interest.

3.5.2 Collaborative approaches to surveys and archaeological investigation are producing exciting results in the UK and demonstrate the value of a more integrated and embedded approach. Examples of the contribution that detecting can make to the management of archaeological sites is also an area which is evidenced with UK examples. The data which has resulted from the Portable Antiquities Scheme is in itself impressive: the number of reported finds exceeded a million in 2016; the accumulated data has been the subject of between 400 and 500 research projects ranging from the very small to the very large, and including 95 PhDs (Lewis 2016). Some examples of the many successes of metal detecting in the UK are summarised below.

- Rendlesham survey project (Suffolk County Council Archaeology Service 2008 – 2014; HE project 6471) - the project included extensive metal detecting survey and data collated regarding the rates of discovery was able to inform wider understanding of the erosion of the resource and optimum survey levels. These complex questions depend on a range of factors including weather and ground conditions at the time of survey, and both current and past cropping regimes.
- Hobbyist Metal Detecting in Scotland (GUARD; HES and TTU supported) – the wide reaching review of hobbyist detecting in Scotland concluded that future initiatives including developer funded work should consider metal detecting surveys undertaken collaboratively as another layer of data, and just one of many means to investigate, evaluate and understand an archaeological site.
- Basingstoke Common (Sam Wilson, University of Huddersfield 2015) – A review of the assemblage of previously recovered metal detecting finds and additional survey finds, clearly demonstrated and confirmed the sustained period of military activity that surrounded Basing House during the English Civil War and complement the existing documentary sources.
- Cheshire Archaeology Planning Advisory Service (2017) – commissioned a study into the *Utility of Supervised Metal Detecting in Development-Led Archaeological Work in Cheshire* which concluded that metal-detecting is a highly effective method for recovering metal finds. Undertaken systematically, it recovers closely located finds, which are often diagnostic of date and function. It is a valuable technique for identifying concentrations or scatters of material across the landscape, which in many cases (except where soil is imported) can be correlated with past activity.

- Tetbury - the burial of the 6th-century child burial in Gloucestershire. Metal detectorist, Chris Cuss discovered the site which he reported immediately to Portable Antiquities Scheme's local Finds Liaison Officer, Kurt Adams. The site was then investigated by an archaeological team, led by the Gloucestershire County Council Archaeology Service, and developed into a significant research project. The results have been outstanding and demonstrate how timely and effective reporting can lead to nationally significant archaeological sites being discovered.
- West Hanney, Oxfordshire - ploughzone archaeology (Anni Byard, Finds Liaison Officer, Oxfordshire). The large body of data created by metal detector users and recorded with the Portable Antiquities Scheme, provided an opportunity to address the concept of ploughzone archaeology through non-surface yet out-of-context artefact type and distribution analysis. The metal artefacts were shown to provide a chronologically robust and distinct dataset; the personal nature of many metal artefacts has the potential to tell us more about the lives and activities of those who lived and worked in the landscape, adding flesh to the ceramic bones of traditional field survey techniques. Through not using this technique as a matter of course we are intentionally excluding an important and informative dataset from our research.
- Approaches to the investigation, analysis and dissemination of work on Romano-British rural settlements and landscapes (Stewart Bryant). The Rural Roman Settlement Project clearly demonstrated the value of systematic metal detector surveys where Roman settlements are known to exist.
- Broughton Roman Villa, Broughton Castle Estate, Oxfordshire (Oxford Archaeology with Keith Westcott) - The site discovered in 2016 following research and field investigation by Keith Westcott and the collection and locating of artefacts from the plough-soil using a metal detector. A geophysical survey was commissioned in 2017 with the results indicating the presence of a large courtyard villa. The results demonstrate the potential of artefacts recovered from plough-soil horizons to aid in the interpretation of archaeological sites and to provide broad dating evidence when accurate locations are recorded.

3.6 Challenges

3.6.1 Most detectorists have taken up detecting as a hobby and recreation, not intending to damage or compromise archaeological sites. It is therefore important to draw distinction between intentional and planned criminal activity of a handful of individuals with metal detectors, and the unintended damage to archaeological sites or missed opportunities which may result from non-reporting or from a lack of knowledge about archaeology. The latter can be addressed with education, training, clear best practice methodologies – supported by a collaborative approach to survey.

3.6.2 Without a background in archaeology, those taking part may not always understand how portable finds can relate to an archaeological site, or how disturbing the context of a find can lead to the loss of key information. Lewis (2016) highlights two common reasons that may result in a find being excavated by the finder alone – getting excited at the time of discovery and forgetting about the impact of the process, and not knowing how to leave a site secure. A lack of training and support presents a missed opportunity for the many detectorists wishing to work responsibly and learn about the past:

It seems nonsensical to pigeon hole people based on the tools they use (detector or trowel). More important is how that tool is used, and whether the individual using it wishes to learn and add to knowledge about the past, or not. (Lewis 2016, 137).

3.6.3 There are particular concerns about large-scale commercial metal detecting rallies – which are often one of the few options available to new detectorists who often do not have permissions to detect on

local land (see Lewis and Heyworth 2020). There are many examples of rallies being held at sensitive locations often close to Scheduled Monuments, with very few finds reported to the PAS. The PAS staff have a policy of not attending rallies as they are not conducive to making good records of finds and there are examples of significant finds, eg coin hoards, being reported via social media with considerable damage to any associated archaeological context.

3.6.4 Concerns regarding the potential damage to the archaeological record through metal detecting, are demonstrated by the archaeologically based guidance given in the PAS 2017 Code of Practice as below:

- If detecting takes place on pasture, be careful to ensure that no damage is done to the archaeological value of the land, including earthworks.
- Avoid damaging stratified archaeological deposits (that is to say, finds that seem to be in the place where they were deposited in antiquity)

3.6.5 As well as a lack of understanding regarding archaeology, there is occasionally a misunderstanding about the nature of finds recovered. In conversation with the principal author, detectorists have occasionally stated that their hobby exists without the need for research or archaeologically-based education, as their work will detect single losses rather than finds located within an archaeological context. This is not an ethical concern, but again based on information and education. Without knowledge of archaeological methods and practice, is would be difficult to recognise an archaeological site and the damage which may be caused – and without understanding how detecting can compromise archaeology that damage is more likely.

3.7 Sector recognition of the need for change

3.7.1 The lack of archaeological awareness from many detectorists receives significant criticism from the archaeological community. Detectorists are often unaware of the importance of contextual information derived from the archaeological record and may not collect important spatial data. Although ambivalence is often implied – especially from critics of the metal detecting community – the lack of training aimed at detectorists that discusses archaeological principles and best practice is striking. Although the voluntary spatial recording of individual artefacts has been a successful outcome of the Portable Antiquities Scheme, it is still a problem, and the loss of contextual information at both the findspot and across the broader landscape remains high.

3.7.2 RESCUE, The British Archaeological Trust, has responded to this by including metal detecting as one of the national issues for the historic environment, stating that:

> *[…] unregulated hobby detecting and other fieldwork does not contribute sufficient value or information to our understanding of the past to justify the damage caused to the wider archaeological resource, in particular by detecting on non-arable land, by poor recording of find locations and by inadequate post excavation reporting. […] Whilst [PAS] has been successful in recording significant numbers of de-contextualised finds, the PAS has been unable to sufficiently advocate for archaeological methodologies and rigorous survey practices to underpin artefact collecting and this results in archaeological material being removed from the landscape without appropriate recording. The voluntary nature of the PAS means that hobby detectorists are not obliged to adhere to the principles of the scheme nor to record the material they are recovering. Furthermore, funding for the scheme is no longer guaranteed.* (Rescue Policy 2018, Issue 10, p13).

3.7.3 The CBA has a clear interest in promoting an archaeological approach to detecting, an area of interest which is clearly defined within their website (https://new.archaeologyuk.org/treasure-and-metal-

detecting). The professional body for archaeologists, CIfA, have also supported discussion of detecting and its relationship with archaeology, hosting a session delivered by the Association of Detectorists at a recent conference (2019 CIfA Annual Conference) and the Associations work in training provision has been recognised by the Archaeology Training Forum. The Federation for Archaeological Managers and Employers (FAME) has shown support for the education of detectorists in archaeological principles (https://bit.ly/3hgu8FY) and ALGAO identified a need to 'include clear understanding of archaeological evaluation and mitigation recording in the planning process, and to ensure that detectorists working in these projects work to a clearly defined specification' (ALGAO Statement of support for an Institute of Detecting).

3.7.4 The findings of a recent collaborative project in Scotland initiated and directed by the Treasure Trove Unit and Historic Environment Scotland, with research conducted by GUARD Archaeology Ltd, provides an equally strong message regarding the need to develop guidance and engagement between detectorists and heritage professionals. The key recommendations are included below, and the full report can be found here:

https://treasuretrovescotland.co.uk/extent_character_metaldetecting_scotland/

- Working with partners across the heritage sector and metal detecting community to develop guidance to promote best practice and responsible hobbyist metal detecting activity when interacting with the historic environment.
- Promote best practice for metal detecting digs and rallies with mutually approved guidance for site selection, methodologies, and reporting.
- Encourage positive and active engagement between the heritage sector and hobbyist metal detectorists to broaden links and promote mutual respect and understanding.
- Encourage the provision of hands-on participatory workshops for both professionals and non-professionals to promote knowledge exchange on metal detecting and archaeological practice.
- Engage with UK-wide and European partners in research and the promotion of best practice for non-professional interactions with the historic environment.

3.7.5 Landowners, such as National Trust and RSPB, are also keenly aware of the issues and problems associated with metal detecting. Both organisations dictating that metal detecting cannot be undertaken on their land unless it is part of a defined and planned archaeological project. In some ways, through the advocacy of significant organisations such as Rescue, the findings of projects investigating metal detecting and the policies of influential landowners, there is an already strong case to establish an institution which helps encourage, educate and promote the work of metal detectorists working with archaeologists in the investigation of the historic environment. The Institute is therefore in the interests of both metal detectorists and heritage practitioners, and will make it far easier for metal detectorists to demonstrate competency and assurance to project partners, landowners and other stakeholders.

3.8 Proposed solution

3.8.1 Suzie Thomas, in her editorial introducing an important review of portable antiquities from 2013, suggested that:

"[…] any attempts from heritage organisations to address issues concerning or involving metal detecting must be carried out sensitively and transparently, taking the long-held perceptions of many metal-detector users into account. This requires patience and regular, open contact with

representative metal detecting groups, as well as work at a 'grass-roots' level with individual clubs and hobbyists."

3.8.2 It is in this spirit of transparency, openness, and representation that a new body within the detecting community was proposed. There is no intention here to side-line or undermine the important work of existing and well-established bodies, such as Portable Antiquities Scheme, National Council for Metal Detecting or the United Kingdom Detector Net. Rather, the intention of the proposed body would be to work collaboratively with others while focusing on the development of new best practice guidance, educational and training materials and accreditation for detectorists wishing to work within a framework which supports archaeological principles.

3.8.3 The next section reviews the options for setting up an organisation which meets the identified need, identifying the different structures which might provide a solution.

4 OPTIONS REVIEW

4.1 Introduction

4.1.1 The feasibility study focuses on reviewing the viability of setting up an Institute of Detectorists and, as part of that, consideration of other possibilities must contribute in some way to the discussion. To inform a review of alternative options, members of stakeholder organisations were consulted as part of a survey of organisational members of Project Advisory Board and Finds Liaison Officers (see Part 3, Section 1), supplemented by discussions held at PAB and Focus Group meetings.

4.1.2 Broad support was felt for the idea that something does need to be done to try and address the challenges outlined, with 17 out of 18 respondents agreeing that issues should be addressed. Discussions within the Project Advisory Board meetings and the Focus Group meetings have identified five potential paths that a solution might take:

- Do nothing – there is no problem.
- Do nothing – work with existing groups to take up the challenge.
- Create a new Hobbyist Group for Responsible Detecting - address challenges through a broad and open to all membership.
- Create a Special Interest Group for Detectorists as part of an existing professional body (eg CIfA) and use existing accreditation structures.
- Develop training courses - no need for an Institute.

4.1.3 Most of the responding group disagreed that taking a passive approach or maintaining the status quo would be useful. Of the three active options presented, including the creation of a new hobbyist group for responsible detecting, developing a CIfA Special Interest Group or addressing the challenge through training courses, none were seen as more attractive than others. The most positive response felt was for the development of a Special Interest Group as part of an existing body (eg CIfA).

4.1.4 Some thoughts from the free text responses include:

I think there are those detectorists who want to move beyond hobby and currently I don't think there is any organisation who can support that.

There is clearly a problem that needs to be addressed with regard to promoting best practice amongst some metal detectorists but I am not sure that there is an overwhelming desire amongst the majority for training and accreditation…

The benefit of the Institute is the accreditation, however, basic training for responsible detecting should be available to the widest possible audience.

The IofD provides the focus on metal detecting that other institutions would not be able to achieve.

There is a need for training courses that could be disseminated to all interested groups. But an institute is a good idea as it gives a level of creditability, origination and belonging...

4.2 Do we need to act?

4.2.1 The first and simplest alternative posed to the stakeholder group was the idea of leaving things as they are, on the basis that no real problem exists. This concept goes against the findings of desk-based research which identified several issues (see Section 3.4 and 3.6 above) and contradicts the recognition from stakeholders that challenges exist which need to be addressed (see Part 3, Section 1.2). A failure to act was seen by stakeholders as not simply supporting a continuation of the status quo, but a move that could lead to increased division within the detecting community, a decrease in collaboration between detectorists and archaeologists and – perhaps most significantly – a missed opportunity for all.

4.3 Work with existing groups to take up the challenge

4.3.1 A collaborative approach to working with existing groups which represent detectorists, such as NCMD, provides an attractive option. The National Body has a large and active membership and should provide a natural conduit for training, resources and best practice guidance. However, whilst the NCMD is certainly a body orientated towards supporting detecting and detectorists, the development of standards and best practice around responsible detecting or collaborative working with archaeology is not seen as a key priority. The NCMD has engaged in active campaigning against the development of accreditation or standards for responsible detecting, and the development of the Institute, having interpreted these as threatening to the freedoms of the detecting community.

4.3.2 Respondents to the stakeholder survey did not see this as a credible option, with most respondents disagreeing that existing groups should be invited to take up the challenge (3 – disagreed, 10 – strongly disagreed).

4.4 Create a new Hobbyist Group for Responsible Detecting

4.4.1 This option presents the idea of developing a new body which represents hobbyist detecting focusing on developing, promoting and maintaining responsible methodologies. As described above (Section 3.4), several groups, organisations and national bodies already operate successfully in this area, providing a space for detectorists to collaborate and work together locally, regionally and nationally. Although they provide a supportive framework for detecting at different levels, none have the combined infrastructure, scope and reach needed, or the interest around responsible detecting (as identified in this study) required to meet the challenges.

4.4.2 The stakeholder group mainly disagreed with a hobbyist group being an appropriate response to the challenge with only a small number seeing the idea as having potential (Part 3, Section 1.3). The main concerns were that hobbyist groups already exist, and that the body would do nothing to address the

need to support and recognise detectorists wishing to develop capabilities within an accredited framework or develop links within commercial archaeology. Arguably, a new hobbyist group would be a confusing option which would not be able to develop the resources and infrastructure needed to address the challenge.

4.5 Create a Special Interest Group for Detectorists

4.5.1 As a key aim of the Institute would be to increase understanding of responsible detecting, with consideration of working within archaeological landscapes, the possibility of creating a Special Interest Group within an existing professional body such as the Chartered Institute for Archaeologists (CIfA) presents an interesting option. CIfA currently includes both Area groups and Special Interest Groups (SIGs) as part of the organisations structure:

> *CIfA's Area and Special Interest Groups represent different specialisms, geographical areas and themes across the Historic Environment sector. They were formed by members of CIfA who want to promote the Institute's work and provide a forum for discussion regarding good practice and assist in setting high professional standards and strong ethics in archaeological practice. Groups also present specialist views to CIfA members through to the Advisory Council and respond to consultations from external bodies when requested.*

4.5.2 Existing SIGs include 16 areas of interest, ranging from Archaeological Archives, Forensic Archaeology and Geophysics, through to Information Management, Equality and Diversity and Early Careers. The Groups are coordinated by Volunteer committees, made up of five members of the Institute. Non members can join groups but are not able to take committee roles or vote on Institute matters. As such, a SIG formed with CIfA would need to be formed by CIfA members, and the SIG committee populated by members. Although detectorists could join CIfA – there being no barriers to entry for those who study, research and are competent in different archaeological techniques – there would need to be some work in defining how detectorists can demonstrate their capabilities and experience. Although not insurmountable, a clear argument against this option is identity, scope and remit.

4.5.3 Although stakeholders did see the potential for creating a group within an existing body, with 8 supporting the concept, just as many were either unsure (5) or not in favour (5). This seems especially evidence when considering that one of the key challenges for the development of the Institute defined by the stakeholder group and raised in discussions with the Focus Group is the idea of representation and the need for a greater visibility of detectorists (and not archaeologists) within the core of the initiative (see Part 2, Section 1.6.8).

4.6 Develop training courses – but without the development of an Institute

4.6.1 The need for training and guidance around responsible detecting is one that was highlighted through desk-based research as well as consultation with the PAB, Focus Group and Membership Survey. Stakeholders felt that there was a clear need for training materials and guidance to be developed which outlined methods and approaches to responsible detecting (see Part 3, Section 1.2). However, when reviewing the options available to address challenges, over half the responding group disagreed with the option of developing training materials independent of an Institute (Part 3, Section 1.3).

4.6.2 The important link between training, skills and capability development, ethical approaches and accreditation is one that can be offered most succinctly within the remit of an Institute. Stakeholders felt that the benefit of training would most keenly be felt when offered under the umbrella of a dedicated body. The quotes below are taken from free text responses to the consultation around the issue of training, and provide some relevant thoughts:

The IofD provides the focus on metal detecting that other institutions would not be able to achieve.

The benefit of the Institute is the accreditation, however, basic training for responsible detecting should be available to the widest possible audience.

There is a need for training courses that could be disseminated to all interested groups. But an institute is a good idea as it gives a level of creditability, origination and belonging...

There is definitely the need to develop training courses, but who will run them and to what standards? The Institute is needed to provide standards for training and practise.

4.7 An Institute of Detectorists

4.7.1 The final proposition for stakeholders was that the development of an Institute of Detectorists would provide the vehicle needed to address issues identified. The response was positive, with most of the group agreeing that an Institute was a good option to support responsible detecting (Part 2, Section 1.3.9). The key functions which stakeholders see as being most important provide a good understanding of why the development of an umbrella organisation, such as an Institute, is seen as most useful.

4.7.2 When asked about the potential role an Institute could take, the most important to all but one stakeholder was for the Institute to work collaboratively with PAS and heritage organisations to define and implement best practice guidance for detecting (see Part 2, Section 1.4). Following that, other important functions are seen as supporting detectorists who are keen to undertake the hobby responsible, and to develop education and training resources. The survey also asked if stakeholders would add any functions, and two further areas were highlighted – one suggesting that a key function would be to educate and support landowners, and one highlighting a role to work with law enforcement officers.

4.7.3 The survey posed a series of free text questions regarding the opportunities, disadvantages and challenges that setting up a new Institute may pose (Part 2, Section 1.6). The responses were mostly consistent across the stakeholder group with advantages of setting up an Institute being an emphasis on training, collaboration and advocacy, and challenges and disadvantages linked to issues of hostility, division and meaningful representation or the very practical consideration of resources needed to get an Institute set up. The opportunities were seen as many, including the collaborative approaches to training, standards and best practice and supporting greater participation in heritage. Finally, the survey asked what stakeholders felt might happen should no action be taken. Generally, most felt the status quo will very much continue which was seen as a missed opportunity and a move that may result in a decline in standards of detecting, as well as having a negative impact on relationship between detectorists and archaeologists.

4.7.4 The positive feedback provided by stakeholders with regards to the development of an Institute is encouraging; several key organisations have engaged positively in this process and can see the potential opportunity presented both for the detecting community and heritage sector. In the words of one stakeholder responding to the survey, an Institute would 'form a bridge and collaborative agency to help bring detectorists and archaeologists together'. The infrastructure needed to develop training and membership would provide a formal structure for education, supporting skills development, raising standards and showing a positive side to detecting which contributes to knowledge and is underpinned by an ethical code built around public benefit. An Institute gives credibility and visibility to responsible detecting and can provide the representation and advocacy needed to raise the profile the detecting community as a whole.

4.8 Recommendation: an Institute of Detectorists

4.8.1 Overall, the Stakeholder consultation supported the development of an Institute as the best way to address challenges felt within the heritage and detecting communities.

4.8.2 The rest of the report documents the additional strand of research which have been delivered to explore the viability of developing an Institute, including governance, aims and function, education and membership, and operational considerations. Within the UK, legal structures within each nation differ and will require additional consideration. However, the same challenge is felt by all professional bodies and detectorists would be working as a community linked by ethical conduct and best practice within the legislative frameworks of different countries. An Institute focused on education and research provides the means to develop a common, collaborative, and responsible approach.

5 AUDIENCE CONSULTATION AND WIDER COMMUNICATIONS

5.1 Audiences

5.1.1 As indicated above, there are several key audiences and stakeholders who would have an interest in the formation of a new Institute. A key role of the Focus Group in this project has been to provide a soundboard for ideas and advice to help move the study forward. As we have been unable to meet in person, we have held two online Forum meetings, one in December 2020 and the other in February 2021. The December meeting focused on audiences and their characteristics, as well as key communication routes. During the two-hour session, we talked over the aims of the potential Institute and discussed audiences for the proposed new body, as well as stakeholders. The discussion was informal, and included a number of active detectorists, those representing media and a CIfA representative.

5.1.2 A key outcome was the broad agreement and recognition of the diverse audiences relevant to the Institute, and consensus that the focus of a new Institute should be setting standards, increasing understanding and promoting responsible detecting through education and guidance. Focus Group participants identified five main audiences which they felt needed to be considered at this stage, especially with regards to development of membership structures and educational resources, and how we communicate at this stage. These are outlined in Table 1.

Table 1 Key audiences identified with the Focus Group

Audience	Characteristics	Communication routes
Detecting clubs and their members	Self-regulating group already aware of standards and responsibilities	Clubs, networks and discussion forums
New hobbyist / wider interested public	Those considering taking up a new hobby or who may intermittently get involved	Social media networks and facebook groups
Rallies and rally organisers	A growing arena for detectorists, with the potential to become a significant audience for the Institute	Rally organisers, networks and discussion forums

National detectorist bodies and members, principally NCMD	Key group with common interests with the Institute and clear differences in aims and objectives	Direct communications with NCMD board
Stakeholder group	Archaeologists, landowners, media, manufacturers and distributers	Direct communications

5.2 Consultation with the project Focus Group

5.2.1 In total, 31 members of the Focus Group responded to a survey about the development of the Institute and its membership options, the majority (26) being detectorists with over five years' experience, with a smaller number being comparatively new to detecting (1 – 5yrs) and three who were interested but not active detectorists (see Part 3, Section 2). Many members were also members of regional or national detecting groups / bodies (18), with most detecting as an individual (21), and some also as part of small group (13) or larger rally (4). A small group also cited involvement with community heritage or archaeology groups (4).

5.2.2 The survey has helped us understand a bit more about what motivates the members of the Focus Group and how they see the Institute developing its roles, member structures and activities over the coming months – including a small minority who are yet to be convinced of the need for an Institute at all. Perhaps unsurprisingly, the members of this group were strongly in favour of the Institute, with 74% (n=23) showing strong support and a further 13% (n=4) agreeing the Institute is a good idea. All respondents are interested and understand responsible detecting, and most see collaborative approaches as important (80%, n=29).

5.2.3 We asked the Focus Group what aspects of the Institute's role they would like to see us think about, providing a free text response. Most agreed that the Institute should take on a key role in promoting best practice in responsible detecting, training and education, leadership and advocacy. The responses were broadly assigned to seven key roles, based on the free text comments provided. Of those, training is mentioned most often (10), followed by leadership (8), advocacy (7), providing a forum for discussion with detectorists (7), a means for detectorists to have accreditation in some form (4), provision of standards and best practice (3) and as a body spearheading research and development (2). The responses to this question were used to create a word cloud (see Figure 1), which gives a sense of the importance of guidance, training and responsible detecting to this group.

Figure 1 What role should an Institute of Detectorists take? Word cloud taken from Focus Group responses.

5.2.4 Regarding key activities the Institute might undertake, all respondents felt the Institute should promote detecting in archaeological projects, provide a clear set of guiding principles and guidance, and supporting those taking up the hobby interested in responsible detecting. Strong support was also felt for activities supporting detecting to understand the past and providing members will ways to demonstrate their skills and experience in a peer reviewed and self-regulated structure.

5.2.5 The proposed membership structure offering grades of membership to individuals (at different levels) and organisation seemed to work for most of the group, with about half being interested in attaining an accredited level of membership. Member benefits suggested were also found to be popular, with a high degree of support for best practice guidance, preferential rates for members attending workshops and training, and insurance offers. The group was also interested in an online directory of members and having access to online forums, case studies and other resources.

5.3 Consultation with the wider detecting community

5.3.1 Discussions and our survey of the Focus Group helped the project team refine the membership survey for wider consultation, which was undertaken as an online survey. The membership survey was circulated widely in March 2021, following the pilot survey and workshop with Focus Group members in December 2020. The full list of questions and a detailed review of the data can be found in Part 3, Section 3.8. Over the course of two weeks, 684 individuals responded to the survey, approximately 50% of the group answering within the first three days of the survey (see Part 3, Section 2, Figure 1). Of those responding, 70% had heard of the project prior to the survey, with over half highlighting online social platforms, discussion forums and web-based media as the place they had heard about the proposals for an Institute of Detectorists. Many survey participants were prompted via a negative promotional campaign via NCMD (see Section 5.4) and through an article published by the detectorist blog, Detecting Finds, following an FOI request (Spencer, published 12/3/21, *The Hidden Agenda*).

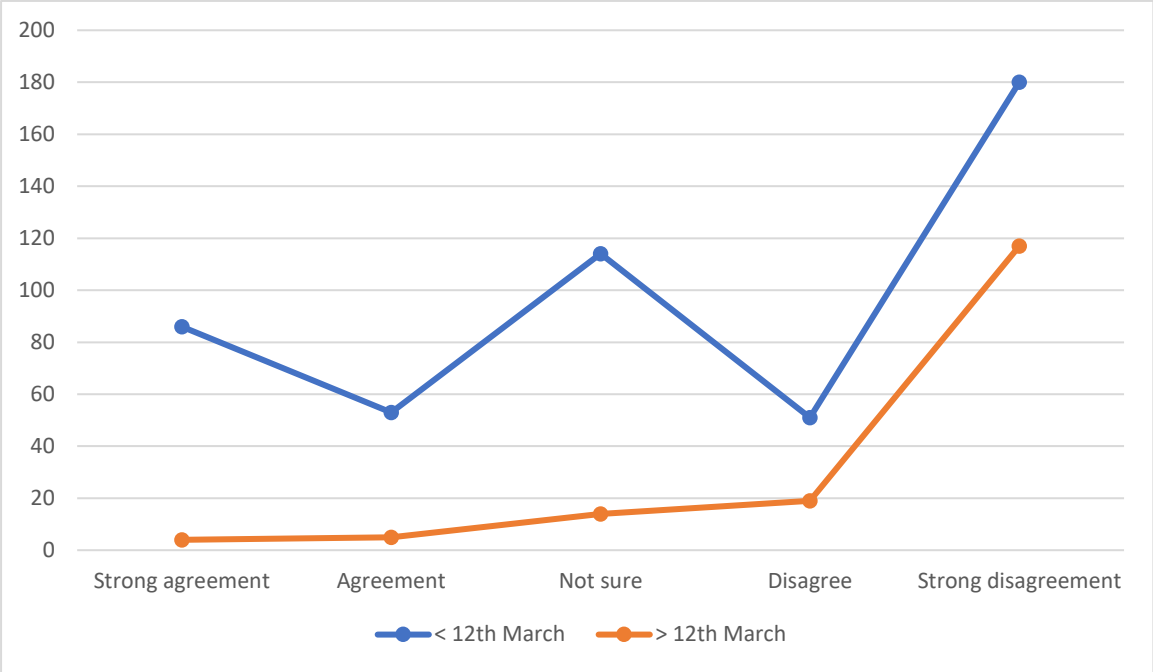
5.3.2 The results of the survey have informed all elements of the feasibility study and are threaded through this report. Relevant to this section is the response to the proposition and function of the proposed Institute. Around 615 of the survey participants completed the question about the potential roles of the Institute, with around 46% of those indicating they were strongly opposed to the idea of setting up an Institute (n=297) and a further 70 (115) disagreed with the concept. It is useful to compare the responses from the group who submitted the survey prior to the negative campaigning and those responding following. For the purposes of this, we used the date of 12/3/21 which is when the Spencer article was published. The data illustrates a bias in responses following publication towards a far stronger disagreement in response to general support for the idea of an Institute, with a smaller proportion taking the middle road (see Figure 2).

5.3.3 Despite the large number of those opposed to the proposal of an Institute, the responses from the whole group considering the functions and roles of the proposed organisation, and the relative importance of these to all individual stakeholders, were extremely informative. From the post campaign group of 170 respondents, the majority did complete the survey with only 8 not responding to most questions and between 23 and 28 leaving sections blank.

5.3.4 Of all respondents, the most popular role for the Institute was to promote the use of metal detectors within archaeological projects (42% Strongly Agree, n=258; 22% Agree, n=136), with the role of a supportive organisation for those detectorists keen to take up the hobby following closely (40%

Strongly Agree, n=248; 19% Agree, n=118). Other popular roles included working collaboratively with museums to encourage display of local finds (38% Strongly Agree, n=233; 22% Agree, n=138) and the promotion of detecting as a research tool to find out about the past (38% Strongly Agree, n=233; 22% Agree, n=137). The least popular was to provide a means to support detectorists in demonstrating their skills and experience, with around a third of total respondents supporting this role (17% Strongly Agree, n=106; 16% Agree, n=102).

Figure 2 Illustrating the response to Q2 – Do you support the idea of an Institute of Detectorists, before and after negative campaigning.



5.3.5 Aside from the functions suggested, several common threads were seen within the free text responses when asked if any other roles would be of interest. Most common was the idea that an Institute could provide support for regional clubs as well as individuals (suggested by 40 individuals), that the Institute would take a key role in promotion of responsible detecting (suggested by 31), that the organisation might tackle unethical detecting (suggested by 23) and that an important role would be wider public engagement (suggested by 16).

5.3.6 Finally, an important trend seen within the data relates to the opinions and ideas of those at different stages of experience in detecting. Survey participants with over 1 years' and up to 10yrs experience formed just under 44% of participant group (1 and 5 years, 26%, n=170; over 5yrs experience, 18.3%, n=119) and shared similar views to those with over 10 years' experience (47.5%, n=309). Together this majority group (92%) shared a similar split between their support or opposition for the proposed Institute. Interestingly, detectorists with less than 12 months experience demonstrate a far more positive response (Part 3, Section 3, Figure 8). In this group 50% were supportive (25% Strongly Agreed, n=11; 28% Agreed, n=12) with around 25% unsure (25%, n=11) and 20% opposed (16% Strongly Disagreed, n=7; 4% Disagreed, n=2). Those starting up are therefore likely to be more open to the Institute, and to the training, advice and support as provided to individuals wanting to learn more about responsible detecting methods.

5.4 The challenge around communication and perception

5.4.1 One of the biggest challenges throughout the feasibility study has been the negativity seen both towards the project and directed towards supportive key organisations and influencers within the detecting community. Many within the community are interested in investigating how a responsible approach could benefit detecting and support the idea of a new approach, something which has come through our Focus group discussions and wider consultation (see Part 3, Sections 2 and 3). Where publicly supportive, however, some have been targeted by those detectorists who are interested in maintaining a different approach and are therefore determined to limit support for the Institute through various negative tactics.

5.4.2 Following several live radio interviews on Times Radio, Radio 2 and articles related to the project in the National Press, The National Council for Metal Detecting circulated a letter to, reportedly, around 20,000 detectorist members in September 2020. The letter detailed their views concerning the Association of Detectorists and stated:

'We believe that this institution which is run and advised primarily by archaeologists will eventually be used as a vehicle to restrict the hobby'

'We believe the AoD is a threat because there are individuals who manage and run it who have publicly stated that restrictions on our hobby are needed. So would you want the AoD to set and monitor standards of metal detecting…'

'The NCMD will continue to fight any move to restrict your hobby'

5.4.3 Despite receiving a mixed response from the community, the letter and negative campaign from NCMD unfortunately provided a stimulus for a wave of disturbing and threatening online activity directed at project team members throughout 2020. The level of negativity across some social media platforms and online discussion groups, also led to the prevention of any discussion of the initiative. Reassurances were made that the aim of the proposed Institute was to support voluntary accredited membership based on educational principles, rather than licencing, instigation of restrictions or proposals for a new legislative approach. However, the impact of the negative campaign meant that the groups and forums which provide a direct link into active detecting communities became off limits to the project, and much of the wider consultation and debate was curtailed as a result. Despite this, the general reception to the proposals have not been all negative and there has been some interest from the wider detecting community. The message of responsible detecting through archaeological principles, best practice and a national educational program, attracted the attention of 'The Big Detecting Show', leading to a two-hour live spot for Keith Westcott on with 3500 viewers.

5.4.4 Some communications which have been published outside the project have had a useful impact, despite creating a concern from detectorists. For example, an article published by British Archaeology and written by Mike Heyworth (Chair of the Project Advisory Board) and Michael Lewis (PAS, member of the project Advisory Board) suggested that rallies should be regulated. This initially stimulated a strong backlash towards the Portable Antiquities Scheme, however, it did seem to lead to a more general acknowledgment from hobbyists that there may be a need for a more responsible approach in some areas, and an inevitability that rallies would become the focus of the heritage sector.

5.4.5 This discussion provided an opportunity for the project to investigate how detectorists would like to make changes from within, which could protect the hobby through developing a new approach to events, whether commercial or through local group activities, leading on best practice and educational to be available for all detectorists. To communicate and engage with key stakeholders in the hobby, an Advisory Board to the Association of Detectorists was formed, which looked to gain an open and unbiased opinion moving forward by way of inviting both positive and negative comments on the

initiative. The group created an opportunity for key stakeholders to learn about more about the IofD initiative, and AofD looked to progress this approach through closer links with event organisers. A direct result of this was the establishment of the DDRG: *The Detectorists Dig and Rallies Group*, formed by responsible organisers in recognition of a general concern from outside and within the hobby which focuses on the organising and practices of digs and rallies. In total 62 groups/members joined the group and showed an overwhelming commitment to supporting the 2017 CoP and to develop a new best practice for events.

5.4.6 The positive moves resulting from this collaborative approach within the detecting sector have since been undermined and quashed by targeted negative campaigning from some within the community. By February 2021, an online campaign against the proposals was circulated within the Unearthed UK community. Negativity was directed towards the AofD team and to those groups and media partners who had supported the DDRG. As a result, the DDRG dissolved in the interests of the safety and business of those who had been involved.

5.5 Recommendations

5.5.1 The strong negativity towards the proposed Institute created through a campaign of misinformation was felt deeply during the delivery of this project, and the future development of the organisation would need to be supported by a clear communications plan which aims to build positive relationships across the sector. Much of the negativity from both individuals and organisations is rooted in a general suspicion of the motivation behind setting up the Institute, especially given the links to the archaeological community seen across the structure of the current feasibility study. There are strong reasons for those links being in place at this stage and the collaborative approach between the AofD and the heritage community will continue to underpin the mission and values of the Institute (see above). During the next stage of the project, the firm grounding of the Institute within the detecting community should be as visible as possible. A key message will focus on the overarching aim of the proposed IoD to support detectorists wishing to detect responsibly, rather than aiming to licence or control legal detecting undertaken as a hobby (see Section 6.1).

5.5.2 Key recommendations for communications include:

- Development of an audience and communications plan.
- Refine the message in support of detectorists wishing to understand and enhance their ability to improve the archaeological outcomes of the hobby, for the benefit of all.
- Develop website which promotes the message of the Institute and encourages engagement from the wider community.
- Nurture key stakeholder relationships across the detecting community and retain collaborative links with heritage sector.

6 THE STRUCTURE OF AN INSTITUTE; GOVERNANCE OPTIONS

6.1 Becoming an Institute

6.1.1 The term *Institute* is a protected term within the UK, recognised as a sensitive word which be approved for use as part of a company of business name. The range of activities may vary, but organisations which are known as an Institute or Institution will typically undertake research at the highest level, or are professional bodies of the highest standing (see UK Govt guidance). An institute, in representing

a specific profession, sector, or interest, must therefore work to support and promote high standards across the areas of activity.

6.1.2 Metal detecting is a sector with unique qualities. A long-established hobby that requires technical skills and expertise, but is rarely undertaken under contract or employment. The core objective of detecting, to find and recover portable antiquities, creates a significant interface with other professions, such as archaeology, and large stakeholder groups, such as landowners. The antiquities recovered form part of a nationally important and depleting resource, protected to differing extents by legislation which varies across the nations of the UK. Responsible detectorists work within both legal and ethical boundaries, and need to skills to use equipment effectively, to recover, identify and act as stewards for archaeological finds, and understand how to avoid damage to archaeological sites.

6.1.3 Currently, avocational detectorists wanting to work responsibly are not supported by best practice standards and guidance, or by a national educational approach. The 2017 Code of Practice (see Section 1.3) offers a brief outline of a responsible approach to detecting, but this is not supported by an outline of appropriate methods or an understanding of ethical practice. As such, detectorists have not been offered access to relevant education to support their work. In addition, National bodies who do have a large membership have chosen not to endorse the 2017 Code, and do not include archaeological principles in their own Code of Conduct. As such, there is a significant gap in what is currently available to detectorists who may be keen to take a responsible approach to detecting, as outlined in Section 1.3.

6.1.4 An Institute of Detectorists would act as a representative of the interest of detecting, articulating and maintaining standards of detecting in the interests of public benefit, rather than being an organisation set up in service of detecting *per se*. As an inclusive body established to promote and support the benefits of responsible metal detecting to local communities and the wider public, an Institute would also represent the interests of a broad group of stakeholders including landowners and heritage professionals, and detectorists themselves. From this perspective, the Institute has a strong similarity to professional bodies, rather than to purely member focused organisations. As such, the project team approached the Professional Associations Research Network (PARN) to discuss the possible structure of the new Institution and the characteristics which should be considered in its development.

6.2 Recognition and legal requirement

6.2.1 As stated above, 'Institute' is a protected word for use within an organisations name and requires prior approval by Companies House. The project lead (Keith Westcott) has previously consulted with the Sensitive Words Team (SWT) to ensure that in developing the organisation, the Institute's aim and objectives sit well with Companies House guidance on adopting the status of Institute. The SWT indicated that the Institute would be likely to meet many of the requirements listed (see below). As a new body, it is recommended that an organisation register under a different name on initial formation and apply for recognition when more established. To this end, the Association of Detectorists was established as a legal entity on 16th March 2018 and, as advised, an intention to work towards and apply for Institute status was written in its 'Objects' as a Community Interest Company.

6.2.2 Factors considered by Companies House to support recognition as an Institute are:

- whether there is a good reason for establishing the body
- whether the activities are regulated or unregulated
- whether the organisation already exists in some form
- the nature of any work it provides for other organisations

- the relevance and nature of support from existing organisations
- whether the body offers training leading to its own qualifications
- whether the body provides training or activities that support qualifications provided by other bodies such as universities or colleges
- whether the body's activities are supported by or associated with activities undertaken by a government body, an independent organisation established in the field or a funding organisation.

6.3 The Association of Detectorists

6.3.1 The Association was founded in 2018 on principles which complement the development of an Institute and align with factors considered by Companies House. The following has been registered as part of the CIC approval for community benefit:

The company's objectives as an educational and research association, will provide benefit to the general public, who collectively will gain from a greater understanding of local and national archaeological and historical sites including new discoveries, access to previously unseen and yet to be discovered artefacts through a national collaboration with museums. Confidence that the objective through education, will result in the conservation and preservation of our Nation Heritage, along with targeted research for example, to help prevent Illegal theft of portable antiquities. Portable antiquities are a finite resource, that without a recorded context become items of face value, denying the community knowledge of cultural relevance.

To the ultimate benefit of all communities, we look to provide education and partner with Universities and archaeological bodies to educate those utilising electronic instruments as an archaeological tool. Metal 'detectorists' find 90% of all historical artefacts, yet unlike many other countries, it is practically unregulated. The interest is without a national educational program to ensure that the instrument is used to archaeological principles for the benefit of the community. As the number of users grows in the tens of thousands, due partly to media reports of 'treasure hunters', many detectorists do not record their finds which can end up on auction sites and in private collections not to be seen by the public. Conversely, there are many 'responsible detectorists' who voluntarily declare finds through the Portable Antiquities Scheme to be supported by the CIC, and who would as ambassadors, look to help change the 'mind-set' of others through the Association.

6.3.2 The activities of the Association and benefits to the community were further defined as:

- To promote the responsible and ethical use of metal detectors to archaeological principles.
  - A local and national collaboration between amateur and professional archaeologists, universities, history groups, museums, government schemes and metal 'detectorists' to record, conserve and preserve our national heritage.
- To develop a series of categorised, aspirational membership levels based on completed educational modules devised by the Education Committee.
  - It is well documented that many archaeologists view metal detecting as destructive, and that a proportion of detectorists are motivated by financial gain. However, there has not been a concerted effort to provide archaeologically based education and to acknowledge the benefits that responsible detectorists bring to the greater community. The association will devise and help fund a UK wide educational program.
- Encourage archaeologists to utilise detectorists who have completed specific archaeological training.

- Most archaeological sites do not utilise metal detectors mostly due to the lack of experienced archaeologists in using the instrument, or the unavailability of relevantly educated users. The result is that many artefacts lay undiscovered and later destroyed by construction equipment.

- Research projects such as devising equipment to help prevent illegal use of metal detectors and software to assist recording artefacts.

  - Although a very small percentage of users detect illegally, historic sites can be targeted, and looted artefacts sold. We will look to find pioneering ways such as electronic devises to help prevent this criminal activity. Develop software to assist detectorists in photographic recording, description, and GPS position of artefacts.

6.3.3 The founding principles of the Association are very much in tune with the aims and mission of the Institute (see Section 7). The practical evolution of the organisation from its current form to the Institute requires consideration of more practical options with regards to the steps required to move from one structure to another.

6.4 The legal and financial structure

6.4.1 With social, charitable, and community-based objectives, choosing the legal entity will lock in financial implications that will shape the future organisation, such as its ability to raise funds. The research element in the early stage of the Institute's development would benefit from grant funding conversely, future profits from education and membership could generate income which could support the giving of grants for related causes.

6.4.2 For professional advice, we commissioned Accountants Wenn Townsend of Oxford. In considering the financial implications of setting up and running a social enterprise to generate income and a charitable approach for fundraising and philanthropic activities, we asked for a report considering the of financial implications of not-for-profit structural entities.

6.4.3 The report (Part 2, Appendix 5) gives options which complement our current structure of a Community Interest Company with an asset locked Charitable Incorporated Organisation. This enables a flexible approach to both fundraising and creating a self-sustaining operation through educational and membership services. The asset-lock allows a transfer of assets between the two bodies written into the Associations Articles therefore, creating a wide scope of opportunities to a financially efficient, long term strategy.

6.5 Governance models / options (PARN)

6.5.1 In researching the mechanics of setting up an Institute, initial meetings were held with Ben Brice (Legal Director, Blake Morgan LLP) and Robert Pitt (Deputy CEO, PARN Global Ltd). With an intention to focus on compliancy, transparency and professionalism, legal advice highlighted the need to provide several supporting foundational documents and consider legal status, which PARN were then able to advise on. PARN have provided both comprehensive knowledge of the legal requirements and advise on the totality of issues facing the creation of a professional body, with advice and support tailored to the specific needs of the Institute of Detectorists. The following section has been provided by PARN, accompanied by supporting documents (Part 2, Appendix 1).

6.5.2 PARN: The Professional Associations Research Network is a non-profit membership organisation for professional bodies, offering expertise, experience and perspective on key issues in the sector through research, consultancy, networking, events and training. PARN has long advanced the following ten key components essential in the establishing of a new professional body:

1) Governance
2) Foundation Documents & Legal Status
3) Membership
4) Qualifications
5) CPD Programme
6) Body of Knowledge
7) Stakeholder Engagement
8) Ethical Code
9) Competency Framework
10) Complaints and Discipline

6.5.3 Identifying the right structure for the Institute was seen as a key consideration for this study, and a workshop was held with PARN to discuss the relevant options. Initial consideration was given to the four governance models below which account for 98% of all UK structures:

- Large council a single body:
  - Made up of volunteers often from a branch network, representing members. There will often be more than 40 people on a typical council.
- Executive board
  - A single body made up of senior volunteers. This model will be much smaller in size, typically around 12 to 15.
- Dual Structure – Executive as Board
  - An executive board with a large council where the executive board is the official governing body and the council acts in an advisory capacity only.
- Dual Structure - Council as Board
  - A large council with an executive board where the large council is the official governing body and the executive board acts in a wholly advisory capacity.

6.5.4 The formation of an effective Governance structure is vital to get right when forming a professional body. Striking an effective balance between a representative structure and a structure that is agile and responsive can be the difference that truly cements on organisation as a successful professional body. Key to facilitating the building of bridges between archaeologists and detectorists, the project team were keen to establish a governance framework for the Institute which provided a balanced and transparent approach, where detectorists were able to work collaboratively with colleagues from the heritage sector to develop shared goals and values.

6.5.5 Although PARN advised that there had been a change over the past decade to smaller governing structures, in order to maximise the democratic approach envisioned, the PARN Cupped Hand model was suggested as a means to provide an inclusive structure which would enable all stakeholders to participate fully (see Part 2, Appendix 1). The basic model suggests recruiting an Advisory Council of 40 members, with an Executive Board of 12 to 15 along with a CEO.

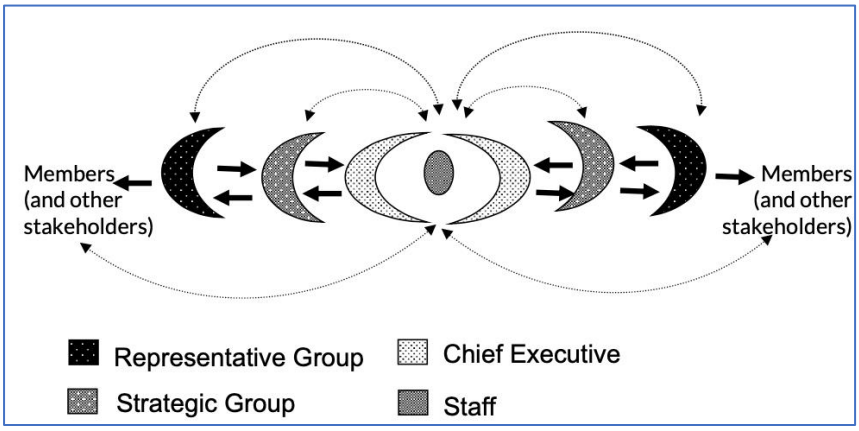
6.6 The Cupped Hands Model

6.6.1 A full outline of the Cupped Hands Model is provided in Part 2, Appendix 1 and the model is summarised in Figure 1. The concept is based on a series of pairs of cupped hands which presume a clear separation of tasks and roles between four sets of actors: the staff, the Chief Executive, a strategic

group and a representative group. These different constituent elements of the structure engage in a process of monitoring and review, 'holding' the mission and objectives of the organisation.

- The representative group gathers information from members/stakeholders and devises broad aims with one hand. With the other, it monitors how successfully aims are being followed.
- An inner set of cupped hands represents the strategic group, which has a different, yet related role. This group interacts with the representative group for information gathering purposes and develops more detailed strategic plans. One hand devises plans, the other monitors progress. 'Progress hands' are necessary in both representative and strategic groups to manage risk.
- There is another inner set of cupped hands around the Chief Executive and staff. The Chief Executive can also be thought of as cupped hands around the staff in as far as s/he devises operational plans for staff to implement and monitors the progress of those plans.

Figure 1. Cupped Hands model heuristic (source: PARN)



6.7 Roadmap for a New Professional Body

6.7.1 The final governance structure and organisational model should be something that the Institute aims to build towards across the first 3-4 years of the organisation. Given the challenges that face a professional body in the early stages, it is perhaps advisable to operate with a smaller board that would exist for the first 1-2 years.

Interim Group – Years 1-2

- This group would be made up of around six Non-Executive Directors. The purpose of the group would be to help guide the professional body through the early challenging years. This should be seen as a 'formalisation' of the individuals who are currently driving the development of the professional body.
- The Interim group would be time limited with a built in 'Self-Destruct' and would be responsible for helping develop the other branches of the governance structure. To that end, the group would oversee the formation of a council as well as appointing a CEO to lead the organisation.
- Once the Interim Group comes to an end it would be replaced by a small strategic board (of between 8-15 individuals) that would serve as the executive branch of the governance structure.
- In the meantime, the Interim Group would take on trustee and legal responsibilities for the organisation. It is expected that most of the group, if not all, will serve as the first official board members when the Interim Group ceases.

6.7.2 The advantages of this approach are that it allows an extremely flexible and agile group to develop the organisation during the vital early stages. This will be especially useful whilst the organisation is lacking an appointed CEO. Of course the board will be lacking in a diversity of skills and will be bogged down in the 'day to day' running of the professional body rather than focusing on the grander strategic direction of the organisation. Because of this it is vital that this is seen as a temporary measure and not a permanent solution.

Proposed Structure and Timelines for Years One to Three

6.7.3 The below are the six formal stages that need to be undertaken in forming the governance structure of the new professional body. We have given a rough indication of when we believe these steps need to be taken, but of course this is only a guide and may not be practical.

1) Formation of the Interim Group – Pre Year One
2) Interim Group develops organisation – Year One
3) Formation of representative group (Council) – Year One
4) Appointment of CEO – Year One
5) Interim Group replaced by Executive Board – Year Two
6) Governance Review to ensure structure is effective – Year Three/Four

Formation of the Council

6.7.4 Within the first year the Interim Group should set about forming a council. The council should be democratically elected by the membership and should be representative of the diversity of the membership.

Council Role within the structure

6.7.5 The Interim Group cannot be expected to adequately represent member views and the views of other relevant stakeholders. For this purpose a much larger group is needed to provide overall guidance and monitoring. The representative group (Council) has input to, and monitors the strategic plans determined by the board to ensure they are within the constitutional parameters of the association and in accordance with the interests of current members and the profession as a whole. Processes should be developed to enable the representative assembly to act as a conduit both of information to members and to gauge their views. The representative assembly should be supported by the secretariat (CEO) in the implementation of this key representative role.

6.7.6 The representative group should be given authority in its monitoring role. We would therefore suggest that it can make a declaration of 'no confidence' in any individual strategic group member or in the strategic group as a whole after holding an appropriate debate and vote. That member or members would then be bound to resign.

Appointment of CEO

6.7.7 A CEO should be appointed relatively early in year one by the Interim Group. The CEO could perhaps even be appointed from within the Interim Group if desired. The CEO will begin the process of the day to day running of the professional body and hopefully, within the first three years, will be supported by small administrative staff.

CEO Role within the structure

6.7.8 The CEO monitors and is responsible for staff and organisational performance. They use management techniques to ensure that staff and organisation are performing efficiently and effectively. Every

professional association should have a system of internal controls that helps to ensure that it operates within the law and is working to implement the decisions and directions of the strategic group. These controls ensure the observation of management policies, safeguard association assets and secure the completeness and accuracy of records. In practical terms, the CEO is responsible for making sure that these internal controls are in place and functioning properly. The CEO is also responsible for generating and producing the information, which will enable the strategic group to monitor and review organisational performance against the mission and strategic plan.

Governance Review

6.7.9 This final step will be a step that needs to be regularly repeated. The importance of ensuring a governance structure is effective and fit for practice will be ongoing and should be undertaken at least once every three years. We recommend at the very least, that the following should be considered.

Principles of Good Governance

6.7.10 When approaching a governance review its sometimes best to start at the beginning of what good governance looks like, regardless of whether or not the organisation becomes a charity, a good starting point is the Charity Governance Code. There are seven areas to evaluate within your governance structure. Which are as follows:

- Organisational Purpose
  - Everyone should have a clear understanding and commitment towards the organisations purpose. They should be able to clearly demonstrate that it is effective in achieving its desired outcomes.
- Leadership
  - Strong and effective leadership helps the organisation adopt an appropriate strategy for effectively delivering its aims. It also sets the tone for the charity, including its vision, values and reputation.
- Integrity
  - Ensure the board acts with integrity, adopting values and creating a culture which helps achieve the organisation's charitable purposes. The board is aware of the importance of the public's confidence and trust in charities, and trustees undertake their duties accordingly.
- Decision Making, Risk and Control
  - The board makes sure that its decision-making processes are informed, rigorous and timely, and that effective delegation, control and risk-assessment, and management systems are set up and monitored.

Board Effectiveness

6.7.11 The board works as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions.

Diversity

6.7.12 The board's approach to diversity supports its effectiveness, leadership and decision making. This one is very important for professional bodies because professional bodies need to go further, the board should in some way represent the diversity of the membership.

Openness and accountability

6.7.13 The board leads the organisation in being transparent and accountable. The charity is open in its work, unless there is good reason for it not to be. This is so important for professional bodies.

Benchmarking against other organisations

6.7.14 Evaluating against the charity governance code provides a good starting point for a governance review. But we do need to stress it was developed with charities in mind and that professional bodies have their own unique challenges that most charities don't. Crucially it is vital for professional bodies to capture the member voice. Because of this we also propose benchmarking against other similar organisations. We always advise that this is a good way to approach a governance review. It allows organisations to consider how they fit into trends in the sector and may even flag up some ideas which hadn't been considered.

Individual Review

6.7.15 Finally organisations need to review individuals within the governance structure to ensure they are meeting a high standard. This is less important as an effective board needs to function well at a collegiate level rather than as a team of brilliant individuals. However, it certainly shouldn't be overlooked. This can be done via individuals considering their own performance, peer review or via a chair review (In which the chair reviews each individual).

6.8 Governance recommendations

6.8.1 The first steps below, will ensure that early steps taken in developing the Institute will facilitate its growth into an organisation to stand the tests of time.

- Formation of the Interim group, the Associations Board, ready to transition into the Institute, in line with the guidance regarding governance from PARN.
- Confirm use of the term 'Institute' with Companies House
- Seek funding to assist in establishing the Institute including the initial launch based on a staged three-year expansion plan.

7 THE AIMS OF THE INSTITUTE

7.1 Vision and mission

7.1.1 The purpose of the Institute provides a concise explanation of its identified purpose and sets the tone for what the organisation represents and values. The vision should illustrate where the Institute's ambitions lie, drawing a simple picture of the desired impact of its work. A draft vision for the Institute to consider could be:

"A world where detectorists have the skills and opportunities to contribute positively to the story of our shared past."

7.1.2 The mission connects the vision with the work that the organisation undertakes, identifying the Institutes role in meeting that overarching ambition. A draft vision for the Institute to consider could be:

"To become the pre-eminent professional home and voice for responsible detectorists"

7.1.3 The draft vision and mission were discussed and agreed with the Project Advisory Board. In due course, if the Institute is established, they will need to be discussed and agreed by the members at an initial meeting.

7.2 Strategic aims

7.2.1 Draft strategic aims for the Institute for Detectorists to consider could be to:

"promote high standards and strong ethics in detecting practice to maximise the benefits that responsible detectorists bring to society. We provide an effective and representative voice for responsible detectorists, bringing recognition and respect to our activity."

7.2.2 To achieve that aim, the Institute could:

- increase the understanding of the role of responsible detectorists in society and to improve their status
- inspire excellence in detecting practice
- strengthen the relationship between responsible detectorists and archaeologists
- ensure that IofD accreditation and registration is recognised and reflects well on detecting
- influence policy and decision makers and be the authoritative and effective voice for responsible detectorists
- provide an effective organisation to bring together all responsible detectorists

7.2.3 The draft strategic aims were discussed and agreed with the Project Advisory Board. In due course, if the Institute is established, they will need to be discussed and agreed by the members at an initial meeting.

7.3 Strategic themes

7.3.1 To elaborate on the strategic aims of the new Institute, a more detailed set of strategic themes would be helpful to indicate the activities which the Institute promotes and supports. Draft themes for the new body to consider might include:

- Standards: to benefit and educate the public worldwide by:
  - Defining & supporting standards for detecting
  - Compiling and publishing a list of accredited persons
  - Co-operating with professional, research & educational bodies
- Research: to promote study, research and publication by:
  - Encouraging research into the application and benefits of detecting
  - Supporting technical advances for detecting

- Publishing research and development papers

- Education: to further education of detectorists worldwide by:
  - Promoting technical training programmes
  - Supporting new and emerging technologies
  - Publishing technical guidance
- Membership: to raise the standards of individual Members by:
  - Setting basic standards progressing to higher professional development for responsible detecting
  - Working towards accredited status for Members
  - Development of training, mentoring and CPD programmes

7.4 Code of ethics and values

7.4.1 In line with many other professional bodies, it would be appropriate for the proposed Institute to define a set of values which can be shared by its members, embedded as a *Code of behaviours and values* in the governance of the Institute. Many of these behaviours are relatively generic and are not exclusively associated with detecting in any way, eg professional, inclusive, collaborative – however, these behaviours would ensure that the new Institute is clearly distinguished from existing membership bodies within metal detecting.

7.4.2 Examples exist in other Institutes which could be used as a basis for the members of the new Institute to consider, for example the document for the Chartered Institute for Ergonomics and Human Behaviour: https://www.ergonomics.org.uk/Public/About_Us/Vision_Mission.aspx#.

7.4.3 This could be linked to a more detailed and specific Code of Conduct for the Institute – perhaps based on the Code of Practice for Responsible Metal Detecting – which would be the key document that all members would agree to follow and would be used as a basis for necessary processes to remove members whose activities were proven to be contrary to the conduct expected of members.

7.5 Requirements of a new Institute

7.5.1 There is a clear distinction between the 'responsible detectorist' who looks to further knowledge through local research, understanding the value of recording our portable heritage within a contextual landscape and adopting conservation practices, and a 'treasure hunter', who looks to their own self-interest, before considering the consequences of taking a depleting resource out of its historical context, without recording or due care for conserving the archaeological record.

7.5.2 The new Institute will be of interest to those who would define themselves as 'responsible detectorists' with a concern in the current direction of the hobby. The Institute's mission and aims should be tailored to encourage the responsible detectorist to join, support the initiative and to disseminate a responsible message to others within the hobby. The first steps below, will enable the Institute to move quickly to attract membership allowing members to be involved in the early stages of creating an organisation to stand the tests of time.

- Agree on the mission, aims and values of the new Institute
- Define the strategic aims for Year 1 and development from AofD to the IofD
- Provide a Code of ethics and values which can underpin the ethical framework of the Institute.

8 DELIVERING THE INSTITUTE'S AIMS – BEST PRACTICE, TRAINING AND EDUCATION

8.1 Introduction

8.1.1 With the scope of Institute being the overall interest of metal detecting, from detectorists, manufacturers/dealers, event organisers, landowners, museums, archaeologists, the heritage sector and ultimately, for the good of the public, a clear distinction will be required between the hobby of metal detecting and the embedding of metal detecting into professional practice.

8.1.2 The development of 'standards and guidance' will enable the practitioner detectorist to assist archaeologists through a systematic and recognised approach, ensuring a consistency across participating countries whilst recognising that a degree of flexibility will be required, to suit differing site requirements. With the institute developing the highest of standards for those wishing to participate in assisting archaeologists, the same values in an ethical and conservational approach will be adopted in writing 'best practice and guidance' for hobbyist metal detectorists. Training and education can then be specifically developed for the two different metal detecting groups, with an inspirational element to encourage further participation in an educational program. This approach will also require education courses and modules for archaeologists to cover subjects such as 'working with the accredited practitioner detectorist'.

8.2 Standards and best practice

8.2.1 Creating a new set of standards and guidance will first require a study into existing policy and practice. Its findings could then help to form the foundation of a new standard, by recognising the most successful of techniques and practice currently adopted and adapting to suit a framework based on current methodology and newly developed techniques. Research will explore the benefits of an approach where accredited practitioners would carry out a fieldwalking exercise whilst detecting. PDAS: Partial and Detailed Artefact Survey would make use of detectorists working to a discard policy and systematic approach, where non-metallic artefacts would also be targeted. The Partial and Detailed approach would enable surveys to be adopted to suit blank areas or targeted features through desktop research or geophysics. An example of such research is our recent work on the HS2 Community Engagement Project with Archaeology Research Services. Here we adopted a partial survey on 20m transects, to provide dating evidence in support of the Geochemistry and Magnetic Susceptibility surveys. Research and development

8.3 Best practice

8.3.1 In recognising the level of knowledge and experience across responsible detectorists, the Institute would look utilise this resource in how it would develop best practice from within the hobby. The core message in developing best practice for hobbyists, would centre around the Code of Practice for Responsible Metal Detecting (2017). The CoP provides a basis with which to form a roadmap for education and the reinforcement of a responsible message to a recognised format, which informs from a perspective of 'before, when and after' metal detecting takes place. Integrated into best practice, would be key points and topics from the Treasure Act Code of Practice, to emphasise the relationship between the two codes, which is not always evident to detectorists.

8.3.2 Topics of focus would include:

- Where not to detect, permissions and the Landowner agreement
- Finds Liaison Officers and the Portable Antiquities Scheme
- Understanding the archaeological environment and landscape

- Recognising benefits to the public of recording your finds
- Attending metal detecting events
- Spatial plotting, casual losses and the wider deposit
- Locating the target, pinpointing and extracting finds
- Treasure, deep signals, context and in-situ finds
- Onsite recording, storage and the contextual landscape
- Archaeological discoveries, HER and the landowner
- Finds and site conservation and preservation
- Local community groups and communication
- Responsibilities as a finds custodian

8.4 Research and development

8.4.1 The Institute's commitment to R&D would result in the organisation becoming the leading body in forming initiatives based on a conservational theme, with several research projects running over the first three years. Each project will have a Project Team and Team Leader reporting back to the Board.

8.4.2 A major project will be the research and development of standards and guidance for embedding metal detecting into professional practice, which will form the basis of the educational program in reflecting this work. The project will also feed into developing best practice for the hobbyist detectorists. In looking to form robust standards to be adopted by participating countries, the project lead (Keith Westcott) has been in discussions with a leading archaeology department to explore potential to investigate the application of standards within practice. The department have indicated that the research work needed to support new methodological approaches and implementation of techniques which support the use of detecting as a remote sensing technique in archaeology could form part of a Research Degree or PHD.

8.5 Training courses and education

8.5.1 With the hobby of metal detecting continuing to grow in numbers of participants, the challenge will be to understand 'where and how' to target groups within the hobby, to be effective. Education as a term can be quite off-putting to some detectorists however, to lead with the highest of standards, it will be important to produce and promote education as an enjoyable and information benefit to the hobby rather than a chore.

8.5.2 The DCMS figures estimate participants in the activity each year in the hundreds of thousands, the potential for inexperienced members of the public who may only go out a handful of times a year, may actually be the largest single group. How to identify and communicate with a huge number of 'off the grid' individuals who may not necessarily identify as detectorists, spend time in researching best practice and finds identification, be members of detecting groups or aware of PAS, is an area of concern.

8.5.3 Initiatives such as the Association of Detectorists joint venture with PAS, which looks to introduce and inform the public about the 2017 Code of practice for responsible metal detecting through a short film of well-known TV personalities, talking through the Code, is a first attempt to reach this group.

8.5.4 It is thought encouraging that those new to the hobby looking to regularly participate in the interest, appear to be most 'open' to adopting a conservational approach.

8.6 Linking training to membership grades

8.6.1 The Institutes grading system related to educational levels, provides an opportunity to identify the varying groups and individuals, to develop targeted information and education relevant to their involvement in the interest.

8.6.2 The basic accredited level of membership, in recognising that a percentage may not look to progress to further membership grades, will look to encourage new purchasers of metal detectors to join alongside more regular hobbyists. The objective would be to regularly reinforce a responsible message, to inform on best practice and an ethical approach to conservation, whilst encouraging an aspirational move to other membership grades. The format on content for this category would be primarily through educational video and newsletter/social media posts, which would include regular interviews with stakeholders on interesting and related subjects. Pre-Covid, the Association of Detectorists had planned with PAS for an educational tour in each FLO area/region. This form of educational and promotion tour would be a good opportunity for both the Institute and PAS, to spread a responsible and ethical message.

8.6.3 Within the more experienced accredited grades, the Institute could look to introduce educational courses and continuing development modules which are closely aligned with the competencies of the grade. With an aim to encourage detectorists to attend 'best practice' courses and complete online modules, the Institute would be in a position to work with a number of training partners wither by endorsing specific training courses, or through training partners. The 'Partners' courses could be provided as classroom based with a practical element via an outside 'test and training bed', and a 'field school' training day. To ensure a consistency of approach, the Institute would develop the course content and format, also provide 'Train the Trainer' courses.

8.6.4 Expert and Practitioner Grade would be supported by higher levels of training linked to the accredited membership. Courses for 'Expert' level would differ to 'Practitioner' through removing the commercial and contractual elements and concentrating on an advanced 'best practice' based on archaeological values and principles. All courses at this level will be run by the Institute whether from an Institute base or country/regional venues.

8.6.5 Our current *Metal Detecting for Archaeological Projects: An Introduction* will form the basis of initial courses. The course has been successfully delivered and received wide sector recognition, including an award from the Archaeological Training Forum. Due to the developing nature of new standards and guidance at this level, we expect the courses to be updated each year to coincide with newly published work.

8.7 Skills and activity journal

8.7.1 Developing an 'Skills and Activity Journal' for use by members would facilitate the accreditation process and provide an opportunity for detectorists to demonstrate to others, such as landowners, archaeologists, event organisers and heritage professionals, the range of skills, experience education and competencies they have gained. The Journal would therefore prove beneficial for both hobbyists and practitioners to record attendance of courses, lectures, seminars and workshops. Experience could be demonstrated by listing any significant finds, activities, fieldwork, interaction with community groups, archaeologists and FLO's. The journal could also include references from landowners who will vouch for the ethical approach of the detectorist, from the perspective of the landowner.

8.7.2 Institute members in recording their finds through PAS will be encouraged to further document their discoveries on fields/farms/permissions, in a way that brings context to the historic landscape. The

Institute will devise a logical and consistent approach to such documents which would form a useful record based around the specific knowledge and experiences of a detectorist.

8.7.3 Practitioners will be able to record a further level of competence in their Detecting Log, specific to their onsite and project experience. This could relate to organising and working to recognised survey techniques such as PDAS: Partial and Detailed Artefact Survey incorporating a level of fieldwalking into the metal detecting survey, also a site log/record of working with and assisting archaeologists (whether community or commercial units).

8.7.4 Detectorists who have gained the grade of 'practitioner', will have reached a level of competence which will be very useful for archaeological units. Therefore, the Institute will provide a 'Practitioner Directory' which will include the individual detectorists profile. With the intention of providing access to archaeologists, the Directory will then open up to archaeological sector, this useful and important resource.

8.8 Requirements for the new Institute

8.8.1 An initial launch should focus on the 'Code for responsible metal detecting' as the cornerstone of responsible detecting and its endorsement as a prerequisite for Institute membership. The launch could coincide with the release of the AofD and PAS JV short film, on the Code.

8.8.2 In addition, the following steps will need to be taken to support the initial development of best practice and training functions:

- Working Groups will be formed for both Education and Standards & Guidance
- Both groups will first work together on a new 'best practice' approach for hobbyist
- The Educational Group will then initially focus on a basic format for Educational Partners, centering around the CoP and the newly developed approach to Best Practice.
- Based on funding received and financial projections, a national educational approach will be proposed to ensure a consistency to content, format and teaching of the subject.
- The S&G Group will first look at requirements for embedding metal detecting into professional practice and make recommendations on additional educational content to enhance the current, Metal Detecting for Archaeological Projects.
- Working with archaeology and heritage stakeholders, the first Methodology and Standards will be compiled and proposed for adoption.

9 MEMBERSHIP STRUCTURE

9.1 Defining the membership needs of the Institute

9.1.1 A central function of the proposed Institute will be to operate a membership and registration system that is able to clearly communicate:

- whether someone is a member of the Institute,
- whether the individual is regarded by peers as a skilled practitioner,
- at what level the individual is skilled, specialised or experienced.

9.1.2 A key attribute of metal detecting in the UK is that most people involved undertake the activity as a hobby and not as paid work. As such, there are no recognised qualification routes, training pathways or skills frameworks in existence which can be used to benchmark levels of skill and capability. The activity is, however, a skilled and specialist activity with practitioners demonstrating a wide spectrum of experience and knowledge – from the novice through to highly advanced level expertise. The range of competency and experience lends itself to the structure of a professional body, which will be familiar to many of those involved at all levels. As an Institute underpinned by ethical and educational values, utilising a professional body structure would mean individual membership would include accredited options, providing a means to demonstrate experience and competency via a process validated by peers and self-regulated.

9.1.3 In developing a membership structure, a new Institute of Detectorists will need a robust competency matrix to articulate key knowledge areas and show how these relate to technical skills, experience and ethical competency. Regarding the latter, the Code of Ethics and Values proposed above (Section 7.4) would provide a means to allow members to sign up to and demonstrate ongoing compliance within an ethical framework. To articulate knowledge and skills linked to each membership level, the matrix needs to look beyond traditional academic awards, specialist accreditation or certificates as means to benchmark skills. Therefore, to make membership accessible and achievable, the Institute will adopt a competency matrix based around technical capability, knowledge of process and context, and ethical competence (see Section 9.2).

9.1.4 Proposed membership grades will support membership for all, including options for non-accredited, accredited, and organisational members. This allows interested individuals and organisations who are not active participants in detecting to support the Institute. For those who are active detectorists, membership can be supported at all levels, meaning individuals can join at a level which suits their skills and competencies. A summary of the proposed membership structure for both non-accredited (Section 9.3) and accredited (Section 9.4) individuals and organisations is articulated below, and a table with summary information can be found in Part 2, Appendix 3.

9.1.5 The proposals here are intended to illustrate the viability of Institute as a membership organisation. Options are presented as suggestions, which have been used in consultation with stakeholder organisations and individuals. It is recommended that the new Institute, once formed, set up a Working Group to consider and amend the proposed grades to ensure they are appropriate and in line with the aims and values of the organisation, and that the required infrastructure is in place to support applications, monitoring and regulation.

9.2 Competency matrix

9.2.1 Competencies are the combined skills, experiences and behaviours that enable people to perform activities. A framework which describes the different levels of competence provides a means for membership bodies and institutes to:

- specify levels of competence expected of members at different accredited grades.
- underpin competence-based assessment of membership.
- support members identify existing and required levels of competence.
- promote high standards of technical practice and ethical values.
- develop training and educational content aligned to membership grades.

9.2.2 A competency framework for the Institute of Detectorists (Part 2, Appendix 2) has been developed to illustrate how the competences – the skills, knowledge and behaviours associated with detecting – relate to different levels of accreditation. The matrix has been developed to sit alongside the requirements of the *Code of Practice for Responsible Metal Detecting in England and Wales* (2017 - https://finds.org.uk/documents/file/Code-2017.pdf). The code is well known to detectorists working with the Portable Antiquities Scheme and has been endorsed by a number of relevant organisations including: Amgueddfa Cymru - National Museum of Wales / PAS Cymru, Association of Local Government Archaeological Officers, British Museum / Portable Antiquities Scheme, Chartered Institute for Archaeologists, Council for British Archaeology, Country Land & Business Association, Institute for Archaeology (University College London), Historic England, National Farmers Union, Royal Commission on the Historical & Ancient Monuments of Wales, Society of Museum Archaeologists.

9.2.3 The Code outlines the key requirements for responsible detecting during three key stages of the activity:

- Before you got metal-detecting (Pre-site)
- While you are metal-detecting (On-site)
- After you have been metal-detecting (Post-site)

9.2.4 The starting point for this proposed competency matrix for the Institute follows the same key stages, providing headline summaries for each area of competency at each grade, and examples of how that competency may be demonstrated. This provides a familiar structure and illustrates how membership grades are easily linked to the Code of Practice. In addition, a fourth column addresses ethical competency, which would also be supported by the proposed Code of Ethics and Values (Section 7.4).

9.2.5 For examples of how Competency Matrices and training are used to support membership grades, see the links below:

- CIfA: general and specialist matrices for archaeologists, illustrating how all specialist can demonstrate their skills.
  - https://www.archaeologists.net/matrices
- CIEHF: linking competency, CPD and accreditation.
  - https://www.ergonomics.org.uk/Public/Careers_Jobs_CPD/CPD/Public/Careers_Jobs_CPD
- CIPD: mapping a profession, from purpose and core values to knowledge and behaviours.
  - https://peopleprofession.cipd.org/profession-map
- BSAC: Diver Training progression chart, tying training courses to progression.
  - https://www.bsac.com/document/diver-training-progression-chart/
- CIEEM: A clear explanation of competency for their members.
  - https://cieem.net/i-am/continuing-professional-development/competency-framework/

9.3 Non accredited membership grades

9.3.1 For non-accredited membership, a simple option will be to provide a Supporting Individual Member and a Supporting Organisational Member grade. This approach is standard within comparable organisations, both within heritage sector and other professions. Many also provide a Student grade,

but this is perhaps less relevant within the IofD at this stage. As non-accredited grades, members at this level would pay an annual fee to be included in the IofD network and gain access to selected member benefits.

9.3.2 Survey data from the Membership Survey (Part 3, Section 3.4) suggests that the Affiliate membership would be a popular option. Of the 173 respondents who responded positively to membership questions, 48 of those (27%) would be interested to join at this level. Of those interested in joining at this level, 38 were willing to pay a £10 annual subscription for membership and a further 7 would pay up to £20. Of the total population who responded to the question, 164 responded that they would be willing to pay £10 for membership at this level, and 26 would pay £20).

Supporter / Affiliate - non accredited	An affiliate grade which provides access to mailings and information, requires a sign up to the spirit of the Code of Practice, Values and Behaviours, but is not an accredited or an endorsement from the Institute of the member.
Organisational Supporting Member - non accredited	An organisation who is keen to support the work of the Institute but is not a detecting group or associated with organising detecting activities.

9.4 Individual accredited membership grades

9.4.1 A review of skills and competencies required for detectorists at different levels has shown that the practice of detecting can be accommodated across three progressive grades. This model is like many other professional bodies, with three accredited grades representing a range of skills and experience from career entry to advanced level skills. Other bodies often include additional levels depending on their status, such as an additional 'chartered' membership or a 'fellowship' option. Examples include:

- CIPHE: https://www.ciphe.org.uk/professional-members/join-ciphe/membership-categories/
- CIfA: https://www.archaeologists.net/join
- ICON: https://www.icon.org.uk/join-online.html
- Arboriculture Association: https://www.trees.org.uk/Membership/Membership-Pricing

9.4.2 As stated above, it is recommended that any proposals outlined below are reviewed by a Membership Working Group at the point that the Institute is formed. It could be possible to simplify three grades into two – or to place the emphasis of competencies in different areas – perhaps looking to expand the options once the Institute has an established membership.

9.4.3 To demonstrate the possible membership infrastructure, the following accredited grades are proposed, all supported by the Competency Matrix (Part 2, Appendix 2):

Associate / AIOD	An entry level accreditation for beginners and less experienced detectorists offering a peer reviewed application process for those able to demonstrate an appropriate level of practical knowledge and experience. Requires evidence-based assessment and agreement to adhere to the Code of Practice, Values and Behaviours.

Member / MIOD	A more advanced level, with a peer reviewed application process for detectorists with more experience, where the member demonstrates the appropriate level of knowledge and experience. Requires evidence-based assessment and agreement to adhere to the Code of Practice, Values and Behaviours.
Practitioner / PIOD	A higher advanced level showing greater competency and knowledge across all areas. Peer reviewed with a portfolio-based application process for detectorists with substantial expertise, where the member demonstrates the appropriate level of knowledge and experience. Requires portfolio, evidence-based assessment and agreement to adhere to the Code of Practice, Values and Behaviours.

9.4.4 The survey data also provided some indication of what potential members would be willing to pay to join at different levels of accreditation (Part 3, Section 3.4). 10 respondents felt they would join at Associate level, with a willingness to pay from £10 (2), £20 (3) and £50 (2) for an annual subscription. From the general population, 83 responded that they would pay £10 for membership at this level, 65 would pay £20, and 14 would pay £50. At Member level, 23 indicated they would be interested in joining, paying from £10 to £100, with most settling on £20 (7) or £50 (7). From the general population, 69 responded that they would pay £10 for membership at this level, 58 would pay £20, and 39 would pay £50.

9.5 Directory of Registered Detectorists

9.5.1 An additional option for the Institute would be to provide an opportunity for Accredited members of all levels to be included within an online accessible Directory. The IofD Directory would be aimed specifically towards those who wish to be publicly listed as an accredited member of the Institute, and for those wishing to take part in archaeological projects or landscape survey research and remote sensing projects. To maintain the standards of the Institute, those listed on the Directory could be asked to submit an up-to-date Skills and Activity Journal (see Section 8.4) to demonstrate their ongoing commitment to maintain and developing their technical and ethical competencies. This document would provide a log of projects the member had been involved, with a journal component to signpost skills development, learning and training, as well as include references. The document would underpin applications to accredited membership and, by including the requirement to maintain the journal in support of participation in the IofD Directory, retains its relevance to ongoing skills development and demonstrates the individual members ongoing commitment to the ethical framework of the IofD.

Directory of Registered Detectorists	Available to all accredited detectorists who are in Good Standing and able to demonstrate ethical and technical competency via annual submission of an up-to-date Skills and Activity Journal. The Directory is especially relevant to those wishing to promote their work and availability to contribute to research projects, landscape survey and archaeology, offering a high quality service assured by the IofD.

9.5.2 At Registered Practitioner level, 98 of individuals responding to the survey showed an interest in membership, with a willingness to pay between £10 and £100 per year (Part 2, Section 2.4). Most support was seen for £50 per annum (36), with 15 indicating that £60 would be reasonable and 13 suggesting £100 was possible. Of the general population, aside from £10, most opted for £50 per annum (56) with £20, £60 and £100 all supported by 25 individuals.

Table 2 Indicating willingness to pay membership fees against potential grades.

		Subscription level willing to pay per annum					
Potential member group	No of individuals	£10	£20	£50	£60	£80	£100
Supporting (Y)	48	38	7	0	0	0	0
Associate (Y)	10	2	3	2	0	0	0
Member (Y)	23	1	7	7	2	1	3
Registered Practitioner (Y)	98	10	14	36	15	2	13
General responding group							
Supporting	199	164	26	3	1	1	4
Associate	170	83	65	14	4	1	3
Member	183	69	58	39	7	3	7
Registered Practitioner	192	59	25	56	25	2	25

9.6 Registered Organisations

9.6.1 Provision of an accredited membership for organisations could provide a useful opportunity for regional and local detecting groups to become part of a collaborative network and to demonstrate their organisational commitment to responsible detecting. As with individual accreditations, compliance with the Code of Practice, Values and Behaviours would need to be demonstrated through application and peer review, and the Institute would need to define a process of monitoring consistent with a self-regulated Institute.

Registered Organisation / Detectorist Group	An accredited organisational membership giving groups and their members access to mailing lists, educational and event discounts. Accredited groups have been quality assured by peer review and signed up to adhere to the IofD Code of Practice, Values and Behaviours. Cost linked to size of organisation.

9.6.2 The membership survey also asked in general about organisation level grades of membership (Part 2, Section 2.4). Of the general population responding to the question (608), the majority (57%, n=350) felt this should not be included, whilst 26% (n=163) were unsure and 15% (n=95) were supportive. Of the group who were positive supporters of the Institute the numbers were significantly different, with 48% supporting organisational members (n=71), 36% were unsure (n=53) and 15% (n=23) not supportive.

9.7 Membership application and validation

9.7.1 The membership framework proposed would need to be supported by a group of peers and monitored through self-regulation processes. A common structure to have in place to undertake this work is a form of volunteer membership validation committee. A Membership Committee would undertake to review each membership application on submission, benchmarked against a standardised scoring system or framework (ie the Competency Matrix). Applicants would need to provide details of how they meet the competencies and requirements against the grade they are applying to. This could be provided using an up-to-date Skills and Activity Journal, and a completed application form.

9.7.2 The process of review should be an open peer validation process, which could take place via a full committee or through a validation review panel of two or more members of the Membership Committee to benchmark individual applications. Either way the process would need to be administrated by a member of staff or a trained volunteer and would have to be checked and agreed at Committee level. To ensure transparency, the process must be clearly described, so that applicants are able to see how their application will be fairly reviewed and agreed by a committee of their peers. Depending on the expected number of applications, membership application review and committee approval could take place a number of times each year. Should a high number of applications be experienced, subcommittees could focus on each member grade level, although all applications should be approved by the Membership Committee to ensure consistency of benchmarking and process.

9.8 Membership appeals, monitoring and complaints

9.8.1 **Membership Appeals:** A process for appeal will need to be in place as part of the membership infrastructure. This provides a means for applicants to respond to decisions or benchmarking, such as downgrading an application to another grade. Often the appeals process must be started within a certain period (such as within 12 weeks of receiving a decision) and carries an administrative fee. Appeals should be administered by a staff member or trained volunteer and it might be appropriate to have an appeal review undertake by a group or panel other than the Membership Committee. An example of an Appeals Process can be found in the IETs website: https://www.theiet.org/career/professional-registration/appeals-procedure/

9.8.2 **Monitoring and regulation of accredited members:** On making an application to an institute, individuals and organisations are required to document and evidence their suitability to achieve accredited membership or registration. Without an ongoing process of review, arguably that initial gateway into membership becomes less meaningful over time. A simple 'Declaration' to abide by the Code of Practice, Values and Behaviours is a useful way to remind members that they are members of an Institute underpinned by a specific code, and to allow members to review and reassert their commitment to the Code and all that entails. In addition, many institutes choose to include an ongoing monitoring process for their accredited membership. This might be a regular requirement to provide an updated journal of Continuing Professional Development (CPD), to undertake a set period of training over a year (eg a number of hours), or to sit examinations, in order to demonstrate an ongoing commitment to maintaining or development competencies.

9.8.3 For the Institute, and its individual members, the suggestion (above) that supporting documentation for an accredited application is needed, eg the Skills and Activity Journal, provides a useful format to retain through the membership pathway and provide an ongoing and reflexive record of work. This could be a simple record of new projects, new skills or formal training, and provide an easy process to support monitoring. The expectation of the IofD would need to be clearly stated, and an explanation

as to what can be included, how the monitoring process works and who is involved in reviewing CPD. A good example of CPD within a professional Institute is provide by the Institute of Engineering and Technology:

- IET CPD Policy: https://bit.ly/3e495VG
- IET CPD Cycle: https://bit.ly/2PCw0OF
- IET CPD Guide: https://bit.ly/3t8WapT

9.8.4 For Accredited organisations, a regular benchmarking and review process will need to support ongoing monitoring of standards and requirements against the IofD Code of Practice, Values and Behaviours. The process of monitoring should be consistent with the original application process, reviewing the continuing commitment to the Code and how the organisation is undertaking to ensure that commitment is met. CIfA operate a Registered Organisations scheme which requires applicants to undergo a benchmarked application process and inspection, followed by an Annual update form and panel inspection every three years.

- CIfA Registered Organisation scheme: https://www.archaeologists.net/regulation/organisations
- CIfA PowerPoint on the application process: https://bit.ly/3aTiEVv

9.8.5 **Professional Conduct Allegations:** Having a membership structure in place which encourages and supports accreditation of individuals and organisations at different competency-based grades, will require a process which also responds to allegations made against an IofD accredited member. Such allegations could be made as an informal complaint against a member / organisation, as a formal allegation or via a specific Working group or Special Interest Group. Following receipt of a complaint, the Institute should have a clear process for what happens next, including how an allegation case will be reviewed and investigated where a breach of the Code of Practice, Values and Behaviours is found to have been breached.

9.8.6 For an example of a professional conduct allegation process see CIfA:

- How to make a complaint:
  - https://www.archaeologists.net/regulation/complaints/makingacomplaint
- Professional conduct process
  - https://www.archaeologists.net/regulation/complaints/conductprocess
- Regulations for professional conduct
  - https://www.archaeologists.net/sites/default/files/Regulations%20for%20professional%20conduct.pdf

9.9 Membership benefits

9.9.1 Membership bodies develop a suite of benefits which are in place to attract, retain and reward members for their ongoing support. The benefits of any membership body fit into two main categories:

- Tangible benefits – which tend to be transactional and respond to the idea of 'What's in it for me?'
- Intangible benefits – driven more from emotional responses, such as a sense of community and belonging to something.

9.9.2 The benefits of an Institute should be clearly communicated to allows members of each grade to understand what they have access to as part of their membership. For the Membership Survey, the

project team provided a list of possible benefits which we felt would be most attractive and useful to the potential membership audience. Around 369 individuals responded to this section of the survey and were able to select more than one benefit.

Table 3 Membership benefits and interest from survey respondents

A free recording app to assist in recording with PAS	299
Step-by-step guidance for members, such as advice on cleaning and conservation of finds	264
Access to free training and learning resources	243
Advice on best practice for responsible detecting	231
Access to an online forum for members	204
Insurance offers	198
Tools and resources for members to use	194
Best practice case studies	178
Access to exclusive content about new finds and discoveries	170
Reduced rates for training workshops and accredited courses	160
Structured support for skills development	157
An online Directory of Detectorists with a directory of accredited members	150

9.9.3 The most popular, supported by around 80% of respondents, was the potential to have access to a free recording application which linked detectorist members to the PAS and Finds Liaison Officers. Guidance and training support were also popular, with around 70% of participants interested in Step-by-Step guidance and 65% in access to learning resources. Best practice information was also popular, with 63% interested in advice on responsible detecting and 50% keen on the idea of access to best practice case studies. Being in contact with other members was attractive to 55% of participants and hearing about new discoveries to 46%. An online Directory of accredited members was of interest to 40% of respondents and insurance offers to 53%. The table below provides the list of potential benefits in order of support, with the righthand column showing the number of individuals interested in the benefit.

9.10 Membership infrastructure requirement

9.10.1 Based on the above discussion, the key functional infrastructure that would need to be in place to support membership and the accreditation process therefore includes the following:

- Membership Working Group – a temporary group to agree initial member grades, process and benchmarking process.
- Competency Matrix – agreed by the Working Group and / or Membership Committee to form the basis of benchmarking for membership and training.
- Member Grades – distinct member grades which potential applicants can understand against their experience and competencies.
- Membership Application process – a clearly described and transparent process supported by supporting documentation (application form).

- Membership Committee – to support the validation process, either in full (eg reviewing and benchmarking applications) or in part (eg reviewing decisions of membership review panels).
- Membership Appeals Process – to outline to applicants how they can appeal Membership Committee decisions, and what the process appeal is. The process may need support from a separate Appeals Panel or Committee.
- Membership monitoring process – such as a CPD process for individuals, and regular update and inspection procedure for organisations.
- Membership fees – to provide a transparent outline of the costs of membership fees and application processes.

10 THE INSTITUTE OF DETECTORISTS: IS IT VIABLE?

10.1 Organisational structure

10.1.1 The research undertaken demonstrates that the Institute could develop and manage a series of functions that would underpin its role a national body which aims to address challenges identified (Section 4). In short, a new Institute would support the development of new best practice guidance, educational and training materials and accreditation for detectorists wishing to work within a framework which supports archaeological principles. It was felt that no other body or organisation currently exists which is focused on this area of best practice, and alternatives to an Institute were not seen as attractive (see Section 4.8).

10.1.2 Importantly, the team have reviewed legal and sectoral requirements to setting up an Institute and found the proposals to be consistent with the needs identified (see Section 6.2). As a protected term, use of *Institute* within the title of the body would need to be approved by Companies House, justified through demonstrating how the organisation would work to support and promote high standards across various areas of activity. In forming the Association in 2018, these ideas have been tested and the initial advice from Companies House implemented (see Section 6.3). The development of the body from its current form into the Institute was subject to critical evaluation from PARN, who suggested an appropriate governance framework to support a balanced and transparent approach, where detectorists can work collaboratively with colleagues from the heritage sector to develop shared goals and values. The Cupped Hands model suggested includes key constituent elements (Section 6.6) which provide a firm model for development, and a roadmap for setting up the governance framework of the new body is provided (Section 6.7).

10.2 Strategy and key functions

10.2.1 The organisation will be founded on transparent principles, with a clear aim, missions and values to support its development (Section 7). Strategic themes are linked to key functions of the new Institute; the development of standards, research and development of the discipline, training and education, and a framework for membership and accreditation (Section 7.2). A Code of ethics and values provides a platform for all members to sign up to, underpinning membership for both individuals and organisations (Section 7.4).

10.2.2 Education and training would be at the heart of the Institute, build around a comprehensive set of standards and best practice. The existing *Code of Practice for Responsible Metal Detecting* (2017) provides a starting point for the hobby which is already in use, and which can be built upon for the articulation of a comprehensive competency matrix which will support both training and membership accreditation. A series of training programmes include short workshops and field schools would

provide a means to build skills within the sector and provide a strong link between education and accreditation (see Section 8). The opportunity to train others to offer endorsed training increases the capacity of the organisation to support skills development across the sector (Section 8.7). Course materials have already been successfully delivered, receiving sector recognition (ATF award), and which can provide a useful starting point for introductory courses whilst more specific topics are developed in line with best practice guidance.

10.2.3 Offering a clear membership and registration system which allows members and organisations to communicate affiliation to the Institute as well as knowledge and skills is a central function for most Institutes. The nature of detecting lends itself well to an accreditation framework which is strongly linked to the spectrum of experience and knowledge that detectorists demonstrate, from the novice through to highly advanced level expertise (Section 9). The Institute will develop a robust competency matrix which is able to articulate key knowledge areas and benchmark these against technical skills, experience and ethical competency. Therefore, to make membership accessible and achievable to all practitioners, the Institute will adopt a competency matrix based around technical capability, knowledge of process and context, and ethical competence (see Section 9.2; Part 2, Appendix 2). A review of skills and competencies required for detectorists at different levels has shown that the practice of detecting can be accommodated across three progressive grades (Section 9.4; Part 2, Appendix 3), with additional grades for non-accredited members and organisations. An additional option to provide a Directory of Registered Detectorists is also suggested, as an opportunity for who wish to be publicly listed as an accredited member of the Institute, and for accredited detectorists wishing to take part in archaeological projects or landscape survey research and remote sensing projects (Section 9.5). Finally, provision of an accredited membership for organisations is proposed to provide the opportunity for regional and local detecting groups to become part of a collaborative network and demonstrate their organisational commitment to responsible detecting.

10.3 Sustainability

10.3.1 In developing a sustainable organisation, the potential income stream will need to be modelled against the proposed roadmap for development (Section 6.7), to allow a full understanding of the cost implications for running and maintaining the Institute. Much of those costs will depend on the decisions and choices made during that initial set up, and how the structure and functions of the organisation is supported through a blend of staff and volunteer support. The research undertaken, supported by surveys, has provided an indication of how the key functions of the Institute can be translated into revenue streams. Using the survey data collected (Section 9; Part 3, Sections 3 and 4), an outline of income generated from proposed membership fees and postulated training course provision is provided below (Table 4). A full breakdown showing the relative membership proportions, membership renewals and applications, and the training provision is shown in Part 2, Appendix 4.

Table 4 Potential income from membership and training, Years 1 - 3

	Year 1	Year 2	Year 3
Total income	£39,025.00	£70,975.00	£110,516.00
Total number members	1370	2770	4276
Total endorsed courses	12	18	22
Total IofD courses	7	11	18

10.4 Support from the sector

10.4.1 Review and consultation of the stakeholders and audiences of the proposed Institute demonstrate the clear messages that those who recognise the challenges relating to responsible detecting as outlined above (Section 4) agree that the development of an Institute is the best way to address issues. Consultation within stakeholder groups and the project Focus Group show strong support for a responsible approach to detecting and agree there is a need for structured training, education, and accredited membership (Sections 8 and 9).

10.4.2 From within the wider detecting community, 25% of consultation respondents positively supported the idea, whilst 20% were unsure. Higher levels of support were seen from those just starting up (under 12 months experience), where 50% of the group were supportive of the Institute and 25% not sure (see Section 5.3). It would be wrong to suggest that the general survey undertaken returned a resounding level of support for the proposed Institute. However, in the context of the negative campaign launched against the Institute from national bodies and influencers within the community, the level of interest both in membership and training is encouraging. The framing of the Institute around responsible detecting and an archaeological approach means it may not have the broad appeal of a hobbyist membership body and, furthermore, would not be constituted in a way that would directly compete with well-established organisations such as NCMD. The estimated revenue streams outline above (Table 4) are based on conservative numbers considering the estimated size of the sector. Our survey indicated that 27% of those consulted would be interested in joining the Institute at some level. Current estimates for the number of active detectorists sits at around 20,000 – 27% of which would be 5,400. The income stream for Year 1 assumes 1,370 individual members, growing to 2770 in Year 2 and 4276 in Year 3.

10.5 Recommendation to develop an Institute of Detectorists

10.5.1 Overall, the results of this feasibility study have concluded that the development of an Institute provides the best way to address challenges felt within the heritage and detecting communities (Sections 3 and 4). A key finding is that a research and educational Institute would fill an empty void between the existing national body, which focuses on the freedoms of detectorist and support of the hobby, and IofD's broad approach to consider all stakeholders, including detectorists, manufacturers, landowners and archaeologists, to the overall benefit of the public.

10.5.2 The positive impacts of an Institute have been alluded to throughout and evidenced through consultation. As mentioned above, the significant concerns of both organisations and individual detectorists are also evident, recorded both via surveys and through communications across various platforms. Despite this, there are clear benefits to developing an Institute which will support a responsible approach that would be supported by a broad community of stakeholders and detectorists:

- Better understanding of what responsible detecting is, and the development of clear standards and guidance.
- Development of an ethical framework which underpins responsible detecting and can be better communicated to detectorists, stakeholders, and the wider public.
- Greater collaboration between the detecting community and heritage professionals.
- Raising awareness to the benefits of working with PAS and following the process of reporting finds.
- Raising awareness to the positive contribution that detecting can make to understanding the past.
- Development of best practice methodologies, training and guidance

- Provision of a supportive network for those starting up based around a community of detectorists of all levels of experience.

10.5.3 Through each stage of the project, the project team have defined a series of recommendations. Importantly, an options review concluded that the creation of a new Institute would provide a positive development for responsible detecting across the UK, linked built around ethical competence as much as technical skill and knowledge (Section 7). Our recommendations for key areas and considerations for how an Institute might be constituted and function are collated below, offering a series of tasks and actions which will support the next steps in developing the Institute of Detectorists. Importantly, these next steps cannot take place without the formation of a working group within the Association of Detectorists who are able to review these recommendations and begin the process.

10.5.4 Key recommendations for communications include:

- Development of an audience and communications plan.
- Develop website which promotes the message of the Institute and encourages engagement from the wider community.
- Nurture key stakeholder relationships across the detecting community and retain collaborative links with heritage sector.

10.5.5 Key recommendations for governance include:

- Formation of the Interim group, the Associations Board, ready to transition into the Institute, in line with the guidance regarding governance from PARN.
- Confirm use of the term 'Institute' with Companies House
- Seek funding to assist in establishing the Institute including the initial launch based on a staged three-year expansion plan.

10.5.6 Key recommendations for strategy include:

- Agree on the mission, aims and values of the new Institute
- Define the strategic aims for Year 1 and development from AofD to the IofD
- Provide a Code of ethics and values which can underpin the ethical framework of the Institute.

10.5.7 Key recommendations for training and education include:

- Working Groups will be formed for both Education and Standards & Guidance
- Both groups will first work together on a new 'best practice' approach for hobbyist
- The Educational Group will then initially focus on a basic format for Educational Partners, centering around the CoP and the newly developed approach to Best Practice.
- Based on funding received and financial projections, a national educational approach will be proposed to ensure a consistency to content, format and teaching of the subject.
- The S&G Group will first look at requirements for embedding metal detecting into professional practice and make recommendations on additional educational content to enhance the current, Metal Detecting for Archaeological Projects.

- Working with archaeology and heritage stakeholders, the first Methodology and Standards will be compiled and proposed for adoption.

10.5.8 Key recommendations to support membership are:

- Membership Working Group – a temporary group to agree initial member grades, process and benchmarking process.
- Competency Matrix – agreed by the Working Group and / or Membership Committee to form the basis of benchmarking for membership and training.
- Member Grades – distinct member grades which potential applicants can understand against their experience and competencies.
- Membership Application process – a clearly described and transparent process supported by supporting documentation (application form).
- Membership Committee – to support the validation process, either in full (eg reviewing and benchmarking applications) or in part (eg reviewing decisions of membership review panels).
- Membership Appeals Process – to outline to applicants how they can appeal Membership Committee decisions, and what the process appeal is. The process may need support from a separate Appeals Panel or Committee.
- Membership monitoring process – such as a CPD process for individuals, and regular update and inspection procedure for organisations.
- Membership fees – to provide a transparent outline of the costs of membership fees and application processes.