

# **Society of Antiquaries of London**

## **Order No 4, September 2020 Ethical Misconduct**

### 1. Introduction

1.1 Since the Society of Antiquaries' establishment in 1707 and the grant of its Royal Charter in 1751, the good character and conduct of its Fellows has been of great importance to it. The Society's Royal Charter, the primary governing document of the Society, states: 1 "...And in all times after by the said President Council and Fellows of the said Society or any Twelve or more of them shall be received and admitted into the said Society of Antiquaries as Fellows of the same And being Noted in a Register kept for that purpose shall be and be called Fellows of the said Society of Antiquaries of London during their respective lives unless in pursuance of the Statutes and By laws of the said Society to be made as herein after is prescribed any of them shall for Just Cause happen to be removed and Ejected from the same And by how much any Persons shall be more Excelling in the Knowledge of the Antiquities and History of this and other Nations by how much the more they are desirous to promote the Honour Business and Emoluments of this Society and by how much the more eminent they shall be for Piety Virtue Integrity and Loyalty by so much the more fit and worthy shall such Persons be judged of being elected and admitted into the said Society..."

1.2 The Society's emphasis on the good character and conduct of Fellows of the Society is reflected in the Society's "values", which are set out in the Society's current Statement of Values (revised 2020). Both staff and Fellows are expected to observe and support those values and to commit to high standards of ethical conduct.

1.3 From time to time it is alleged that a Fellow's conduct is harmful to the interests and reputation of the Society. In such cases, the most serious sanction available is for removal of the Fellow. To ensure that the Society's considerations and decision in such matters are reasonable, fair and transparent, the Society has developed Guiding Principles of Ethical Conduct. Council has also agreed and set in place an independent process for the Investigation and Determination of Misconduct by an Ethical Conduct Body comprising members who can form an Ethical Conduct Panel and, as necessary, a separate Appeals Panel.

1.4 The Guiding Principles provide a reference point for ethical behaviour and the Society's decision-making. The Investigatory Process sets out how the Society will examine and reach a decision on cases involving Fellows, where misconduct which breaches those principles is revealed or alleged.

1.5 The Society's concern is that Fellows should behave ethically in their working or professional lives. The Society has no interest in the private lives of Fellows, except insofar as criminal behaviour is alleged which may damage the reputation of the Society or inhibit the effective advancement of its charitable purposes. The Society will act upon notification of the outcome of any police investigation and court proceedings (civil or criminal), disciplinary hearing by a relevant professional body, or upon a complaint lodged with appropriate evidence made to the General Secretary or to the Chair of the Ethical Conduct Body.

### 2. Guiding Principles of Ethical Conduct

2.1 Fellows should abide by the undertaking given when they are admitted to the Society – that is, 'we will, to the utmost of our power, promote the honour and interest of the Society of Antiquaries of London, and observe the Statutes and Orders of the said Society, so long as we shall continue Members thereof'.

2.2 Fellows should therefore:

- a) act in accordance with the Society's Charter, Statement of Values and charitable purposes
- b) act with integrity, honesty and transparency
- c) treat the Society's staff, and third party organisations and individuals with respect
- d) avoid public activity or behaviour which may damage the Society's reputation
- e) promote, where in a position to do so, equality of opportunity and access in the cultural sector
- f) promote, where in a position to do so, the freedom to pursue and disseminate knowledge and ideas
- g) plan and carry out fieldwork, research and scholarship of a quality that meets recognised standards and is undertaken in a legal and ethical manner
- h) examine evidence critically and evaluate other opinions, beliefs and arguments with respect
- i) publish to recognised standards and ensure the deposit of archives in line with national guidelines
- j) ensure that artifacts, images and documents retain their full provenance and are legally obtained and held.

### 3. Investigatory Process for possible breaches of the Guiding Principles

3.1 A Fellow of the Society will be liable to investigation by the Society if that Fellow :

- a) is found guilty in a court of law of a crime against the person
- b) is found guilty in a court of law of an offence involving theft, fraud or other crimes of dishonesty
- c) is convicted of any other offence resulting in a custodial sentence, whether or not suspended
- d) fails to observe the Charter or other regulations of the Society
- e) engages in any activity or behaviour inconsistent with membership of the Society and the standards of conduct it requires, or
- f) acts in a manner detrimental to the welfare or reputation of the Society, or to its charitable purposes.

3.2 The Society's Statutes make provision for the Society to establish an Ethical Conduct Body, comprising members who can form an Ethical Conduct Panel, and as necessary a separate Appeals Panel, and for the Council to issue Terms of Reference to govern the independent investigation, hearing, and determination (following appeal if necessary) of any complaint against a Fellow, and such Fellow will be liable to sanctions applied by authorities appointed by Council under those Terms of Reference. Such Terms of Reference will have regard where appropriate to principles of human rights and natural justice.

3.3. A Fellow who is the subject of an investigation by an Ethical Conduct Panel will be expected to provide reasonable assistance to the Panel to enable its members to reach a decision. Refusal to do so may be considered as failure to comply with paragraph 3.1(e) above.

3.4. In the event that a Fellow under investigation by either Panel resigns from the Society, it shall be left to the Panel to determine whether or not it is in the interests of the Society to continue the investigation and reach a decision.

3.5. A Fellow who is suspended or removed will deliver to the Society, for cancellation or retention as the case may be, any certificate referring to such Fellowship or any other designation previously issued and will cease to use any letters or designations relating to the Society.

Resolved by the Society of Antiquaries Council

September 2020

Signed

President