

## Professional teaching qualification and recognition policy

### Introduction

The University's core mission is: 'Transforming lives through inspired teaching and research by':

1. Changing student's lives through outstanding teaching and learning.
2. Supporting and developing our staff so that they can reach their full potential and maximise their contribution."<sup>1</sup>

The Academic Staff Recruitment Strategy outlines the necessity of attracting high calibre staff, working on the cutting edge of their field of expertise, and fully committed to self-development and maximising their contribution to the university. Professionalising the Learning and Teaching faculty is central to this mission, and therefore the University recognises the importance of supporting all staff who teach on credit bearing programmes, either through a teaching qualification or an accepted alternative. Furthermore, the university will support staff in obtaining additional teaching qualifications and recognition, in alignment with their career progression.

### Policy

#### *Full time Staff (including Teaching Fellows)*

- 1) Experienced new members of staff should be in possession of a recognised teaching qualification or recognition, as per the authorised university list. If the appointee has neither, then the expectation would be that they would gain a HEA fellowship within the first twelve months, or take a PGCertHE in the next intake, in agreement with their line manager and the Director of Learning and Teaching (Faculty). Whatever is agreed must be included as a condition of probation.
- 2) New members of staff with little or no teaching experience are required to complete a PGCertHE and will be required to register for the next intake.
- 3) Where current staff do not have a recognised teaching qualification, the staff member is expected to agree with the relevant DLT a timeframe to gain the required qualification. The DLT will also ensure that appropriate support is provided by the faculty.

#### *Post Graduate Research students*

All Postgraduate Research Students (PGRs) will undertake RETI's Postgraduate Researcher Development Programme (PGRDP) 'Strand 2 Teaching Skills' training. This training is mandatory for all PGRs and takes the form of a course comprising of six 3 hour sessions with some integrated online activity to provide the basics of good teaching practice. The sessions cover areas including how we learn, delivery strategies, assessment and feedback, technology enhanced learning, microteaching including teaching practice, and the UKPSF and GOLD professional development framework. The training is a prerequisite to becoming a recognised 'Postgraduate Research Teaching Assistant (PGRTA)' in the university. Students can be granted exemption from this training where

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<sup>1</sup> Extract from: University of Greenwich Strategic Plan 2017-22: Making Greenwich Great II  
<https://docs.gre.ac.uk/rep/vco/strategic-plan>

they can demonstrate that they already possess the necessary skills by providing hard evidence to support the claim such as a prior higher education teaching qualification.

*Hourly Paid Lecturers (HPLs)*

All HPLs will normally be required to gain the relevant HEA fellowship within the first eighteen months of teaching. Any exceptions must be agreed with the DLT.

Dr Liz Warren DLT, FBUS 1/04/19