



The way we assess competence for ClfA applications is changing...

what you need to know

ClfA accreditation (Practitioner, Associate and Member grades) is how archaeologists demonstrate to their clients, their employers, peers and the public that they have the knowledge, skills and integrity to meet professional standards and to deliver value to society. Working to professional standards requires professional competence: archaeologists need to be technically skilled and they need to understand and apply ethical principles to their work. These ethical principles are set out in the *Code of conduct* and the standards for technical competence form the basis of the competence matrix that all applications for accreditation are measured against.

The competence matrix does not currently include specific reference to the need to work in accordance with the *Code of conduct* and this is something we have sought to address. Following discussions with Advisory Council, we have amended the competence matrix to include consideration of professional ethics for Practitioner, Associate and Member applications. At Practitioner and Associate level, applicants will be asked to address these new requirements in their statements of competence. This information will be supported by evidence of ethical working in the examples of work they provide, in their CPD records (where applicable) and by their references. For applicants at Member level, a professional review interview will be introduced, recognising the greater level of personal accountability required at this grade.

The target date for introducing the new system is **April 2022** but we recognise that more time may

be necessary and there is scope to extend the timeframe if necessary. These are significant changes to the way we assess competence and they will not come into effect until we have the support in place to help members and applicants demonstrate their ethical practice, regardless of career stage. We already have some fantastic resources to support ethical practice on our website (www.archaeologists.net/membership/ethics) but these will be supplemented and supported with training where necessary.

We want all archaeologists to have the opportunity to demonstrate their professionalism and to be recognised for the high levels of skill they possess and the contribution they make to society.

As well as introducing the new requirements, we are also focusing on identifying and removing actual and perceived barriers that might make it harder for some archaeologists to demonstrate the competence requirements, particularly at Member grade, with the help of Advisory Council and our Special Interest Groups.

Over the coming months, we will be producing information and guidance aimed at specific grades of membership to support the changes. If you are thinking about applying or upgrading your accreditation, sign up to our Professional Pathways bulletins (www.archaeologists.net/join/pathway) to get more advice and support, as well as the latest information on when the changes will come into force.

For a sneak preview of the new competence matrix, please see www.archaeologists.net/sneakpeek/revisedmatrix