

BROADSHEET

Queen Elizabeth 2



WELCOME

number 38

As yesterday was too hot to write this and today thunder is booming into a jet black sky, it can only mean that the glorious Scottish summer is well underway. So with cagoule and sun cream to hand, we are delighted to present our latest issue.

Mention of the European referendum seems unavoidable, and while it will inevitably raise many questions for the sector, not least for data protection, copyright, and funding streams, we will cover these in more detail in the coming months and years, as solutions and plans become clearer. For now, we include two articles detailing the latest Scottish inscriptions to UNESCO registers – a timely reminder of the international significance of Scotland's collections and relationship to the wider world.

This issue we are also featuring articles from across the sector, including exciting news for business archives and an insight into the magnificent world of heraldry with the Lord Lyon King of Arms.

CALL FOR PAPERS

As well as receiving your feedback, we are also always on the look out for contributions for future issues. If you have been working on a project that you would like featured, accessioned something unusual, or discovered anything interesting in your collections, we would love to hear from you.

We hope you all have a good holiday and enjoy what is left of the summer!

The Editorial Team
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COVER IMAGE

The image used on the birthday card of the Queen as she celebrates her 90th birthday, prepared by the National Records of Scotland for the First Minister.

The photo was taken on the after deck of the luxury cruise liner Queen Elizabeth the Second or, as it was popularly known, the QE2. The QE2 was built at John Brown & Company's shipyard in Clydebank.

The records of the company were saved for the nation by the National Records of Scotland in partnership with the City of Glasgow, Clydebank Town Council, and Dumbarton County Council.

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ELOQUENT WAX

NEW PERSPECTIVES ON SEALS

Most archives have some seals in their collections, whether medieval to modern wax seals, lead bulla or 19th century seal casts, but how often do we actually take time to examine them in detail and think about the messages they convey about the individuals using them or how they might have been used?

A recent international conference, *Seals and Status 800-1700*, held at the British Museum in London, showed that we are entering an exciting new phase in sigillography. This was the third in a series of seal conferences: the first in 2006, also at the British Museum, focussed on *Image and authority in medieval seals*; the second, at the University of Aberystwyth in 2012, resulted in the setting up of a new on-line international network and forum for seal studies, *Sigillvm*, as well as a book of collected papers from the conference *Seals and their Context in the Middle Ages*, edited by Philip Schofield (2015).

While it has long been recognised that as well as a means of authentication, seals have much to tell us about past societies, heraldry, arms and armour, art, architecture and costume, research is now moving beyond mere description of the seals themselves to looking at how they were used, and beyond the study of seals of monarchy, government and the elite to those of lower classes of society and other groups which have received less attention, for example women and towns.

The papers at the conference ranged across the social hierarchy from the seals of English medieval queens, the republican Great Seal in England, 1649-60, seals of the Byzantine judiciary to English and Welsh seals of non-noble families in the Middle Ages. They considered Anglo-Saxon seal matrices, female Swedish seals in the late Middle Ages, pilgrimage seals in the Crusader kingdoms, and makers of seal matrices in 16th century Brussels.

The papers touched on the emergence of seals as a sign of social anxiety or insecurity about one's status, about the use of different colours of wax (resulting in a debate over which was the more prestigious colour: red or green), and the significance of the size and shape of the seal, including its thickness and the depth of the relief, how these changed over time and what might be inferred from these changes. We heard about the use of papal bulla as amulets or talismans, the lead bulla being pierced to be strung on a cord round the neck, examples of which survive in medieval burials.

And seals are not only made of wax. From Mei Xin Wang, of the British Museum, we learned that in China up until the 6th century, seals were impressed on clay, while later ones were impressed on paper in ink, very much part of the calligraphic tradition and a scholarly art form. The same notions of authentication, ownership and authority applied to the Chinese seals but with the

difference that each owner would apply their seal to an art work as a sign of their taste and connoisseurship as well as of their ownership.

At the close of the conference, Prof Paul Harvey, author of *A Guide to British Medieval Seals*, commented that such a wide ranging conference could not have been held 15 years ago. Many of the advances in research are due to recent digital developments. The digital camera has been the friend of the sigillographer by facilitating online comparison of images, for example, the 17,000 Byzantine seals made available by *Dumbarton Oaks*.

One of the most interesting and cutting-edge projects flagged up at the conference was *Imprint*, based at the University of Lincoln, which will investigate finger and palm prints left accidentally or intentionally on medieval seals and parchment. Heading the research are Professor Philippa Hoskins and Dr Elizabeth New, working alongside professional forensic scientists who will be using the project to investigate the uniqueness of fingerprints and the long term survival of prints on skin. As well as hoping to reveal more about social structures, networks of authority, bureaucracies and protocols behind authentication, the project also aspires to be able to solve medieval crimes, such as forgeries.

In all this resurgence of research on seals, Scottish seals have received less attention, so time to have a closer look at those seals in your collections!

Alison Rosie
Registrar, National Register of Archives for Scotland



Business archives are not just about the past: they contribute to a nation's understanding of itself and where it came from, but they also inspire innovation today which will have an impact on the future ... in the coming years we shall see the creation of fruitful partnerships between archivists, businesses, historians, museum curators and communities, encouraging research into our rich business heritage.

The Scottish Business History Network was formally launched at a reception at Lloyds Banking Group's Museum on the Mound in Edinburgh on 11 February 2016. Unable to attend the launch, Fiona Hyslop, the Cabinet Secretary for Culture, Europe and External Affairs provided this statement of support for the network:

"Business archives are not just about the past: they contribute to a nation's understanding of itself and where it came from, but they also inspire innovation today which will have an impact on the future. I am always impressed by the enthusiasm of those working in the archive sector and their commitment to raising awareness of the value of archives for our society. I am sure this drive and determination will ensure the success of the Scottish Business History Network and that in the coming years we shall see the creation of fruitful partnerships between archivists, businesses, historians, museum curators and communities, encouraging research into our rich business heritage."

The Scottish Business History Network continues the advocacy and outreach work begun by the five-year National Strategy for Business Archives in Scotland. As 2016 marks the completion of the strategy, the network has been established to ensure that the work the Strategy had begun would continue and evolve. The aim of the new Network is to connect all those with an interest in Scottish business history and business archives in a way which develops

communication, partnerships and networks, increases awareness and access and provides leadership, education and training.

The Network will provide news and guidance to all and an e-newsletter and discussion list will be available to members. The Network will also organise outreach activities, training events and projects related to the care and use of business archive collections.

Membership is free and open to anyone with an interest in business archives and business history in Scotland and beyond, both individuals and institutions. Members are expected to include professional archivists; unqualified personnel responsible for the archives of small businesses; local community groups involved in industrial heritage sites; product enthusiasts; business, economic and social historians; museum curators; and industrial archaeologists.

Anyone with an interest in Scottish business history and archives is encouraged to join the Network and to help shape its agenda and activities by articulating what they would like it to offer and achieve. The Network's website can be found at www.SBHNetwork.co.uk and you can follow us on Twitter @SBHNetwork.

Kiara King
Scottish Business History Network



National Treasure Granted UNESCO Honour

The Declaration of Arbroath, perhaps the most famous document in Scottish history, has been inscribed in UNESCO's UK 'Memory of the World' register.

The Declaration was a letter from the Scottish barons and nobles to the Pope, dated 6 April 1320, during the wars of independence. The Declaration contains an early statement of limits on the king's sovereignty. Those appending their seals (many of which are lost) pledged their allegiance to Robert I the Bruce King of Scots, and their resistance to English rule:

"As long as but a hundred of us remain alive, never will we on any conditions be brought under English rule. It is in truth not for glory, nor riches, nor honours, that we are fighting, but for freedom - for that alone, which no honest man gives up but with life itself."

The fragile original document is nearly 700 years old and kept in special storage by National Records of Scotland. Tim Ellis, Keeper of the Records of Scotland, said: "We're proud to hold it in our collections and to work to preserve it for future generations."

The special status granted by the UN body was welcomed by Elizabeth Oxborrow-Cowan, Chair of the UK Committee of the Memory of the World Programme: "This famous document rightly deserves the accolade of outstanding significance to the UK. It is a wonderful example of our remarkable documentary heritage both in Scotland and across the UK."

Fiona Hyslop, Cabinet Secretary for Culture, Tourism and External Affairs in the Scottish Government said: "The Declaration of Arbroath is a hugely significant document in Scotland's history and I welcome its inclusion in UNESCO's register. Almost seven hundred years after the Declaration was drafted, it is fitting that it has been globally recognised."

Find out more about the Declaration of Arbroath on the NRS [website](#)

Tristram Clarke
Public Services, National Records of Scotland



Elizabeth Oxborrow-Cowan presents the certificate of inscription to Fiona Hyslop at NRS, 5 July 2016



The Declaration of Arbroath

A Global First for National Library of Scotland

The National Library of Scotland has become one of a select group of institutions to have an item from its collections added to a register that recognises documentary heritage of global significance.

The handwritten diary of Field Marshal Douglas Haig who commanded British forces for most of the First World War has been added to the international register of the Memory of the World Programme. This programme was set up to promote the importance of documentary heritage and is run by the United Nations Educational, Scientific and Cultural Organization (UNESCO).

As Commander-in-Chief of the British Expeditionary Force, Haig commanded the largest British Army ever assembled. He wrote a daily diary entry throughout the war which records events during key battles, such as the Somme and Passchendaele.

The diary is vital to understanding some of the key decisions taken during the war. It offers a unique insight into both the conduct of the war and one of the most controversial generals in the British army's entire history. It is part of a wider collection of Haig's personal papers at the National Library of Scotland.

A number of items from the Library's collections including maps from cartographer Timothy Pont and books from Scotland's first printers Walter Chepman and Andrew Myllar already appear on the UK register. This is the first time that a collection item from a Scottish heritage organisation has appeared on the international register.

It joins other new additions which include the papers of Winston Churchill, the archives of the mountaineer Sir Edmund Hillary and the biologist Louis Pasteur, the world's first ever sound recordings made in the mid 19th century and the Derveni Papyrus which is described as the oldest 'book' of Europe.

"The recognition by UNESCO of the Haig Diary as having outstanding international significance is to be celebrated," said Elizabeth Oxborrow-Cowan, Chair of the Memory of the World UK Committee. "This is a double celebration because it is the first time that material held by a Scottish institution has been awarded this much sought-after international accolade. I congratulate the National Library of Scotland

on this achievement and I hope it will encourage people to explore the wonderful documentary collections held across Scotland and the UK."

The announcement was made at an event in Cardiff where the contribution of UK libraries, museums and archives was recognised in the latest Memory of the World awards.

Scotland's National Librarian Dr John Scally said the Library was well represented on the UK register and was delighted to see the Haig diary being added to the international register. "This is a very welcome recognition of the international significance of our collections which preserve the memory of Scotland, while reflecting the ideas and culture of the world. We are working to make more of the collections available online which will make it easier for people to connect to centuries of knowledge contained within the Library."

Bryan Christie, National Library of Scotland

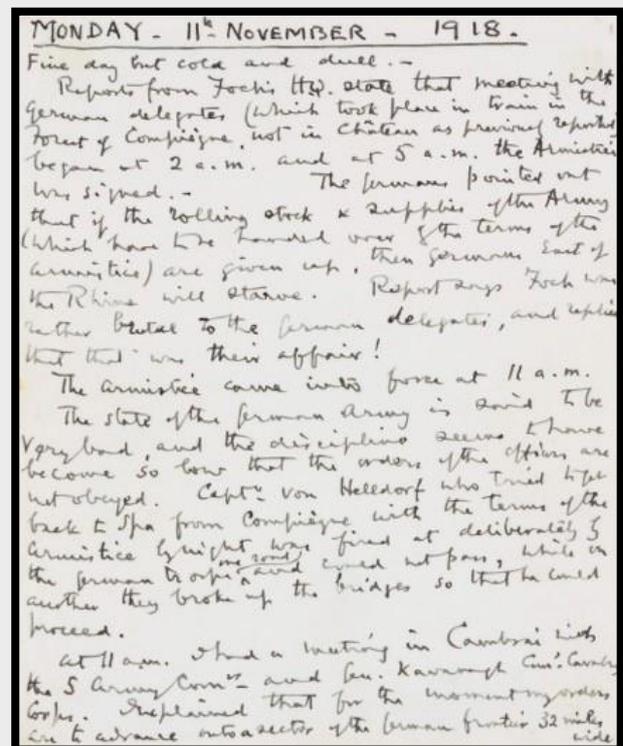


Image: Haig's diary entry for 11 November 1918, the final day of the First World War.



A CURIOUS 17TH CENTURY VELLUM BINDING

Conservation of a Register of Deeds

The book dates from 3 January 1605 to 16 August 1609 and is in its original limp vellum binding, made from calf skin sewn on four alum tawed thongs, which were laced through the cover. What makes this volume unusual is that it has a fore-edge flap that is a continuation of the back cover, going round the book onto the front cover. There are remains of four ties on the flap which it is assumed were used to keep the volume closed.

The style almost has an Islamic feel to it. Unfortunately, the original cover has distorted, as is the nature of the material when it is exposed to heat and moisture, and therefore is no longer protecting the edges of the text block. The sewing thongs are broken where they would have threaded through the cover, resulting in the cover being totally detached from the pages.

The text block is made from 16 sections of handmade, cream coloured, antique laid paper with Jug watermarks. The writing is in various iron gall inks, all of which appear to be quite stable. The majority of the paper and the sewing are in sound condition with most of the damage being limited to the first and last sections.

Due to surface dirt throughout the book, the pages were first cleaned using a chemical sponge and eraser where required. During this process some drying sand and quill pen trimmings were dislodged from the gutter of the book. These will be kept with the volume for future research purposes and are a fortunate accidental link to the production of the text.

The first and last sections were treated separately due to the level of damage where the sewing had broken down. Only these pages were wet treated to remove soluble dirt and chemically stabilise them using calcium bicarbonate.

Any damaged pages were repaired using Japanese paper and wheat starch paste. Paste was chosen here instead of gelatine as the majority of the damage was not over the textual areas. Gelatine is normally our adhesive of choice when working with documents written in iron gall ink, as paste is hygroscopic attracting moisture from the air to the inked areas, potentially assisting the movement of damaging ions in the ink.

The original sewing was not removed, only reinforced with linen thread and new alum tawed goatskin thongs placed over the originals. The new thongs were very soft and flexible so as not to restrict the book in any way. The first and last sections of the book were sewn back with the block. Simple endpapers were added to give the text block some protection, and a spine lining was used to help the volume retain its shape.

It was hoped that the distorted cover could be made to fit the book once more, but the skin had regrettably altered too much. Therefore, a new cover was made replicating the style. Natural calfskin vellum was chosen, using the new thongs to attach the text to the cover. The skin was cut with the extended flap going onto the front. It was decided to use two ties, rather than four to avoid too many unwieldy straps. As there is no evidence of corresponding ties, it was decided to pass them around the volume and slot back into themselves to hold the volume shut, creating a rather unique book.

The book is now housed in a custom box, with its old cover, sand and quill trimmings, ready for consultation in the search room. The image above shows the new binding next to the old cover.

Hazel de Vere ACR
Conservator, National Records of Scotland

THE COURT & OFFICE OF THE LORD LYON KING OF ARMS

Elizabeth Roads
Lyon Clerk & Keeper of the Records & Snawdoun Herald of Arms



Background Image: Acts and Decreets of Lyon Court (1629)
Crest Image: The Arms of Lord Lyon the Earl of Kinnoull (1823)



In Scotland the use of armory, the name given to shields, crests, mottoes, supporters and heraldic flags, has been controlled by various acts of Parliament with an act of 1672 still in force. No armorial or heraldic device may be used lawfully in Scotland unless recorded in the Public Register of All Arms and Bearings in Scotland, established in 1672 and added to on a daily basis and comprising at present 93 large folio vellum volumes containing over 16,000 entries. Apart from in Volume 1, covering the years between 1672 and 1804, each page is illuminated with a painting of the arms and the register therefore shows the changes in style and development of heraldic artistic talent over two centuries.

Arms are brought into being following a petition to the Lord Lyon for a grant of arms and in Scotland the composition of arms reflects the name of the petitioner with a common set of symbols being used by those of the same surname. Arms belong to one person at a time and descend, like other dignities, to the heir in each generation, provided the same surname is borne. Thus junior descendants of an armigerous ancestor do not have a right to use his or her arms but have a right to seek their own slightly different version of the ancestral shield. Armory, however, existed long prior to 1672 having been developing since the late 11th and early 12th centuries. Until the 17th century it was relatively uncommon for those without either lands or a professional position to require arms, although since then arms have been granted to people from all walks of life.

Sources for the early use of arms are found on seals and the Lyon Office has a set of casts. Seals are an important source for research into the use of heraldry in earlier years. Extant armorials or rolls of arms do not appear until the 13th century and the earliest to contain Scottish coats is a representation of the Scottish Royal Arms in an English roll of 1244. Scottish coats appear thereafter in a number of English and Continental rolls with the first roll devoted to Scottish heraldry being the Balliol Roll circa 1332 followed by the Scots Roll circa 1445, neither the

property of the Lyon Office.

Unfortunately due to the ravages of war and the transmission of Scottish records to London during the Commonwealth period the survival of Scottish armorial rolls has been patchy. There are a number of mid-16th century armorials held in the Lyon Office Library, including a roll known as the Forman/Workman roll and the manuscript armorial of Lord Lyon Sir David Lindsay of Rathillet, known as "Kings and Nobilities Arms Volume 1". These rolls contain illuminations of complete achievements (shield, crest, motto and supporters) for peers but only shields for the gentry. It is the armorials which contain the arms of commoners which are particularly useful as there may now be no other extant record of those shields whereas the arms of peers may well exist as carvings and bookplates elsewhere.

Apart from armorial records the office holds a large archive of genealogical material contained in the Public Register of All Genealogies and Birthbrieves in Scotland, collections of funeral hatchments, and of pedigrees or family trees as well as deposited privately printed books and other material.

Other important records include the Precedency Book dating from 1678 containing descriptions of Ridings of the Parliament, important funerals and warrants of precedency; the series of Admission Registers from the 17th century to the present for Officers of Arms and Messengers-at-Arms; the court books relating to Lyon Court decisions; and a collection of letter books from 1809 to 1920.

Digitised volumes of the Public Register of All Arms and Bearings in Scotland to Volume 21 (1913) are available through ScotlandsPeople and it is to be hoped that digitisation of other material will become more achievable over the next decade.

Elizabeth Roads
Lyon Clerk and Keeper of the Records
and Snawdoun Herald of Arms



OLD DOCUMENTS: A TIMELY REDISCOVERY

We all know that once a document is misplaced, it can vanish for years. Edinburgh City Archives has just reversed one such disappearing act—and at the best possible moment.

In 1923, Anna Mill, a palaeographer and historian, created a calendar – or detailed inventory – of a collection of 47 early documents and six volumes of the Incorporation of Wrights and Masons of Edinburgh (from between 1475 and 1651). As such guilds were usually organised under the auspices of the Church, and associated with a particular place of worship, the association was also known as Mary's Chapel. Fees, fines and other payments were used to support the poor and infirm of the Chapel as well as a priest.

She described her calendar as 'rather amateurish', but it contains enough detail to show that the collection contained the original 1475 Seal of Cause for the Incorporation (pictured below), confirmation of their Charter by King James, an impressive letter from the Archbishop of St Andrews, and volumes of minutes which are among the earliest of any trading corporation in Edinburgh.

Unfortunately, the documents disappeared in the next few decades; Mill's inventory was found in the

1980s and placed in a miscellaneous archival list. This was the case until early this year, when Richard Hunter, the City Archivist, found them while looking for other material. They had been put into two archive boxes, labelled (with inspired simplicity) 'old documents', and pushed to the back of a shelf. Curious, he opened the first box, and instantly knew what they were, and whom to contact. Dr Aaron Allen has been commissioned to write a history of the Incorporation, and had just approached the City Archives to ask if they had any useful sources for him. He hadn't anticipated such a wonderful find, and was almost as delighted as the archive staff.

It's rare for documents to get misplaced, especially ones of such interest, but it's even rarer for them to surface at the right time to be of essential use. We congratulate Edinburgh City Archives on an acute outbreak of serendipity!

Debby Rohan
Retired Conservator
Edinburgh City Archives Volunteer

“ They had been put into two archive boxes, labelled (with inspired simplicity) 'old documents', and pushed to the back of a shelf. ”



THE SUCCESS OF 'MEET THE FUNDERS'

The four ingredients for a really successful event are good organisation, a topical subject, good speakers and audience involvement. The 'Meet the Funders' half-day event held at The Mitchell, Glasgow, on 29 June, had all those ingredients.

The SCA Preservation Committee and SCA staff organised everything to perfection. The subject of external funding opportunities is certainly topical given the resource constraints in the archives sector in Scotland. The speakers were outstanding, not only in terms of clarity of content and fluency of delivery but also in their ability to relate both to the sector as a whole and to an audience dealing daily with the concerns of archives.

The speakers provided their particular expertise and experience. On the one hand were those who facilitate the process of assessing grants and making awards to successful applicants, on the other those who had secured funding and undertook successful projects. What quickly emerged during the proceedings - reinforced at questions - was the total absence of any hint of 'them and us'. Those giving funding and those receiving it were both focussed on one common objective - the success of each project.

What is seen as constituting success could be summed up in the single word *access*. While the immediate concern is the practicalities of preservation and conservation, the fundamental purpose of the funding is to make material accessible to users.

The funders employ different models to achieve their core purpose. The National Manuscripts Conservation Trust (NMCT) seeks the applicant body (which must not be a national institution) to commit a set sum to a project of conservation and preservation work on particular documents or collections. Where NMCT works its magic is in its ability to attract additional funding that extends or underpins that project. The approach has been outstandingly successful in Wales where since 2011 an NMCT partnership with the Welsh Government has resulted in grants to applicants totalling £140,000, a significant return on the government's commitment of £20,000.

The NMCT approach could work well for Scotland, especially if it were focussed on ensuring the preservation of documents that provided significant insights into important parts of Scottish history.

The Wellcome Trust is an independent global charity dedicated to improving health and commit-

ted to spending £5 billion over the next five years. The trust recognises the importance of archives relevant to health and interprets 'health' as something much wider than medical history. There is as much interest in living conditions affecting health as there is in the operations of a hospital or a surgery.

Scotland already has an impressive record when it comes to the Wellcome Trust funding, securing fully 43 per cent of the research resources available to archives and libraries in the UK. That is a tribute to the quality of applications from Scotland.

Three recipients of grants - from Aberdeen City Archives, Glasgow University Archive Service and Glasgow City archives - spoke about their individual experience of the whole process, from pre-application preparation, through running a project, to successful conclusion.

On reflection, the four ingredients for a successful event really should be five, namely its impact. If the event leads directly to an increase in the number of successful applications from Scotland, then that is a measure of success with a '£' sign in front of it. The opportunities are there. The funders made it clear that they positively encourage applications. They are very willing to advise and support applicants. For staff already under pressure in a small sector that open and helpful approach from funders is enormously valuable.

SCA is committed to continued working with potential funders and with the archives sector in Scotland to ensure that experience is shared and the opportunities for successful applications are increased.

But one thing needs to be remembered - if you're not in, you don't win. Consult the funding bodies websites, think about what would particularly benefit your archive service and its users, then work up that application.

To find out more about the event and view the presentations given, please visit:

<http://www.scottisharchives.org.uk/preservation>

Gerry Slater
Policy Advisor, Scottish Council on Archives

SURVIVE AND THRIVE

RESPONDING PROACTIVELY TO TODAY'S ORGANISATIONAL CHALLENGES

Steve Wood (Organisational & Personal Coach at STAR CIC) discusses one of the most significant subjects for heritage sector leaders – how to survive the rigours of today's challenging environment and to respond in ways which enable you and your organisation to thrive!

THE CHALLENGES

You all know the challenges—you are being asked to achieve much more with decreasing funding, and this looks set to continue. Our organisations seem to be in a constant state of upheaval as society, the economy and the nature of work are changing all around us.

This environment creates unprecedented challenges for heritage sector leaders. Not only are the services threatened but, if not managed carefully, this working environment can have a significant long-term impact on people's health and wellbeing. On the other hand the situation presents a number of opportunities. However much we complain about the situation, it is not going to become any better ... in fact it is more likely to become worse. So the question is: How well are we responding to the existing and potential challenges?

WORKPLACE RESILIENCE

In this environment workplace resilience has become really significant for those in the heritage sector. We define this as the ability to respond to the various challenges of the workplace in a way which enables you to flourish, at the same time helping your colleagues and the organisation achieve positive outcomes.

Our research and hands-on experience tells us that the following seven skill sets enable leaders to achieve resilience in the modern workplace.

1. **Managing your future**—Setting and continually refreshing personal vision, values, goals and personal development plans.
2. **Managing your lifestyle**—Achieving and maintaining a state of health and wellbeing through a balanced and healthy lifestyle (i.e. the balance of habitual physical, mental, social and relationship activity and a balanced diet).
3. **Managing your states**—Developing and maintaining the optimum mental and emotional state to deal with challenges like maintaining and growing self-confidence, recognising and dealing with stress, worry and anxiety, maintaining perspective and humour and 'going easy on yourself'!
4. **Managing the flood**—Dealing with the flood of work that you never seem to have the time to do (regardless of how well you manage your diary!), including knowing and working within your sphere of influence, prioritisation, maintaining your attention and dealing with the dangers of perfectionism.
5. **Managing your influence**—Being able to affect the way other people think and act, including knowing whom to influence about what, creating influencing and advocacy plans, communicating with hearts and minds and building and maintaining rapport.

6. **Managing 'problems'**—Using structured, collaborative and creative approaches to solve 'problems' in a way which stops them from coming back.
7. **Managing peer relationships**—Creating and using a network of mutual peer support to help each other improve, develop and overcome challenges (for example Action Learning Sets and Best Practice Benchmarking groups).

From our work within the heritage and wider cultural sector we know that leaders need to work on the following to build organisational resilience:

- A. Developing and using insight to the needs, wants and expectations of the community.
- B. Discussing, agreeing and continually refreshing an Outcomes Framework.
- C. Putting innovation at the heart of service planning.
- D. Creating a collaborative approach to planning and innovation with other bodies.
- E. Implementing proactive advocacy plans.
- F. Using peers to challenge, review and help to improve the service.
- G. Measuring impact and using data to inform service planning and advocacy campaigns.

THE GOOD NEWS

Our research and experience tells us that you don't need to be taught the 'Seven Skill Sets' or learn complex management theory, because you already know what you need to do (although you might not know this) and do it ... some of the time! You just need to develop enhanced self-awareness, pick up some simple techniques, practice, reflect and improve, etc.

We use this approach in the leadership workshops that we run for the UK heritage sector. These include: Introduction to Workplace Resilience (in conjunction with CyMAL), Surviving a Service Review (in conjunction with TNA and SCA), and Peer Review (in conjunction with TNA). April 2016 will see the second workshop delivered on behalf of the Scottish Council on Archives for the Scottish sector. Both events have been fully booked, illustrating a high demand for this type of training and support. SCA have made the resource pack from the workshops available on their website at: www.scottisharchives.org.uk/leadershipdevelopment.

People attending our workshops always express how much practical value they gain from working with their peers to enhance their resilience skills, for example:

"I know that I can't change what is going to happen to us, but I can change what we do to prepare and respond."

"I am definitely going to change the way I work ... it is too risky to wait."

"It was great to have one day away from work to work on these skills with other people from the sector ... we learnt a lot from each other."

Standing Committee on Copyright and Related Rights

In May, I attended the 32nd Session of the WIPO Standing Committee on Copyright and Related Rights (SCCR). If you've seen my previous reports, you'll know that the assembled archive and library representatives are arguing for an [international treaty](#) on limitations and exceptions for libraries and archives, which would set basic standards that should be incorporated in a signatory country's national legislation. The fragmented and inconsistent nature of legislation in different countries creates legal uncertainty and promotes discrepancies in access to information between rich and poor nations.

The archive representation was made up of myself, Bill Maher of the Society of American Archivists, and Tim Padfield, representing the International Council on Archives, standing in for Jean Dryden. Our newest recruit is Susan Corrigan from the National Records of Scotland, representing the

EU and UK legislation on orphan works is not alleviating the burden of rights clearance on cultural heritage institutions – in fact, it may be making things worse. You can read more about the Edwin Morgan project [here](#).

We were able to take advantage of targeted preparation for this event: we presented a tightly co-ordinated front and a strong evidence base. With the support of other NGOs, including groups like Knowledge Ecology International and the Karisma Foundation, we outnumbered the publishers in attendance. We presented evidence on each of the topics to show that licensing and market solutions are not the answer for many of the problems that face the cultural heritage sector: libraries already spend large proportions of their budgets on licences, while we still require robust exceptions to the law that allow us to preserve and provide access to our collections more effectively.



Archives and Records Association of the UK and Ireland. As usual, we worked closely with our colleagues from the European Bureau of Library Information and Documentation Associations (EBLIDA) and Electronic Information for Libraries (eIFL) amongst others, with the International Federation of Library Associations (IFLA) taking overall charge of the delegation.

We have made good progress through the Chair's topics – in this session, we were able to speak on three subjects: Parallel Importation, Cross-Border Uses, and Orphan, Out of Commerce and Retracted Works. I presented research from the Digitising the Edwin Morgan Scrapbooks Project at the University of Glasgow to illustrate that current

Victoria Stobo amongst the other delegates.

Photo courtesy of Gary Shaffer, IFLA.

IFLA also organised a side-event, 'From Shelves to Servers'

that other NGOs and national delegates were able to attend during the lunch hour set aside on Wednesday 11th May. I spoke alongside Alicia Ocaso from the Uruguayan Library Association and Victoria Owens, Head Librarian at University of Toronto Scarborough. Alicia discussed the contribution libraries can make to the UN Sustainable Development Goals, and their importance for Latin America and Caribbean countries. Victoria explained developments in Canadian schools and universities, where librarians, teachers and students have benefited from extended fair dealing provisions for educational purposes. I presented some of my PhD research, focusing on the results

provisions for educational purposes. I presented some of my PhD research, focusing on the results of rights clearance processes as various archive institutions. You can read a more detailed overview of the session [here](#).

Overall, this has been the most optimistic SCCR I have attended yet: it certainly felt in May that our efforts were beginning to bear fruit in terms of presenting a strong, effective evidence base. We also received excellent feedback from the WIPO secretariat. To top it off, Canada became the 20th country to ratify the Marrakesh Treaty on the 30th June 2016, triggering the process by which the treaty will now officially come into force (on the 30th September 2016).

The Marrakesh Treaty to Facilitate Access to Published Works for Persons Who Are Blind, Visually Impaired or Otherwise Print Disabled, aims to end the 'book famine.' The treaty requires signatories to pass legislation that provides limitations and exceptions for the reproduction, distribution and making available of works in accessible formats, like Braille. This is a fantastic result for all of the library, archive and public interest groups that worked for so long to see the treaty come into effect.

We will continue to work our way through the Chair's topics at the next meeting of the SCCR (33rd), to be held in November 2016, where we will cover Limitations on Liability and Technological Measures of Protection. Looking forward, the topics should be completed at SCCR 34, in May 2017, after which we hope to be able to negotiate the start of text-based work on a treaty.

Victoria Stobo
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SCARRS Update – July 2016

We have issued a few amendments to the SCA records retention schedules as follows:

Schedule 1 – Adult care services – New series added for carer plans and young carer statements under the Carers (Scotland) Act 2016.

Schedule 2 – Child and family services – Annotation added regarding the need to ensure documents potentially relevant to the Historical Abuse Inquiry are not destroyed.

Schedule 10 - Education and Skills – New series added 10.001.003 to .007 to reflect reporting requirements under the Education (Scotland) Act 2016.

Schedule 12 - Finance – New activity and series 12.008 added for payment decisions regarding the Scottish Welfare Fund .

Schedule 17 – Information Management - Series 17.004.005, 17.004.006 and 17.004.007 reverted to permanent retention for documentation of disposal of records based on feedback from practitioners.

We are always happy to receive feedback, user stories and proposed amendments or additions to the schedules. Please email: contact@scottisharchives.org.uk

With the anticipated withdrawal of the UK from the European Union and the resulting changes in regulation and legislation, we will be keeping an eye on developments to make sure that the schedules remain a useful and current resource.

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