

# WHAT NEXT? TRAINING AND STANDARDS FOR ALL

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**While heritage crime continues to remain a significant threat, the previous articles have shown that partnership working and collaboration between law enforcement and the heritage sector has increased to combat this threat. With this cross-sector working has come the need to develop mutual guidance, understanding and training. Developing this will require partnerships between different specialist groups and across borders. How can we achieve this?**

## What skills are needed?

Tackling heritage crime is a growing specialist area of practice within both the heritage sector and law enforcement but what skills are needed to work effectively in this area? In order to help answer this question, Historic England commissioned MSDS Marine in 2021/2022 to carry out a project to identify these skills and determine a potential skills pathway.

Six key subject areas were identified, covering a total of 26 topics. These were categorised according to whether they represent Knowledge, Skills or Behaviours (see inset).

**Knowledge** refers to the information which is required to perform a duty/duties, whether this is voluntary or within a professional role. The **Skills** category covers the practical abilities that are required to apply knowledge or successfully carry out a role, while **Behaviours** is the mindset, attitude or approaches needed for competence.

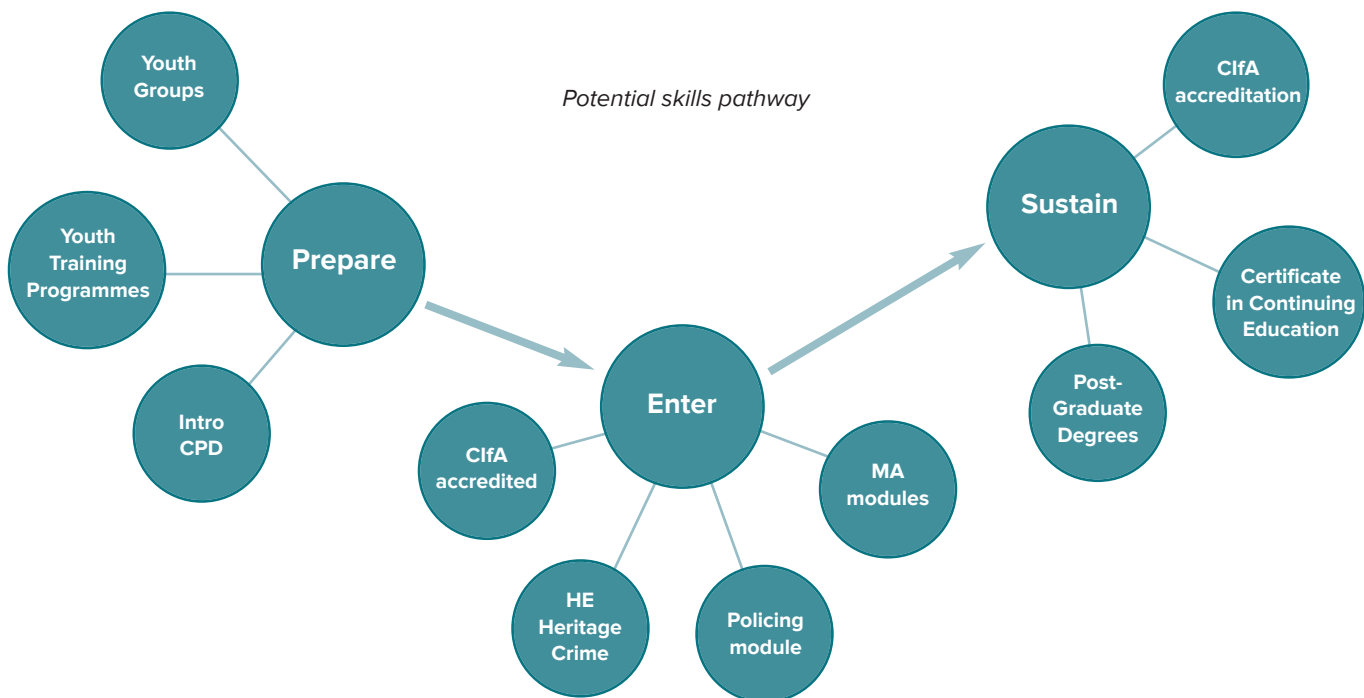
These subject areas and associated topic areas form the basis for a skills and competency matrix which can be mapped against the National Occupational

Subject area	Category	Topic
<b>SA1</b> Introduction to heritage and cultural property crime	Knowledge	<ul style="list-style-type: none"> <li>• What is heritage crime?</li> <li>• How to recognise heritage crime</li> <li>• What are heritage assets?</li> <li>• Data resources for heritage assets</li> <li>• Reporting heritage crime (confident contact)</li> </ul>
<b>SA2</b> Legislation and strategic context	Knowledge	<ul style="list-style-type: none"> <li>• Legislation governing heritage assets including the devolved nations</li> <li>• National heritage crime initiatives</li> <li>• International law governing heritage (treaties and charters)</li> <li>• Determining jurisdiction</li> </ul>
<b>SA3.</b> Preventing heritage crime through risk assessment and intelligence	Knowledge Skill Behaviour	<ul style="list-style-type: none"> <li>• Assessing risk/threat of heritage crime</li> <li>• Gathering intelligence</li> <li>• Physical and operational security at heritage venues and sites</li> </ul>
<b>SA4.</b> Securing and preserving evidence	Knowledge Skill	<ul style="list-style-type: none"> <li>• Identifying archaeological artefacts</li> <li>• Storing seized archaeological artefacts</li> <li>• Collecting evidence (forensic)</li> <li>• Storing evidence (forensic)</li> <li>• Presentation of exhibits</li> <li>• Heritage crime impact statements</li> </ul>
<b>SA5.</b> Enforcement and prosecution	Knowledge Skill Behaviour	<ul style="list-style-type: none"> <li>• Responding to heritage crime (confident contact)</li> <li>• Interventions and alternative disposals</li> <li>• Expert witness testimony</li> </ul>
<b>SA6</b> Community engagement and volunteering	Knowledge Behaviour	<ul style="list-style-type: none"> <li>• Preventing heritage crime</li> <li>• Heritage crime initiatives (national, regional and local)</li> <li>• Outreach</li> <li>• Wellbeing</li> <li>• Partnership working</li> </ul>

Standards (NOS). These NOS can be used for developing skills and knowledge, including providing a framework for training programmes. There are eight suites of standards which can be applied to heritage crime:

- Archaeological Practice
- Cultural Heritage
- Emergency Response
- Forensic Science
- Investigations
- Policing and Law Enforcement
- Security Management
- Security Risk Advisers

The project also carried out an audit on the current training provision in the different subject areas. This audit found that while there are courses available in a number of the topics, several gaps were identified. The results of both the skills and competency mapping and the audit enabled a skills pathway to be drafted for heritage crime training. This pathway has been based on the Historic England training model of 'Prepare', 'Enter', 'Sustain' and designed so that entry can occur at any point on the journey. Gaps in training identified during the mapping exercises enabled recommendations to be made for how these gaps could potentially be filled.



### Why is training important?

There is a growing need for formal recognition of skills and competencies within heritage crime practice for two principal reasons. Firstly, heritage crime officers/police heritage support volunteers and heritage crime advisers within heritage agencies will be able to support each other in the prevention and prosecution of heritage crime. Such recognition will enable these relationships to develop on a consistent basis and will enable more effective responses. Secondly, both heritage professionals and police officers can be required to give expert witness testimony in court to assist in prosecutions. Formal recognition of skills and experience will enable such expert witnesses to demonstrate their qualification in this area to the court and assist in underpinning their testimony.

### Next steps

So, what are the next steps in achieving this formal recognition? The project identified several recommendations to close skills gaps and facilitate training. Historic England are currently taking these forward and are actively working with the academic sector to develop a more formal qualification in heritage crime practice.

As outlined in the editorial, one of the key objectives of the Heritage Crime Special Interest Group (HCSIG) is to:

*Help prevent heritage and cultural property crime through signposting of resources including training and guidance.*

The group will act as a hub for resources. It will work with ClfA, the National Police Chiefs' Council and the heritage agencies to ensure cross-sector recognition and endorsement. The group also aims to develop a series of short training courses on a variety of topics which will be ClfA approved.

In addition to providing training opportunities and guidance, the group will build on the results of the skills audit outlined above and work with ClfA to establish a recognised skills and competency matrix. This will enable not only heritage professionals but also law enforcement practitioners to gain formal recognition through membership of ClfA using this matrix. This is also related to another of the aims of the HCSIG, which is to explore with the ClfA Board of Directors the potential of establishing a register and panel of experts in heritage and cultural property crime.

### Have your say

The HCSIG is also interested in hearing from ClfA members about what training and guidance in this area you would like to see produced. To facilitate this, a short online survey will be circulated to members in the coming months so that you can have your say in how we move forward with the training aims of the HCSIG. The group would really like your comments and suggestions, so look out for the link!

#### Aisling Nash



Aisling is an archaeologist with 20 years' experience working in the historic environment in a variety of roles spanning field archaeology, post-excavation, outreach and planning archaeology, including HERs. In recent years, Aisling has successfully delivered training workshops as part of the OASIS V Rollout Support project, which reached over 650 people. She has also worked with the National Trust on identifying heritage skills gaps, and audited heritage crime training provision. Aisling has also recently completed a project assessing the reasons behind the low uptake of apprenticeships within the sector.