



The National Archives



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

ARCHIVES FOR THE 21ST CENTURY

Response to Consultation
November 2009

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Introduction

The consultation paper on *Archives for the 21st Century* was published on May 6 2009 and set out the strategic vision for the sustainable development of a vigorous publicly funded archive service across England and Wales. The consultation sought views on the challenges (which the policy outlined) currently facing the archive sector and the actions to address them. These were addressed through five principal questions.

The consultation closed on August 12 2009, and 625 responses were received from a wide variety of groups, organisations, companies and individuals. The National Archives, the Museums, Libraries and Archives Council, and CyMAL: Museums Archives and Libraries Wales extend their thanks to all those who responded to the consultation.

Below we set out a synopsis of the comments received and how the Government now intends to proceed.

A full list of respondents can be found in Appendix B of this document.

Background to the proposals

Publicly funded archive services have a vital role within the communities they serve, to contribute to local democracy and accountability, social policy, education, history and culture. Archives have the power to source evidence which demonstrates the integrity and judgement of public and private decisions and actions, as well as shape the shared sense of national, community and individual identity that creates the framework for our democracy and accountability. The variety and historical significance of the collections held in archives enables people to form a frame of reference for their place in society and to develop a deep sense of place and identity. Around 300 institutions in England and Wales actively collect and preserve archives in a variety of formats including paper and electronic documents, film or sound recordings. A large proportion of these are within local authorities and universities, forming the backbone of publicly funded archival provision. There is also a rich and diverse private archives sector. Without the work of these public and private services, much of the nation's documentary heritage would not survive.

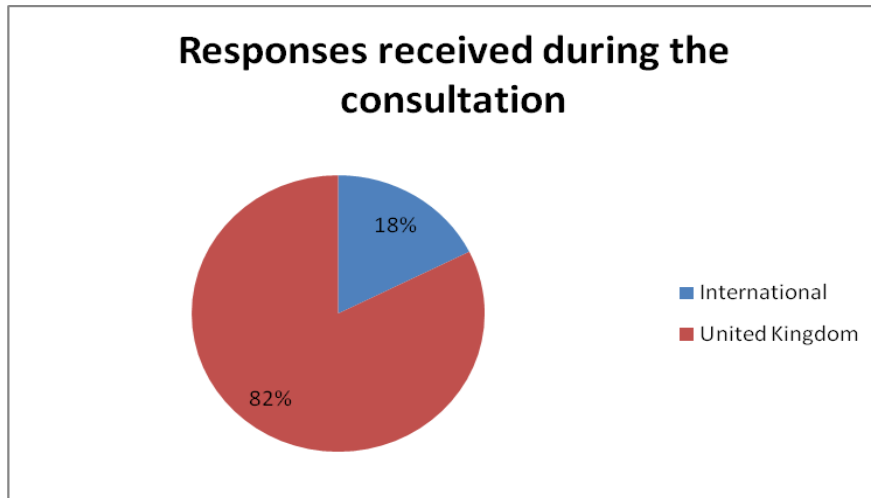
Since the last government policy in 1999 the archives sector has accomplished some major achievements. Many archives have transformed the accessibility of their services both through the use of online facilities and targeted projects with communities and schools based on important historical events, demonstrating a stimulating environment for individual, family and lifelong learning. The profile of the sector has been significantly enhanced through television series such as *Who Do You Think You Are?*, inspiring increasing numbers of visitors to use archives to explore their own family or local history. The role of archives as keepers of community memory, promoting social inclusion and a sense of place, has been reinforced and developed into widespread community outreach programmes. The Archives Awareness Campaign has raised the profile of archives nationwide.

The Access to Archives (A2A) database was developed in The National Archives to widen opportunities for online searching of catalogues for a wide range of archive collections across England. Similarly in Wales, the Archives and Records Council developed Archives Wales (AW), which is hosted by the National Library of Wales, providing comprehensive summaries of archive collections across Wales. Both A2A and AW have been extensively used for personal and academic research. The higher education and specialist sectors have parallel provision of rich online descriptions, through the complementary work of the Archives Hub and AIM25. There has also been significant investment in new archive buildings, for example in Devon, Northumberland and Glamorgan. New buildings improve the standard of care for numerous collections and provide the facilities to enable the future development of services.

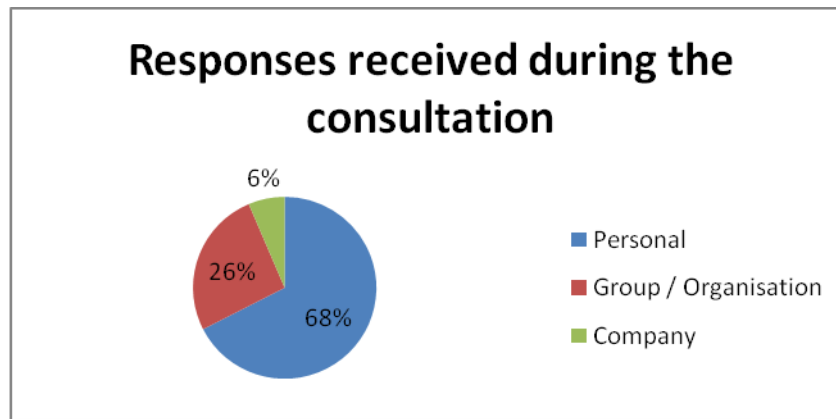
The policy addresses the challenges facing the archive sector and the actions to address them in five sections, and this report is arranged to reflect this.

Who responded?

625¹ responses were received: 524 via the online questionnaire, and the remainder via email and post. In total, over 1,400 people viewed the consultation documents, and we received interest from some 32 countries around the world.



Of these, 68% were personal responses, 26% were group or organisational responses, and 6% were company responses.



There was strong support for most of the policy recommendations, and many respondents left constructive and useful commentary in addition to their answers. These will be covered below, question by question.

¹ 625 unique responses were received. A number of those responding did so on multiple occasions, and where this occurred we took their latest submission to be their final one.

Question 1: Do you think a policy to set the strategic direction for the archives sector is needed at this time?

87.4% agreed with the question
5% disagreed with the question
5.7% were undecided about the question
1.9% had no opinion about the question

It was widely recognised that a new policy was needed since it has been over ten years since one was last published.

Government Response: This level of support endorses the need for this policy, *Archives for the 21st Century*.

Question 2: Does the document identify the right challenges and obstacles currently being faced by the sector?

70.5% agreed with the question;
12.7% disagreed with the question;
13.9% were undecided about the question;
2.9% had no opinion about the question;
47% of those responding left comments;

There was broad support for the themes identified within the policy and for the analysis of the current situation and need for change within the sector. Many of the respondents who commented included additional challenges they felt should also be included. The significance of university archives in terms of the research they facilitate, and their differing financial circumstances and drivers was felt to need greater emphasis in the policy. In addition, some respondents felt that more should have been made of private archives within the policy. The significance of the preservation of non-digital records was also mentioned by many of the respondents. Some also felt that the magnitude of active collection development was insufficiently referenced. These last two points marked concern that the policy did not sufficiently reference the principle tenets of archival practice. Other respondents felt there should be explicit reference to the obligations of publically funded archive services to meet the Disability Equality Duty.

Government Response

The policy draft has been amended to reflect comments made in the consultation. In particular, the position of Higher Education archives and their unique contribution to the research community has been made more explicit. In addition, we have strengthened the references to preservation and conservation, which are at the heart of archive work. This aspect of the sector has not experienced quite such rapid change as other parts, but remains critical to the survival of archival collections. The National Archives, with key partners, is leading on a number of strategies (including business archives, religious archives, health records, the Olympics) which will in turn reflect the diverse needs of the sector.

Do the recommendations (listed below) provide an appropriate direction for addressing the identified challenges?

Question 3a: In the longer term, there is significant value in moving towards fewer, bigger, better archive services for a more sustainable future.

50.7% agreed with the recommendation;
35.6% disagreed with the recommendation;
10.7% were undecided about the recommendation;
2.7% had no opinion about the recommendation;
68% of those responding left comments.

This was by a large degree the aspect of the policy which created the most debate within the responses. There was a significant amount of support for this proposal, and those who were supportive could see the advantages of "fewer, bigger better" as bringing greater co-operation, collaboration, sustainability, and flexibility. There was also substantial opposition, much of which arose from an assumption that this automatically meant the development of regional archive centres, and loss of local skills, access and knowledge. This was exacerbated by the misperception that "fewer, bigger, better" was intended to be the strap line of the whole policy. Some respondents also cited current examples of joint services, which they considered to be not wholly successful.

It was notable that co-location was the aspect of this section which caused the most concern. The issue of location of any given service was heavily referenced, by both those opposing and supporting this recommendation, and several described this as an "emotive issue."² Some questioned how this recommendation fitted in with the steer towards community engagement, as "[it] is unlikely to be enhanced by having fewer larger services."³ Others observed the "pride and reinforced sense of community that local people gain from caring for their historical records in their community"⁴ and felt that this was a virtue worth stressing.

It is notable firstly that although many respondents opposed the concept of "fewer, bigger, better", over 80% of those responding to the consultation saw value in developing active participation in partnerships with other cultural and learning partnerships, which is an integral part of the "fewer, bigger, better" recommendation. Secondly, comments in response to other recommendations were often supportive, but with caveats, and often cited issues of capacity in smaller services, and it is exactly this which the recommendation sought to address.

Government Response:

The focus of this recommendation is to ensure that all services perform to the highest possible standard in the circumstances in which they function, and are as accessible as possible to the communities around them. The "fewer, bigger, better" line was never intended to be either the strap line of the policy, nor a blanket imposition across the sector. We advocate that local determination should lead in any such circumstances, and that various potential solutions for a service be considered. While there are circumstances in which co-location may be the most appropriate solution for an archive, this is by no means a 'one size fits all' policy.

In response, the language of the consultation draft has been amended: the phrase "together, bigger, better" has been substituted to reflect better the intention to strengthen the sector through collaborative work, wherever possible and appropriate. This may make some of the suggested options for working "together, bigger, better" more or less appropriate in individual institutional circumstances.

² Response 4733004

³ Response 4929558

⁴ Response 4048158

Question 3b: Strengthened leadership and a responsive skilled workforce are necessary to raise the profession's profile at both a national and local level.

85.4% agreed with the recommendation;
6% disagreed with the recommendation;
4.9% were undecided about the recommendation;
3.5% had no opinion about the recommendation;
47% of those responding left comments;

There was a great deal of praise for the profession as a whole from those responding, particularly from personal responses. However, there was a strong trend within the institutional responses that the status quo is insufficient to meet all the current challenges facing the profession, and that this needs careful consideration. Many respondents felt that this recommendation was 'critical to the effectiveness of the archival profession and its status across its current roles within cultural heritage, information management and customer service.'⁵ It was widely agreed that continuous professional development should be at the heart of the profession. Some of those responding negatively felt that this recommendation ignored the significant achievements of many of those in the profession, and it should be emphasised that the intention of this recommendation was to suggest ways in which the profession should continue to develop.

It was particularly noticeable amongst the comments respondents made about this recommendation that many of those working in the profession feel that the size of the institutions in which they are employed inhibits the progression and development of their careers, as many institutions lack the capacity to release staff for training or to allow them to diversify outside of the terms of their employment.

Government Response

We welcome the broad recognition of the need for the archives profession to offer a range of skills, from the traditional to those which have emerged more recently, with special reference to digital skills, as well as to promotion, outreach and advocacy. We also recognise that there must be a balance between retaining traditional archival skills such as appraisal, cataloguing and general records knowledge, and pushing to fill the current skills gaps in the profession, in order not to jeopardise our understanding of our historic collections by focussing too much on the digital aspect.

During the course of the development of this policy, the Society of Archivists, the National Council on Archives and the Association of Chief Archivists in Local Government began proceedings to join into one body. It is hoped that if this merger goes ahead, the new body will be able to act as a voice for the sector as a whole and we are supportive of this move.

⁵ Response 4587095

Question 3c: Developing a co-ordinated response to managing digital information and for continued access in the future.

94% agreed with the recommendation;
2.9% disagreed with the recommendation;
1.8% were undecided about the recommendation;
1.3% had no opinion about the recommendation;
44% of those responding left comments;

Virtually all the responses to this recommendation were supportive, and agree that this should be a priority. Some points raised by those responding included questions concerning future funding priorities and the production of standards for digitisation. Many respondents made reference to continuing access to original documents regardless of developments in digitisation. It was also highlighted that a co-ordinated response is needed to ensure that digital information is used effectively to support the provision of information in accessible formats. It is clear that "an approach needs to be developed...that is both pioneering at one end and simple enough for even the most poorly resourced service to engage with at the other"⁶ and "vital that there is a co-ordinated response so that there is compatibility and consistency, and to avoid duplication or unnecessary work."⁷ The responses point to the gap in examples of best practice and expertise within the profession, and this will be rectified through the action plans, which will follow this policy.

Government Response

The Government welcomes this level of support and recognition for one of the most significant challenges facing the archives sector. The National Archives, the Museums, Libraries and Archives Council and CyMAL Museums Archives and Libraries Wales will continue to support the sector in this area.

⁶ Response 4822815

⁷ Response 4155432

Question 3d: Ensuring that there is comprehensive access to archive catalogues and content

93.5% agreed with the recommendation;
2.9% disagreed with the recommendation;
3.1% were undecided about the recommendation;
0.7% had no opinion about the recommendation;
53% of those responding left comments;

This recommendation received widespread support from those responding, and this reflects broad agreement on the essential need to deliver more information about archive collections online, with many describing this as the key issue identified in the policy as facing the sector. Although predominantly positive, some key points focussing on the delivery of digital content online were raised. These included issues around copyright as a limiting factor, as well as the cost and resource implications in any suggestions that significant amounts of archival content be digitised. Many responses emphasised that "cataloguing should be put before content" since "it is only useful to have content online if it is appropriately catalogued."⁸ Within many corporate responses, there was agreement that the general public expect a good deal of material to be online but a sense that "there needs to be a balance so that people realised that it will never be possible to digitise everything."⁹ Measures were also suggested which would ensure that catalogues and content are accessible to disabled people, including the visually impaired.

There was also recognition that digitised content and mediated access to original material can remove some of the essential cultural experience which draws in users, and therefore that "the facility of seeing and handling original documentation is as important as online access."¹⁰ Several respondents highlighted the work already ongoing within the sector, and how links with the sector to push this recommendation further forward might be developed. A number of possible partners (e.g. the HEFCE JISC programme) were suggested, predominantly in corporate responses, while those responding personally were more likely to give examples of good work already in progress (e.g. AiM25.)

Government Response

The digital delivery of information and services is and will continue to be a vital, necessary and growing part of the archive sector, and this must be accepted. Digital delivery enables the democratisation of access and enables institutions to reach out to wider audiences than has ever been possible. This is not to say, however, that all documents can or should be digitised. The government acknowledge that it is neither appropriate nor viable to consider all documents for digitisation but will support work towards an increase in the amount of material made available through online means. It is also clear that mass digitisation without commercial partnerships is not a viable option, and it is hoped that the action plan will allow The National Archives to steer partnerships to further this particular agenda.

⁸ Response 3990458

⁹ Response 4648324

¹⁰ Response 4058200

Question 3e: Developing active participation in partnerships with other cultural and learning services.

84.9% agreed with the recommendation;
4.3% disagreed with the recommendation;
8.3% were undecided about the recommendation;
2.9% had no opinion about the recommendation;
46% of those responding left comments

There was a strong and positive response from the majority of those responding, who recognised that partnerships are necessary in order for the archive sector to fully achieve its potential in the future. Many responses included caveats focussing on the resource implications implicit in developing long-term partnerships but remained favourable to the recommendation. The advantages of working in partnerships, and a number of examples of best practice in this area were identified by those responding, and several responses noted that "all modern and forward looking archive services should look to be building partnerships both internally and externally."¹¹ Although a small percentage of those responding did so negatively, none left comments to explain their thoughts on the matter so cannot be quoted.

Government Response

Partnership building can bring enormous benefits in terms of increased access to a more diverse audience, the raising of the institutions' profile within the community, which may in turn lead to more active collection. While we recognise the resource implications that this may present for institutions, it is considered that the long term gains from such working will have high yields for any institution. It is also acknowledged that restrictions on resources should not mean that only traditional archive users should be considered targets for outreach. Many exciting projects, on a variety of scales can be demonstrated throughout the archive sector, and we consider that anything which develops the knowledge and appreciation of archives to the wider public must be encouraged.

¹¹ Response 4661589

Question 4: Do you agree with the model of excellence for a publicly funded archive service outlined in the policy?

73.8% agreed with the recommendation;
8.3% disagreed with the recommendation;
13.2% were undecided about the recommendation;
4.7% had no opinion about the recommendation;
43% of those responding left comments;

This recommendation was broadly supported by those responding to the consultation, but was widely considered to be insufficiently specific to archives. Amongst the personal responses, several thought the model as 'bland' emerged, while institutional responses were more likely to point to the limited references to stewardship and collections. This question seems to have raised the most disappointment amongst those presented in the policy, and the comments do seem to reflect this, even in those which are supportive. A number of responses raised concerns as to how this might be applied outside local government, with particular reference to university archives.¹² Others felt that this model was widely applicable, and that there was "nothing here that a small service cannot deliver."¹³ Many felt that the particulars detailed in this standard were already widely available within the sector, and that although "it is a good ideal to aim at... it won't make a lot of difference."¹⁴

Government Response

This model demonstrates the Government's commitment to access to archives, and feels that this model presents a useful set of criteria to benchmark excellence within the sector. We accept that articulating the significance and value of collecting and stewardship in archives at this stage would be helpful and the model has been amended accordingly. The model has also been amended to ensure that it is more specifically applicable to the archives sector, and is useable for archives based outside the public sector.

¹² Response 4836077

¹³ Response 3990671

¹⁴ Response 4044361

Question 5: Please add any additional comments that you have not covered elsewhere.

40% of those responding left comments

The responses to this final question inevitably covered an extensive range of points, many of which were useful asides which allowed us to gauge further the extent to which the policy was well received in the sector. A substantial number identified areas which the responders felt were insufficiently addressed within the policy, and these included:

- ◆ Discrepancies in reading room rules throughout the country;
- ◆ Free online access to the whole collections of national institutions;
- ◆ The need for “proper statutory” services;
- ◆ The significant role which Friends groups can play for a service, and the advantages such a support group can bring to an institution;
- ◆ Further work with archives in businesses, in line with The Business Archives Strategy.

Government Response

Many of the points raised here are of interest and worthy of consideration. The recurrent points, which emerged throughout the consultation, such as more inclusion of and reference to university and higher education archives, and to preservation and conservation have been included through the redrafted policy. We have tried to ensure that the principle of this policy for publicly funded archives can be applied to the private sector. However, we have not identified any additional single issue which received sufficient broad support to warrant inclusion within the redrafting of the policy.

Appendix A: Amendments to Archives for the 21st Century

Alterations are indicated in bold.

Contents Page amended to remove references to consultation procedure.

Page 1: (Foreword)

- Para. 4
"Archives are also a major resource for academic research and publishing, which contribute significantly to the UK's international research competitiveness **across a broad range of academic disciplines.**"
- Para. 5
"**To survive for posterity, our archives must be actively collected, well cared for and readily available. This is undertaken by a network of publicly and privately funded archives, in a partnership which has endured for many years.**"
- Para. 7
"**The policy does not offer a single blueprint for service provision. However,** it is time to demand more from these valuable resources and to harness the knowledge, skills and enthusiasm of the professionals working in them.

Page 2: (Foreword)

- Para. 2
"The potential for archives to contribute even further to **democracy** and accountability, social policy, education, history and culture, is yet to be fully realised in the digital age."

Please note that there are no changes to the Foreword in the version of the policy for Wales.

Page 3: (Executive summary)

- Para. 2
"Providing a stimulating environment for individual, family and lifelong learning in formal education, **academic and** personal research and outreach activities that stimulate an interest in people, places and out shared histories and experiences.
- Para. 3
"Sourcing evidence that demonstrates the integrity and judgement of public and private decision and actions, which lasts longer and is more reliable than individual memory. **Archives thus support evidence-based policy making and accountability and have an impact on the lives of individuals in providing authentic and reliable evidence of past actions.**
- Para. 4
"Publicly funded archive services have a vital role within the communities they serve, to contribute to local democracy and accountability, social policy, education, **research**, history and culture. The variety and historical significance of the collections held in archives empower citizens to participate in deciding the shape of their community and services and to develop a deep sense of place and identity. Around 300 institutions in England and Wales actively collect archives in a variety of formats including paper and electronic documents, film or sound recordings. A large proportion of these are within local authorities and universities, forming the backbone of publicly funded archival provision. **There are also many private archives, preserving and often providing access to the records of individual businesses, families and organisations. Without the work of these public and private services, much of the nation's documentary heritage would not survive.**"

- Para. 5
"The role of archives as keepers of community memory, promoting social inclusion, and a sense of places has been reinforced and developed into widespread community outreach programmes. The Archives Awareness Campaign has raised the profile of archives nationwide. The Access to Archives (A2A) database was developed by The National Archives to widen the opportunities for online searching of catalogues for a wide range of archive collections across England. Similarly in Wales, the Archives and Record Council Wales developed Archives Wales (AW).
"Hosted by the National Library of Wales, AW provided comprehensive summaries of archive collections held across Wales. Both A2A and AW have been used extensively for personal and academic research. The higher education and specialist sectors have parallel provision of rich online descriptions, though the complementary work of the Archives Hub and AiM25"
- Footnotes have been added to give further information about the projects mentioned.

Page 4: (Executive Summary)

- Para. 1
"There has been significant investment in new archive buildings, for example, in Devon, Northumberland, Glamorgan and Norfolk, and at the universities of Manchester and York. A partnership between the University of Hull and Hull City Archives is delivering improvements in provision through a shared building project. New buildings improve the standard of care for innumerable collections and provide the facilities to enable the future development of services. They can also have a huge impact on the archive service as a whole, raising community awareness of the service and stimulating a broadening of use and collecting activity."
- Para. 2

This **policy** sets out the strategic vision for the sustainable development of a vigorous publicly funded archive sector across England and Wales. **The policy is being issued in parallel versions for England and Wales.** It replaces the government policy on archives which was issued by the Lord Chancellor in 1999 and builds on both the positive achievements around public access to information and technological developments. **It focuses on actions for publicly funded archives while acknowledging that private archives remain vital to the archival health of the nation.**
- Para. 5
"Section 3 outlines the challenges facing archive services in the delivery of their core task of preserving authentic information and helping people to access and understand the past. These include the impact that the considerable variation in size and resources between publicly funded institutions has on the consistency of service across England and Wales. The condition of some buildings that house archives can place collections at physical risk and can also place a real constraint on accepting new material or providing wider public access. The major challenge to manage digital records effectively, ensuring access now and in the longer term in a readable archive, is familiar to many organisations. The task of providing online access to catalogues is incomplete, and work to digitise collections is **as yet mostly small-scale and piecemeal. There are many changes in the way that local services are delivered, particularly in learning and culture. This has enhanced the need to create opportunities to collaborate with other archives or other **relevant partners**. Just as critical is the need to further develop clear and strong leadership within the sector at all levels."**

Page 5: (Executive Summary)

- Para. 1
"Together, bigger, better – working towards increased sustainability within the sector.
- Para. 2
"Section 5 highlights the need for concerted action by all parties connected to the archive sector to ensure a sustainable future, allowing active participation in the activities that support

a healthy and robust democracy and community. **It is vital to offer a clear sense of direction to the public sector in the current challenging economic climate, to ensure the potential of archives continues to be realised.** Implementing the principles outlined above will help to provide archive services with a firm foundation for the future and assist in raising their profile to demonstrate their value and importance within the wider community.

- Para. 3

This policy is accompanied by a report on the consultation phase which can be downloaded from www.nationalarchives.gov.uk/policy/Aft21C. Action plans for delivery of the policy England and Wales will be developed by The National Archives, the Museums, Libraries and Archives Council (MLA) and CyMAL: Museums Archives and Libraries Wales, a division of the Welsh Assembly Government.

Page 6: (1. The archives world today)

- 1.2
"This has been accompanied by a decline in the recognition of the need to link current recordkeeping **in all formats** with preserving archives.
- 1.3
"Quite often **a key communication method** for government policy or guidance is on websites, with daily or more frequent updating (for example, during an outbreak of animal disease the online guidance is updated **frequently**)."

Page 7: (1. The archives world today)

- 1.5
"Archive services, alongside their duty to preserve the record of both the past and the present, also aim to make the information in their collections discoverable, accessible and relevant to all. They enable independent and academic researchers to make optimal use of the material available, and will increasingly work in co- operative partnerships with other bodies to deliver cultural, research, education and information priorities."
- 1.6
"A large part of the nation's archival heritage is held by around 300 publicly funded archive services across the UK that collect material actively. Local authorities in England and Wales make up about half of these, and universities a further quarter, providing the backbone of the network of archival provision. National institutions (including The National Archives, the National Library of Wales and some national museums) and professional bodies have a significant role in acquiring archives. There are also a large number of mainly privately funded organisations that maintain their own records, and those of their predecessors."

Page 8: (2. Vision: the true potential of publicly funded archives)

- 2.1
"Access to publicly funded archives, and **the information** derived from them, should be available to every citizen. If the true potential of publicly funded archive services was realised, we would live in a world where:"
- 2.1.3
"People of all ages **and abilities** can explore their personal identity by finding out about aspects of the past, such as their family history, and can do so easily through access to the internet at home or even on the move. **Engaging in cross-generational learning is an enriching experience which archives are uniquely placed to support.**
- 2.1.4
"**The community are offered a range of volunteering opportunities, enriching lives and benefiting archives alike.**"
- 2.1.5
"**Public sector organisations and businesses** make better decisions because they have access to all the relevant evidence and are fully informed about lessons from the past. The economic potential of historic information to the business community is unlocked and fully exploited."
- 2.1.6
"**The value of the nation's archive heritage is unlocked, supporting the UK's internationally significant research and its intellectual and economic benefits.**"
- 2.3
"**Archives are the raw material of history, evidence of decisions made, of lives lived, of fashions, medical advancements and architectural change, as much as of wars, politics and economic expansion. Primary historical research material is critical to branches of scholarship as diverse as climatology, epidemiology, ethnography and linguistics, as well as all the various aspects of historical and socio-economic study with which it is most closely associated.**"
- 2.4
"Archives have great potential to support public policy objectives. Over recent years, **for example**, changes to local government service delivery have required archive services to think increasingly about how their activities can contribute to policy priorities and how they can articulate the contribution they are making."

Page 9: (3. Challenge: what is stopping publicly funded archives from reaching their potential?)

- 3.1
"Many publicly funded archives across the UK are delivering significant and valued services to **their community**. There is not, however, a consistent picture across England and Wales and the provision of archive services varies significantly in size, budget, facilities and local profile. Historically, the value of archives has not been recognised in the same way as museums and libraries and so they have received a lower priority within the process for setting budgets. They face complex challenges both in continuing to deliver on their core mission and in adapting to the changing requirements of service delivery and new ways of working in response to the current trends in society."
- 3.2
"Inequalities of funding¹⁵ across the sector have meant that a consistent offer is difficult to achieve and there are major disparities in the scale and quality of provision. The archive sector

¹⁵ Funding for local authority archive services varies from £2.35m to £56,000 (£4.69 to £0.21 per capita) per annum (source: CIPFA Archive Statistics 2006-7 Actuals). Of the archive services completing the self-assessment exercise in 2008, 7% of the top-scoring quartile reported having fewer than 5 staff to CIPFA in 2007-08. 71.5% of the top-scoring quartile reported over 15 staff. 68% of the lowest-scoring quartile reported fewer than five staff. None of the lowest-scoring quartile reported over 15 staff.

is characterised by a large number of small institutions with very few staff. This means that in many places important elements of archival activities, such as **active collection development, conservation, and cataloguing**, are not being carried out at an adequate level or even at all. The growing technical complexity of record keeping, and the increased range of administrative and management skills required by archival institutions, make **operational effectiveness** ever harder for small services, **some of whom also find it a struggle to release staff for the professional training that develops and maintains their skills.**"

- 3.3
"Building the capacity to improve can be a complex process for archive services. They are usually small units within parent organisations and can be missed when business and delivery priorities are set. Archive services need to actively demonstrate where they add value to policy targets both in their own right and in co-operation with other culture, learning and information partners. Although, in local government, archives are not explicitly included within local performance frameworks, there is potential for archive services to make a major contribution to overall delivery of many of the local authority priorities. **Correspondingly**, research collections make a vital contribution to universities, adding value to the university's reputation and scholarship."
- 3.5
"The universities sector is a diverse one, and the role of university archives differs according to institutional priorities. Within each autonomous university, the archive's role may be primarily to support research within the institution itself, to keep an authentic record of activity or to raise the university's profile as an institution within its local and academic community. Until the recent formation of the Higher Education Archivists Group, the university archives sector has tended to work collaboratively only on specific issues, principally in the hugely successful networking initiatives."

Page 10: (3. Challenge: what is stopping publicly funded archives from reaching their potential?)

- 3.6
"**Small services often lack ready access to expert preservation advice which can make prioritising limited resources a major hurdle.** Being located in inadequate buildings can make the optimum preservation environment difficult to achieve, especially with escalating energy costs, and may put some archive collections at risk of damage or destruction. Inadequate management of environmental risks such as temperature, humidity, pest control and danger from fire or flood contributes to the possible loss of important material."
- 3.7
"**The buildings of many archive services are simply too small and not fit for purpose. This imposes a real constraint on collection development as well as on innovative approaches to public access. The image presented to users and potential funders is not enticing and can be a barrier to new visitors.**"
- 3.8
"Active collection development, where archives staff seek out and collect significant material from individuals or key organisations, is being limited through insufficient staff capacity and/or physical storage space. Important documents are at risk of being destroyed simply because they are not being acquired by archives. **Collecting to meet changing research priorities can leave a university archive with 'orphan' collections, no longer core to their institutional aims but which nonetheless have a research value external to the university.**"
- Para. 1 (Removing the invisibility cloak – making archive material more accessible)

"The National Cataloguing Grant Scheme for Archives is an innovative five- year programme designed to reduce the volume of archive material that has not been catalogued. Catalogues provide a detailed description of each item held within archives and are a vital tool for archive users in tracing the information they need for their research. **The scheme will run from 2008 to 2012 following a successful pilot phase.** The project is funded through the generous support from **the Pilgrim Trust, the Foyle Foundation, the Wolfson Foundation, the Monument Trust, the Gladys Kriebel Delmas Foundation, the Mercers' Company Charitable Foundation, and the Goldsmiths ' Company."**

- Para. 2

"As part of the 2007 **pilot**, the *Writing Lives – archives of literary craft and kinship* project at Exeter University has already resulted in greater access for users to manuscripts, letters and much-loved poems by South West writers like Ted Hughes, Daphne du Maurier and Charles Causley, as well as the Devon poet and critic Patricia Beer. Indeed, a number of newly discovered letters from Siegfried Sassoon, found in the papers of Charles Causley, **are now available for research through this project."**

Page 11 (3. Challenge: what is stopping publicly funded archives from reaching their potential?)

- 3.11

"Dynamic leadership is needed across the archives sector to create a **more** vibrant, outward looking service that reflects and enhances the **community** it serves. **There are challenges for leadership at national, professional and institutional levels.** The small size and low profile of most archival institutions can make it challenging to attract and retain high calibre professionals with the vision, skills and energy to develop effective archive services. **All too often, archive leaders lack the skills and the status to be effective advocates for the value of their service.** Equally, in common with many other cultural organisations, there is a challenge for archive services in developing a diverse workforce that reflects the communities they serve. In Wales, archive services need to ensure that there are sufficient suitably qualified staff to deliver a fully bilingual service."

- 3.12

"Many archive services are not yet able to manage digital records and, indeed, their parent bodies often do not have active record management systems for identifying paper or digital records of long-term value and transferring them to the archives. Rapid obsolescence of hardware and software may also lead to **important** records that have been retained becoming unreadable, **and in some cases, lost. This is a threat to the effective administration and accountability of public and other bodies, and to the quality of the services they provide. Although the digital challenge is most obvious in organisations, archive services are already finding that the records of private individuals donated to them are also vulnerable to the same risks of loss. "**

- 3.13

"There is currently online access to barely 50 per cent of the descriptions of archive collections across England and Wales, and images of less than one per cent of the collections are available electronically. This means that the growing public expectation for immediate access from home cannot be fully met. Providing comprehensive access to electronic catalogues is now urgent and necessary if archives are to remain visible to a generation that increasingly seeks information online. **Making electronic descriptions available online and to international standards makes it possible to open up data to different user communities."**

- 3.14

"Building the capacity for making as much archival content as possible available digitally, via both national and local partnerships, must also be a priority. It is unrealistic to think that the cost of digitising all of the material held in archives could be justified, **and there are reasons why it would not be appropriate to digitise some types of record. However,** access to digitised images and documents plays an important role in a wide range of educational, **research,** leisure

and business purposes. **Archives need a dialogue with users over priorities for digitisation to develop a strategic approach that maximises the value of public and voluntary investment in such work.**

Page 13: (4. Response: how do we achieve the vision?)

- Para. 1 (Recommendations)
"Together, bigger, better – working towards increased sustainability."
- 4.1
"In the long term, there is significant value in moving towards a **collaborative culture** for archive services. Offering greater efficiency and effectiveness through innovative partnerships within or between funding authorities will allow scope for improvements in the quality of services provided. **Together, bigger, better is not about imposing solutions. It may operate in a variety of ways depending on the local context, and must arise out of local need and active consultation, empowering communities.** This could mean, for example, two **small** local authority services combining to provide a more effective and sustainable service on one site or for services to collaborate on the delivery of some specialist functions **while maintaining separate identities.** Cross-sector collaborations between **local authorities**, universities, NHS or other public sector partners should also be explored. **Robust joint arrangements are vital to this approach, to allow the partnership to fulfil its potential.** There are already examples where such partnerships have been developed, for example the Norfolk Record Office and the University of East Anglia **and the Hull History Centre, which is on the point of opening and will offer improved facilities for the City Archives and University Special Collections.**"
- 4.2
"New arrangements **that** draw collections, facilities and staff expertise together can offer a higher level of stewardship for archival holdings and better use of investment opportunities."
- 4.3
"The exploration of closer co-operation between archive services and **with** libraries, museums and other information services will also create exciting opportunities to develop more innovative services. **Partnerships beyond the local authority sector offer a rich variety of opportunities, such as collaborations with universities to support research and innovation; working together with the creative industries to develop new audiences for both sectors; or community archive partnerships with local authorities which can enrich outreach and audience development opportunities.**"
- 4.4
"Strengthening leadership and raising the profession's profile is necessary at both a national, **local and institutional** level. Strategic engagement **with policy- and decision- makers across both local and national government** will demonstrate the role and value of archives in the development of a robust democracy, implementation of social policies and supporting research."

Page 14: (4. Response: how do we achieve the vision?)

- 4.5
"Activities to support the development of leadership and professional skills will be promoted to create a diverse, vibrant and skilled workforce that can respond to consumers' needs in even more creative and imaginative ways. The workforce already includes many valued staff with unique skills in stewardship and record keeping. **Vital traditional interpretative skills that are valued by users and make the past come alive must be retained. The conservation skills that are key to allowing collections to survive and remain accessible must be maintained.** However, further transformation of the workforce can be taken forward: professional skills can be enhanced through higher education to reflect the sector-recognised National Occupational Standards. In addition to the traditional skills needed by archivists, training bodies must ensure that the content of their courses continues to develop in line with the requirements of the sector. Opportunities provided through continuing professional development, for archives staff

to update or add to their skills, also need to be enhanced. **Smaller services may risk find themselves ever more stretched as the challenges grow, unless they can collaborate with other services to gain the necessary support.**"

Page 15: (4. Response: how do we achieve the vision?)

- 4.8
"Providing comprehensive online access to archive information is a necessary response to the increasing proportion of archives users who now expect resources to be available online at a time and place that suits them. **As users increasingly operate in an online environment, it is ever more vital to capture the volume and value of online use. There are many archives of international significance in England and Wales, and provision of online access to information allows this to be highlighted, with benefits to the knowledge economy and our international research profile. In addition, public authorities, including publicly funded archive services, have a range of statutory responsibilities including a Disability Equality Duty to promote equality of opportunity for disabled people, and to take steps to meet disabled people's needs: digital technology, if used effectively, can also help the archives sector meet their statutory duties by making archive materials more accessible to disabled people.**"
- 4.9
"By harnessing partnerships with the private sector and charitable trusts, the co-ordination of large-scale opportunities across England and Wales to develop such services can be maximised. This can include the conversion of paper catalogues **into online resources** and digitisation of selected archival content."
- 4.11
"Volunteering in archives already brings great benefits to the sector and to participants, and this key aspect should continue to grow and be strengthened. Volunteers can undertake detailed description work which many archives cannot resource from their core budgets, but which opens up collections to new users. Preservation work, particularly tasks such as repackaging and flattening of documents, has led to the development of active volunteer communities in many archives, and to the better care of the collections. Volunteering in archives has also proved its value in supporting return to work initiatives for the long-term sick or unemployed."

Page 16: (4. Response: how do we achieve the vision?)

- 4.12
"Where archives are positioned within their parent organisation may have a significant impact on the ease with which they can form partnerships for service delivery. In reviewing organisational structures, there is a need to consider both the desirability of partnerships with other cultural providers and the importance of the role the archive service plays in information management within the parent organisation. **Direct involvement in the decision-making process is key to ensuring the informational and cultural value of archives is realised to the full.**"
- 4.13
"Collaborative arrangements have the potential to enhance the status and role of archives within communities, providing social benefits and opening up new ways in which the resources of archives are made available. **Innovations in areas such as network provision and digital preservation will be greatly enhanced by sustained partnerships between archive services.**"

- 4.15
 "Recent education initiatives in both England and Wales have highlighted opportunities for archive services to participate in innovative learning experiences in schools and for lifelong learning. By harnessing the diverse resources within archives, as well as libraries and museums, archive services can respond to the requirements of the **National Curriculum*** in new and exciting ways. Strengthening the links between education services and archives can maximise learning opportunities and unlock the rich potential in our archives. Archive services should develop work with after-school clubs and specific student groups on curriculum-based projects. These partnerships could make better use of shared exhibition and display spaces, and open up meeting rooms and community spaces for education use."
 * Please note that in the Wales version, National Curriculum reads Curriculum Cymreig.

Page 17 (Model for excellence for publicly funded archive services)

- Ensure the sustainability of services by balancing resources across their responsibilities and placing continuous improvement and **value for money** at the heart of all activities.
- **Offer high levels of stewardship to their unique collections and work towards meeting relevant national and international standards for preservation and description**
- **Collect actively to fulfil their collecting remit within the national network of archives, to ensure the survival and authenticity of key collections which make up the nation's unique documentary heritage.**
- Provide **places for people to visit and use that are accessible, fit for purpose, attractive and enjoyable.**

Page 18 (5. Action: what needs to be done)

- 5.1
 "In the current challenging economic climate, it is more important than ever that archive services demonstrate the impact and value of what they do and have a clear sense of direction and purpose."
- 5.2
 "To ensure a sustainable future for archives, concerted action is required from all parties across the archive sector. The National Archives will be working with both the Museums, Libraries and Archives Council (MLA) and CyMAL: Museums Archives and Libraries Wales, a division of the Welsh Assembly Government, to develop strategic leadership for the archive sector. These bodies can broker greater understanding of the value and need for archives, both for maintaining a record of public life and for their wider contribution to the community.
- 5.3
 "*Archives for the 21st Century* will be accompanied by two action plans, one for England and one for Wales, to demonstrate how The National Archives, MLA and CyMAL will provide clear leadership and action in taking forward this policy. The National Archives, MLA and CyMAL will monitor progress in the implementation of the English and Welsh action plans."
- 5.4
 "The National Archives is well placed to lead on negotiating national deals for projects across the sector, such as the digitisation of catalogues and archival content. Such projects can benefit individual archive services, **delivering large quantities of content online** and **offering** limited income streams."
- 5.6
 "For publicly funded archive services and their parent organisations, this policy provides an opportunity to identify where archives can contribute to organisational objectives such as delivering public policy goals. These may particularly include community engagement, **well-being**, education, research, **lifelong learning** and local regeneration and growth. It also addresses the challenges limiting this contribution at present. Implementing incremental change within

existing resources and exploiting the opportunities created through reviewing priorities as part of the regular business planning process make it possible to build major improvement into the delivery of archive services and the wider organisation.”

Pages 23 – 26 of the document have been deleted, as they no longer have significance after the close of the consultation.

Please note that in the version of the policy for Wales, the case studies remain the same as the original version.

Appendix B:

Responses were received by the following companies, groups and organisations.

* indicates that the response was incomplete when received

† indicates that the response was received in the medium of Welsh.

*†	Glyn Parry	Llyfrgell Genedlaethol Cymru
	René Kinzett	All Party Parliamentary Group on Archives
	Anthony Kirby	Anglia Ruskin University
	Avril Rolph	Archif Menywod Cymru / Women's Archive of Wales
	Kim Collis	Archives & Records Council Wales
	Dr. Stephen Bury	ARLIS UK national co-ordination committee
	Bruce Jackson	Association of Chief Archivists in Local Government
	Chris Beney	British Association of Decorative and Folk Arts
	Pamela Birch	Bedfordshire & Luton Archives Service
	Simon McKeon	Bexley Local Studies & Archive Centre
*	John Sharp	Birmingham Archdiocesan Archives
	Paul Hemmings	Birmingham City Council
	Philippa Sterlini	Book & Paper Conservation Studio, The University of Dundee
		British Association for Local History
	Frances Harris	British Library
	M.V. Roberts	British Records Association
	Joanne Fitton	Bury Archives Service
	Mike Anson	Business Archives Council
	Catherine Hall	Cambridge University Library
	Christine May	Cambridgeshire Archives and Local Studies, Cambridgeshire County Council
	Robert Chell	Cardiff City Council
	Roger Bettridge	Centre for Buckinghamshire Studies
	Jonathan Pepler	Cheshire Shared Services (Cheshire East, Cheshire West and Chester Borough Councils)
	Guy Daines	CILIP
	Helen Pye-Smith	CILIP's Local Studies Group
	Jane Glaister	City of Bradford Metropolitan District Council
*	Emma Rouse	Cranborne Chase and West Wiltshire Downs Area of Outstanding Natural Beauty
	Anne Rowe	Cumbria County Council
	Leona White	Darlington Railway Museum
	Walter Fleet	Dartmouth History Research Group
	Jayne Waring	Darwen Local History Society
		Derbyshire County Council
	Roger Croad	Devon County Council
	William Kilbride	Digital Preservation Coalition
	Rob Petre	Dorchester College, Oxford
		Dorset History Centre
	Kate Thompson	Downing College Cambridge
	Gillian Roberts	Dudley MBC
		Directorate of Adult and Community Housing, Dudley Metropolitan Borough Council
	Sarah Halliday	Durham County Council
	Dr. Sheila Hingley	Durham University Library
	Susan Flood	East of England Regional Archives Council
	Andrew Ogden	East Sussex County Council
*	Keri A. Myers	English Folk Dance and Song Society
	Mike Evans	English Heritage, National Monuments Record
*	John Marjoram	Federation Of Museums and Art Galleries of Wales
	Roger Lewry	Federation of Family History Societies
	Marion Hewitt	Film Archive Forum UK
	Claire Harrington	Flintshire Record Office
	John Thorley	Friends of Cumbria Archive Service
	Margaret Statham	Friends of Suffolk Record Office
	Heather Forbes	Gloucestershire Archives
	Mary Ross	Greenwich Heritage Centre
	Cynthia Daniels	Hackney Borough Council
	Eleanor Roberts	Halle Concerts Society
	John Isherwood	Hampshire Archives Trust
	Janet Smith	Hampshire County Council
	Alan House	Hampshire Fire and Rescue Service Heritage and Archives Collection
	Fiona Talbott	Heritage Lottery Fund

	Dr. Jill Barber	Hertfordshire County Council
	Martin Taylor	Hull City Archives
	Peter Williams	Information World Review
	Tim Howard	Institute for Archaeologists
*	Heidi Mirza	Institute of Education, University of London
	James Caird	Institute of Historic Building Conservation
	Sue Sparks	KCC Libraries & Archives
	Cath Anley	Kent County Council
		King's College London
	Katie Giles	Kingston University
	Bruce Jackson	Lancashire County Council
	Margaret Coutts	Leeds University Library
	Heather Broughton	Leicestershire County Council
	Lynn Hodgkins	Libraries and Information East Midlands
	Bryony Taylor	Lifelong Learning UK
	Eddy Poll	Lincolnshire County Council
	Ruth Hobbins	Liverpool City Council
	Emily Burningham	Liverpool John Moores University
	Robert Howard	Local History Online
	Yasmine Webb	London Borough of Barnet
	Lisa Gigg	London Borough of Bromley
	Mark Aston	London Borough of Islington
	Len Reilly	London Borough of Lambeth
	Kate Harris	Longleat Enterprises
	Lale Ozdemir	Lord Chancellor's Advisory Council
*	Robin Darwall-Smith	Magdalen College, Oxford
	Nicky Parker	Manchester City Council
	Christine Joy	Manchester High School for Girls
	Dorothy Johnston	Manuscripts & Special Collections, The University of Nottingham Library
	Alison Cable	Medway council
	Barry Morgan	Mid & West Wales Business Centre, NHS Wales
	Shane Dowler	Milton Keynes Council
	Helen Bowlt	Milton Keynes Library
	Julia Brettell	MLA/V&A Purchase Grant Fund
	Jan Hicks	Museum of Science & Industry
	Nigel Sadler	Museums Association of the Caribbean
	Sally McInnes	National Library of Wales
	Eleanor Gawne	National Maritime Museum
	Tim Procter	National Railway Museum
	Polly Parry	Natural History Museum
	Wayne Connolly	Newcastle University
	Clare Griffiths	Newcastle-under-Lyme Borough Council
	John Alban	Norfolk Record Office
	Marion Hewitt	North West Film Archive, Manchester Metropolitan University
	Bruce Jackson	North Western Regional Archives Council
	Keith Sweetmore	North Yorkshire County Council
	Marguerite Gracey	Northumberland County Council
	Professor Jane Core	Northumbria University
	Mark Dorrington	Nottinghamshire County Council and Nottingham City Council
	Carl Boardman	Oxfordshire History Services
	ADr.ian Brown	Parliamentary Archives
	Claire Orr Pembrokeshire	County Council
*	Alasdair MacNaughtan	Plymouth Library Services
	Aileen McClintock	Public Record Office of Northern Ireland
	Jonathan Pepler	Railway Heritage Committee
	Clive Field	Religious Archives Group
	Tony Howe	RESCUE: The British Archaeological Trust
	Mike Mertens	Research Libraries UK
	Elenore Fisher	Rotherham MBC: Archives & Local Studies Service
*	Lucy Reid	Royal College of Obstetricians and Gynaecologists
	Hilary Malaws	Royal Commission on the Ancient and Historical Monuments of Wales
	Vicky Holmes	Royal Holloway University of London Archives
	Nikki Grange	Rugby Borough Council
*	Robin Culpin	Salford City Council
	Toby Bainton	SCONUL

Helen Brazier	Share the Vision
Peter Evans	Sheffield City Council: Libraries Archives and Information Sheffield Hallam University
Mary McKenzie	Shropshire Archives, Shropshire County Council
Maria Balermpla	Skillset
Dr. Abigail Woods	Society for the Social History of Medicine.
Karen Robson	Society of Archivists: South Eastern Region
Ruth Vyse	Society of Archivists: West Midlands Region
Janet Tall	Somerset Heritage Service
* Paula Biagioni	South Lanarkshire Council
* Sue Hogg	South Pennine Packhorse Trails Trust
* Melanie Wood	Special Collections, Robinson Library, Newcastle University
Thea Randall	Staffordshire & Stoke-on-Trent Archive Service
Steve Kirby	Steve Kirby
Kate Chantry	Suffolk County Council Tameside Local Studies and Archives
Lidia Bravo Galvan	Tate
Helen Kendall	Teesside Archives
Jane Stevenson	The Archives Hub
Stephanie Patterson	The Audit Commission
Jana Bennett	The BBC
Chris Webb	The Borthwick Institute
Prof. John W. Young	The British International History Group
* Manuscripts	The British Library
Margaret Makepeace	The British Library: Asia, Pacific and Africa Collections
John Marjoram	The Federation of Museums and Art Galleries of Wales
Pamela Combes	The Friends of East Sussex Record Office
Chloe Veale	The History of Advertising Trust Archive
* John Hodgson	The John Rylands University Library, The University of Manchester
Erika Kluge	The National Trust in Wales/Yr Ymddiriedolaeth Genedlaethol
Dr. Robin Darwall-Smith	The Oxford Archives Consortium
Mairi MacDonald	The Shakespeare Birthplace Trust
Peter Emmerson	The Society of Archivists
Alison Cullingford	The University of Bradford
Melissa Adey	The University of Hull
Ian Johnston	The University of Salford
Jane Arthur	The West Midlands Policy Forum in association with the Marches Curators Group
Carol Mounsey	This is your Family
Stephen Thompson	Trinity College UK Data Archive
* Margaret Thompson	United Reformed Church History Society
Catherine Hall	University of Cambridge's Museums
Maureen Galbraith	University of Glasgow
Louise Jones	University of Leicester
Ann Tate	University of Northampton
Jacky Hodgson	University of Sheffield Library & University of Sheffield Records Management Service
C M Woolgar	University of Southampton
Sarah Mahurter	University of the Arts London
Kitty Inglis	University of Sussex
* James Burton	Uttlesford District Council
Kate Taylor	Wakefield Historical Society
Caroline Sampson	Warwickshire County Council
Stuart Wilkinson	Wessex Archaeology
Sue Davies	Wessex Archaeology
Mary McKenzie	West Midlands Regional Archive Forum
Deborah Urquhart	West Sussex County Council
Cate Walker	West Yorkshire Joint Service, in association with Leeds City Council
John Sargent	Westminster City Council
Alex Miller	Wigan Archives Service, Wigan Heritage Service, WLCT
Claire Skinner	Wiltshire & Swindon History Centre
William Meredith	Wirral Archives Service
Elaine Cooper	Worcestershire Record Office
Hazel Hawarden	Wrexham County Borough Council
Helen Westmancoat	York St John University

Responses were received from the following individuals:

	Anonymous x3		
	Richard Adam		Mary Bryant
	Valerie Adams		Sarah Bucks
	Lady Elizabeth Akenhead	*	John Buekett
	Dr. N.W. Alcock		Jennifer F. Bullimore
	R. Alexander		Jenny Bunn
	Vicky Allen		Julian Burdett
*	Ian G. AnDr.ews		Judy Burg
*	Denis Anstey		Rosemary Burgess
	Prof. Kevin Aquilina		M. Burgoyne
	Jean Archdeacon		Bill Burns
	Pamela Arnfield		David Burrage
	Stanley J. Arnold		Jean Bye
	Jill Austen		Stephen Carlill
	Susan Awcock		Paul Catcheside
	Mark Baker		Susan Caton
*	Vivien Baker		Karen Cawthra
	Mrs Jane Bale		Hilary Chambers
	Judith Ballard		Elizabeth Chapman
	Peter Barber		Jackie Chappell
	Chris Barford		Emer Ní Cheallaigh
	Jonathan P. Barker		Michael Chopin
*	Mr. S.J. Barnett	*	Stephen Church
	Rhoda Barnett	*	Christine Churches
	Anne Barrett	*	C.M. Clark
	David Barton	*	Peter Clark
	Ken Baxter		Brian Clegg
	S Beer		Michael A.T. Coles
	W. T. Beer		Margarita Collie
	Simon Belcher		M.W. Colling
*†	Stephen Benham		Dr. Rod Conlon
	Ann Bennett		Michael Cook
	Carol Birchall-Hunt		Michael Cook
*	James Bishop		Delyth Copp
*	AnDr.ew Blake	*	Ruth Costello
	Angela Blaydon		Julie Craven
	Charmaine Bleakley		Margaret Crockett
	Lyn Boothman		Phil Crockford
	David Boulthwood		Lucinda Crook
	Tom Bourne		Jamie Cross
	Rachel Elizabeth Bowen		Alison Cullingford
*	Kayvon Boyhan		Mrs J. Curwen
	Dr. Daniel Branch		Steve Cutler
	Michael Brash		Dr. Ron Davie
	A.M. Breen		Alison Davies
	Alyson Breuer		John Davies
	Dr. Janice Bridger	†	John Davies
*	Dr. C. Stephen Briggs	*	Mrs Eileen Davies
	Ann Brock		Neil Davies
	Alan Brockbank		Steven Davies
*	Gaynor Brockbank		Richard Davis
*	Peter Brook		Jan Dent
	Denise Brooks		Prof. Harry T. Dickinson
	Caroline Brown	*	Margaret Dickson
	Jaki Brown	*	Jean Doe
	Malcolm Brown		Emma Donaldson
	Elizabeth Bruce		Sue Donnelly
			Vanderlei B. dos Santos
		*	Andrew Douglas
			Dr. Jonathan Durrant
			Ernest Edwards
			Stephen Elliott
			Mrs Avril Emery
		*	Elizabeth Ennion-Smith
			Dr. Margaret Escott
			Alexandra Eveleigh
			Phillipa Fallowfield
			Linda Farmer
			Christine Fauch
			Brigid Fice
			Clive Field
		*	Mrs Eileen Fielder
			Dr. Greg Finch
		*	Kellie Finch
		*	Elenore Fisher
			Helen Fisher
		*	Carole FitzGerald
			Walter Fleet
			Peter Foden
			Colin Forrestal
			Stephen Forshaw
		*	Julie Fortune
			Dr. Andrew Foster
			Hazel Foster
			Eric R. Foulkes
			Giselle Frank
			Colin Gale
			Suzanne Gallop
			Ann Garfield
		*	Margaret Gaulton
		*	Cathy Gilbert
		*	Aidan Goodall
			David Govier
		*	Teresa Graham
			Joanna Grant
			Philip Grant
			Alec Graves
			Hannah Green
			Stephen Green
			Lisa Greenhalgh
			Jennifer Gregory
			Sue Gregory
			David Griffiths
			Peter Grosch
			Kristina Guiguet
			Peter Hale
			Graham Hall
			David Hamilton
			Ian Hancock
			Anthea Harris
			Rosemary Harris
			Carol Harrison
			Kate Hart

Karen Haseldine		Neasa Lawless		Elizabeth Oxborrow-Cowan
Christine Hasman		Paul Leaver		Anne Page
Anne Hawkins	*	Karen Lee		Michael Page
Brenda Hawkins		Terence Lee		Andre Palfrey-Martin
Margaret Hawkins		Shirley Levon	*	Derek Palgrave
Margaret Hawthorn		Jacquie Liddiard		Rico Paris
* John C.Hay		Katy Lithgow		Margaret Partridge
Rosemary Hayes		* Rita Little		* Tina Partsi
* Dr. Kenneth S. Heard		* Jo Livingston		Steven Pass
Denis Heathcote		* Arthur Long		Mark Pearsall
John Hebden		Maggie Loughran		Colin Pendleton
Sharyn Hedge		Tracey Loughran		Lesley Phillips
Anne Hellinger		Joanna Loxton		Pat Phillips
Carol Hepburn		Mairi Macdonald		Estella Pickering
Amanda Hill		Mrs K. Mackay		Cedric Douglas Playford
Alex Hodge		Michael Mackett		C. Pomery
* Charlotte Hodgson		Ruth MacLeod		Chris Pond
Rosemary Hoffman		David Mander OBE		* John Ponting
Susan Mary Hogg		Laurence Mann		* Susan Potter
* Mrs Joan Holland		Mrs Rosemary Marks		Richard Povey
* Paul Holland		Esther Marsh		* David Powell
Clive Holton		* Sara Marsh		* Lucy Powell
* Lynda Hooper		Patricia Marshall		Tim Powell
Robert Hordern		* Rose Matthews		* Maureen Pratt
Caroline Horne		Phil Maud		* Glyn Purvis-McGinn
* Mr G. Hougham		Alan May		John Putley
Drew Howson		Jade McClelland		Anne Ramon
* Brian Hudson		Darren McFadden		Richard Ratcliffe
* L.C. Hudson		Joe McGonagle		Louise Ray
* Mick Huggett		David McMahan		Mrs D. B. Rayner
G Hyde-Blake		* Philip E. McManus		* Liz Redfern
Gill Hyder		Stuart Mendelsohn		* Catrin Rees
John Isherwood		Charles Messenger		Teresa Reilly
* A Jackson		Didy Metcalf		Rosemary Reynolds
* Dianne Jackson		* John W. Mills		R.E. Richardson
Hugh Jaques		Bob Milton		Anna Riggs
Sadie Jarrett		Andrew Minting		Helen Roberts
Rosemary Jarvis		* Mr Timothy Mitchell		Laura Robertson
Ailsa Jenkins		* Tarja Moles		David Robins
K Johnston		* Ralph Montagu		Graeme Ronaldson
Sam Johnston		Antonia Moon		Maxine Rose
Aled L. Jones		Janet Morris		* Geoffrey Roughley
Bernadette Keefe		K Morris		C.A. Rowntree
Jan Keightley		Mrs G Morris		Gill Runkee
Tina Kelly		Julia Mosman		Lucy Rutherford
Tony Kelly		Kevin John Mothers		Anne Samson
Gordon Kent		Brenda Mullen		Barbara Sanders
Jane Kimber		* Barbara Murphy-Bridge		Damien Sanders
Joan King		* Joy Nelson		* Chris Saunders
Kiara King		Gill Nichols		* Adam Schofield
Rene Kinzett		Martin Nightingale		Lorraine Screene
* Amélie Kirchgaessner		Katie Norgrove		Mark Sealey
Mrs J Kirk		Sarah Norman		Jenny Sharp
Lilian Knightley		* Annette Oakley		Maria Sienkiewicz
* Theo Kuechel		Michael Occleshaw		J. Simkins
Peter Lack		Stephen O'Grady		Dr. Robin Simmonds
* Barry Lane		Arike Oke		Andrew Simpson
Chris Latimer		* Brenda O'Riordan		* Brenda Skinner

	Sue Slack		Sue Webb
*	John Sly	*	Anthony Weston
*	Miss Marilyn Smee		Bill Wexler
	Clive Smith		B.M. White
	John Smith		Dr. Susan Whyman
*	John Smith		M. Sarah Wickham
	Leilani Smith		Zoe Wilcox
	Mr Kim P. Smith	*	Mr Brian S. Wilkinson
	Patricia L. Smith		Tracy Wilkinson
	Sandra J. Smith		John Charles Wilks
	W. Anne Smith	*	Ann Williams
	Susan Sneddon		Joanne Williams
	Fleur Soper	*	Stephanie Williams
	Alison Southern	*	Dr. Frances Willmoth
	Phillip Speer		Susan Wilson
*	Malcolm Springett		John Alexander Wintrip
*	Allen Squires	*	Nicola Wood
	Paul Staniforth		Peter D. Wood
	Adrian Steel		Stephanie Wood
	Margaret Steenvoorde		Ann Woolf
	Bill Stocking		Sue Woolgar
*	Vicky Stretch		Benjamin Woolley
	Emma Stringer		Tom Wright
	Hazel Stringer		John Yarnall
	Henry Sullivan	*	Anthony Young
	Ann Swabey		
	Jacqueline Sweet		.
*	Mr Gerard Joseph Talbot		
	Mrs Maxine Tallon		
	Andrea Tanner		
	Joanne Taylor		
	Richard Taylor		
	Abigail Thomas		
	Dick Thomas		
	Helen Thomas		
	Kate Thompson		
*	Dominic Thornton		
	Robert Tinson		
*	Mrs Mithra Tonking		
	Richard Totty		
	Christie Trapp		
*	Mrs Samantha Tucker		
*	Alan Tuckwell		
	Mitzi Tyler		
	J Tysoe		
	Carole Vainio		
	Stephen Van Dulken		
	Ken Vogwill		
	Keir Waddington		
	Dr. P.D. Wadey		
	Mike Wadlow		
	Leslie Walker		
	Graham Ward		
	Janet Waterhouse		
*	Brian Waters		
	Deborah Watson		
	Isobel Watson		
	Nicholas Webb		

Appendix C:

Archives for the 21st Century

Consultation questionnaire for Archives for the 21st Century

Thank you for your interest in the consultation exercise on the proposed new policy for archives, your contribution is important to us. All replies will be given careful consideration and a summary will be provided in a consultation report published on The National Archives website.

The National Archives is committed to the responsible handling of personal information in accordance with our Information Charter. More information about how we will use your information can be found on the consultation website.

This questionnaire has **five questions** and will be available on this website from **06/05/09** to **12/08/09**. If you would prefer to send your comments by post or by email, please write to:

Jessamy Sykes
c/o The National Archives
Kew
Surrey
TW9 4DU

Fax: +44(0)20 8487 1970

Email: archivesconsultation@nationalarchives.gov.uk

To respond to the questionnaire electronically please visit
www.nationalarchives.gov.uk/archivesconsultation .

About you

Name:

Are you responding on behalf of:

- Company
- Organisation / group
- Personal

Postal Address:

Email address:

Archives for the 21st Century

1. Do you think a policy to set the strategic direction for the archives sector is needed at this time?

Yes / No / Don't Know / No opinion

2. Does the document identify the right challenges and obstacles currently being faced by the sector?

Yes / No / Don't Know / No opinion

Comments:

3. Do the recommendations (listed below) provide an appropriate direction for addressing the identified challenges?

- a. In the longer term, there is significant value in moving towards fewer, bigger, better archive services for a more sustainable future.

Yes / No / Don't Know / No opinion

Comments:

- b. Strengthened leadership and responsive skilled workforce is necessary to raise the profession's profile at both a national and local level.

Yes / No / Don't Know / No opinion

Comments:

- c. **Developing a co-ordinated response to managing digital information and for continued access in the future.**

Yes / No / Don't Know / No opinion

Comments:

- d. **Ensuring that there is comprehensive online access to archive catalogues and content.**

Yes / No / Don't Know / No opinion

Comments:

- e. **Developing active participation in partnerships with other cultural and learning services.**

Yes / No / Don't Know / No opinion

Comments

- 4. **Do you agree with the model of excellence for a publicly funded archive service outlined in the policy (page 16)?**

Yes / No / Don't Know / No opinion

Comments:

- 5. **Please add any additional comments that you have not covered elsewhere:**