

1. Purpose and Scope

This Ethics Policy sets out the principles, standards, and procedures that guide ethical conduct at the British School at Athens (BSA). It applies to all members of the BSA community, including Trustees, officers, employees, visiting scholars, students, fellows, members, volunteers, contractors, and collaborators (collectively, “BSA Affiliates”).

The Policy covers all BSA activities, including governance, research and fieldwork, teaching and training, collections and archives, publications, partnerships, fundraising, public engagement, and operations in the United Kingdom, Greece, and elsewhere.

2. Core Ethical Principles

BSA is committed to:

- **Integrity:** Acting honestly, transparently, and responsibly.
- **Academic Freedom and Excellence:** Supporting rigorous, independent scholarship within ethical and legal boundaries.
- **Respect:** Treating individuals and communities with dignity; valuing diversity, equality, and inclusion.
- **Accountability:** Being answerable for decisions and actions.
- **Stewardship:** Caring responsibly for cultural heritage (tangible and intangible), archives, collections, resources, and the environment.
- **Lawfulness:** Complying with the laws of the UK, Greece and other territories relevant to the BSA’s operations, regulations, and professional standards.

3. Legal and Regulatory Compliance see Statutes: <https://www.bsa.ac.uk/wp-content/uploads/2024/03/Statutes-6.2.2024.pdf>

BSA Affiliates must comply with all applicable laws and regulations, including but not limited to:

- Charity and company law and governance requirements applicable to BSA.
- Employment, health and safety, and safeguarding legislation (Safe guarding Policy: <https://www.bsa.ac.uk/wp-content/uploads/2024/04/BSA-Safeguarding-Policy.pdf>).
- Data protection and privacy laws (Privacy Policy: <https://www.bsa.ac.uk/about-us/privacy-policy/>).
- Greek and international laws governing archaeology, antiquities, cultural heritage, and export controls (Statutes: <https://www.bsa.ac.uk/wp-content/uploads/2024/03/Statutes-6.2.2024.pdf>).
- Conditions imposed by permits, funders, partner institutions, and host authorities (see Statutes: <https://www.bsa.ac.uk/wp-content/uploads/2024/03/Statutes-6.2.2024.pdf>).

Where standards differ, the higher or more protective standard should normally be followed.

4. Research Ethics

4.1 General Standards

All research conducted under BSA auspices must meet recognised ethical and professional standards. Researchers must:

- Obtain all necessary approvals, permits, and consents before commencing work.
- Design and conduct research responsibly, minimising risk and harm.
- Maintain accurate records and ensure research integrity.
- Acknowledge sources, collaborators, and funding appropriately.

4.2 Archaeology, Heritage, and Fieldwork (see BSA Funding ethics policy)

- Respect the cultural, historical, and spiritual significance of sites and objects.
- Follow best practice in excavation, survey, conservation, documentation and timely publication.
- No participation in or support of illicit trade, damage, or inappropriate handling of cultural property.
- Engage constructively with local authorities, professionals, and communities.
- Ensure appropriate conservation, storage, and reporting of material culture.

4.3 Research Involving People

- Obtain informed consent where research involves participants as the subject of the work.
- Protect confidentiality and personal data (see Section 9 below).
- Pay particular attention to vulnerable individuals and groups (see BSA policies).
- Ensure that participation is voluntary and that risks are proportionate and mitigated.

4.4 Environment

- Minimise environmental impact and promote sustainable practices.

5. Equality, Diversity, Inclusion, and Dignity

BSA is committed to providing an inclusive, respectful environment free from discrimination, harassment, bullying, and victimisation (see BSA policies). All BSA Affiliates must:

- Treat others fairly and with respect.
- Ensure responsible use of social media by BSA affiliates where this could be attributed to the BSA.
- Refrain from discriminatory, harassing, or bullying behaviour.
- Support accessibility and reasonable adjustments.
- Uphold BSA's related policies, including the **BSA Harassment and Bullying Policy** (https://www.bsa.ac.uk/wp-content/uploads/2024/04/BSA-Policy_Harassment-Bullying.pdf) and the **BSA Grievance Policy** (https://www.bsa.ac.uk/wp-content/uploads/2024/04/BSA-Policy_Grievance.pdf).

6. Safeguarding

BSA has a duty of care to protect children and adults at risk. All BSA Affiliates must:

- Follow the **BSA Safeguarding Policy** (<https://www.bsa.ac.uk/wp-content/uploads/2024/04/BSA-Safeguarding-Policy.pdf>) and associated procedures.
- Report safeguarding concerns promptly and appropriately (https://www.bsa.ac.uk/wp-content/uploads/2024/04/BSA-Policy_Whistleblowing.pdf).
- Complete required safeguarding training where applicable.

7. Conflicts of Interest

BSA Affiliates must avoid situations where personal, financial, or other interests could conflict, or appear to conflict, with BSA's interests. All actual or potential conflicts must be:

- Declared promptly.
- Managed transparently in accordance with BSA procedures.
- Recorded where required.

8. Donations, Gifts, Hospitality, and Bribery

- The BSA undertakes appropriate due diligence on donors and will only accept those which donations which it is satisfied do not derive from illegal sources such criminal money laundering.
- Gifts or hospitality must not influence, or be perceived to influence, decisions.
- The BSA maintains appropriate controls over its financial affairs to ensure that its funds are not misappropriated or used for the purposes of bribery or other corrupt practises.
- Any offers of gifts must be declared and handled in line with BSA policies and applicable law.

9. Data Protection, Confidentiality, and Information Security (<https://www.bsa.ac.uk/about-us/privacy-policy/>)

- Personal and confidential information must be handled lawfully, fairly, and securely.
- Access to information should be on a need-to-know basis.
- Breaches or suspected breaches must be reported promptly.

10. Use of BSA Resources and Reputation

BSA resources, facilities, collections, name, and reputation must be used responsibly and only for legitimate purposes consistent with BSA's mission. Misuse is prohibited.

11. Partnerships, Funding, and Public Engagement

- Partnerships and funding arrangements must align with BSA's values and mission (see BSA Statutes: <https://www.bsa.ac.uk/wp-content/uploads/2024/03/Statutes-6.2.2024.pdf>).
- Public communications should be accurate, respectful, and responsible.
- The BSA does not generally undertake lobbying or other political activities but where it does so this will be undertaken strictly for the purposes of its charitable objectives and in a manner that maintains the BSA's political independence.

12. Reporting Concerns and Whistleblowing

BSA encourages the reporting of suspected unethical conduct, wrongdoing, or breaches of this Policy (see BSA policies). Reports:

- May be made confidentially and, where permitted, anonymously.
- Will be taken seriously and investigated fairly.
- Will not result in retaliation against individuals who raise concerns in good faith.

Concerns should be raised in accordance with the **BSA Whistleblowing Policy**. Where concerns relate to personal treatment, employment, or affiliation matters, the **BSA Grievance Policy** may also apply.

13. Responsibilities and Oversight

- **Trustees** are responsible for oversight of ethical standards and compliance.
- **The BSA Director and Heads of Section** are responsible for implementation and monitoring.
- **All BSA Affiliates** are responsible for understanding and complying with this Policy.

14. Breaches and Sanctions

Breaches of this Policy may result in disciplinary action or other measures, up to and including termination of affiliation, in accordance with applicable procedures and law.

15. Review and Approval

This Policy will be reviewed periodically by BSA Governance committee on behalf of BSA Council to ensure it remains current and effective. Amendments require appropriate approval through BSA governance processes.

Approved by: BSA Council

Effective from: February 2026

Next review: February 2028

Jan 2026