



**Learning & Teaching Support,
Development & Recognition**

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SUPPORT AND DEVELOPMENT SCHEMES FOR ACADEMIC STAFF

At the University of Worcester, we strive to continuously improve the student experience and our academic offering. At the heart of this endeavour we provide a number of professional recognition schemes. For Associate Lecturers, Post-graduate students and individuals in their first year of teaching or student support roles we offer a “New to Teaching” workshop.

All staff employed by the University on permanent teaching/lecturer contracts are expected to gain Fellowship of the HEA (FHEA) within three years of commencing employment at the University. Fellowship can be achieved either via successful completion of the PG Certificate in Learning and Teaching in Higher Education (PGCLTHE) or, for those with significant experience of teaching in higher education, via [The Worcester Scheme](#).

Registered lecturers at the University’s collaborative partner organisations can attend the support sessions of the Worcester Scheme to assist the preparation of direct applications for Fellowship of the HEA. There is no fee for these sessions. Registered lecturers can also join the PGCLTHE, at a reduced 50% fee. Participation in the New to Teaching workshops is free of charge to staff in partner organisations.

For full details of eligibility and fee status please see our Policy in relation to professional recognition and HE teaching recognition for University staff

THE WORCESTER SCHEME

This is the framework by which academic staff may gain professional recognition through Advance HE. There are three categories of Fellowship dependent on role, experience, time in post and existing professional qualifications/accreditations.

- D1 - Associate Fellowship is appropriate for Support and Technical Staff, Post-graduate students and HPLs
- D2 - Fellowship is appropriate for academic staff with at least two years of teaching in Higher Education
- D3 - Senior Fellowship is usually appropriate for those with at least five years of teaching experience in Higher Education who are able to successfully co-ordinate, support, supervise, manage and/or mentor others in relation to teaching and learning.

You can assess which category of Fellowship is appropriate to you by completing the HEA's Fellowship Category Tool at <https://www.advance-he.ac.uk/fellowship#fct>

The University is committed to supporting all staff through the application process, and offers a number of services to assist:

- introductory and writing workshops
- writing retreats
- mentors
- a range of online materials including videos on Blackboard
- online tutoring and reviewing of draft applications via email
- three submission dates each year

Staff interested in the Worcester Scheme or joining the support sessions should contact the Worcester Scheme Administrator: theworcesterscheme@worc.ac.uk

PG CERTIFICATE IN LEARNING AND TEACHING IN HIGHER EDUCATION (PGCLTHE)

The PGCLTHE offers new staff an opportunity to learn about aspects of teaching and learning in an HE context. It consists of three modules (two of fifteen credits and one of thirty) that are taken over three semesters. Learning is based on reflective practice and the aim of the course is to provide participants with opportunities to engage with theory in relation to teaching and learning practice. Successful completion of the course leads to Fellowship of the Higher Education Academy.

Facilitation of the course is via a range of face-to-face and support sessions with tutor input alongside the use of Blackboard to support independent learning.

To be eligible to join the PGCLTHE or one of its constituent modules, staff (and research students) should normally be engaged in a minimum of 4 hours per week of teaching and/or learning support in the semester in which they undertake the first module of the PGCLTHE, and normally have a contract for at least 50 hours in the academic year if they are completing the whole course. For full details of eligibility and fee criteria see

Policy in relation to professional recognition and HE teaching qualifications for University staff

Places on the course are limited and early application is advised.

Any staff interested in undertaking this course can discuss their application with the Course Leader; Peter Gossman: p.gossman@worc.ac.uk

NEW TO TEACHING IN HE WORKSHOPS

Aimed specifically at those staff who are starting off in higher education teaching; these are run over 2 half days and are normally offered in September and January annually. These workshops provide an opportunity to discuss ways of encouraging student learning, assessment, and difficult situations; all of which previous attendees have found invaluable.

These are also open to registered lecturers employed by partner organisations. There are no fees for these workshops.

In brief, the workshops cover:

- selecting and evaluating appropriate approaches to teaching and supporting learning for their discipline and situations
- treating students as individual learners
- class and student interaction with assessment strategies
- feedback
- dealing with challenging teaching situations

For further details of the workshops contact the Worcester Scheme Administrator: theworcesterscheme@worc.ac.uk
(Liz Bessant as at January 2021).

If you have queries about any of the above please contact Liz Bessant, Administrator e.bessant@worc.ac.uk

UNIVERSITY OF WORCESTER TEACHING AWARDS SCHEME

Introduction

The University of Worcester Teaching Award Scheme (UWTAS) is designed to recognise and reward excellent and outstanding practice in teaching, and in supporting and leading learning. The Scheme explicitly promotes innovative, inspiring and excellent practice which is outstanding in its impact to enhance and inspire student learning.

The UWTAS aligns with the UK Professional Standards Framework (UKPSF), a nationally-recognised framework for benchmarking success within Higher Education teaching and learning support.

Awards may be applied for in the following categories:

- A **University of Worcester Teaching Award**
- B **University of Worcester Teaching Team Award**
- C **University of Worcester Leading Teaching Award.**

Who can apply?

The Scheme is open to full and part-time staff (academic, professional services and staff working in learning support) who are Fellows (or Associates) of the Higher Education Academy, or have completed a PG Certificate in Learning and Teaching in HE, or similar PG HE teaching qualification accredited against the UKPSF, and have at least two years teaching on University of Worcester programmes.

NB: All applicants MUST attend an Information Workshop prior to application. Book onto these on the staff development pages here: https://ext-webapp-01.worc.ac.uk/cgi-bin/university/booking_v2.pl