



TYPE: Policy
SUBJECT: Teaching Staff REFERENCE: LWP19
DATE: 15 th February, 2021
LAST REVIEWED:
APPROVED BY: Board of Directors
<p>Learning Works applies clear, fair and transparent processes for the recruitment, conditions of employment and professional development of such staff. This activity is co-ordinated by the Head of Institution at Learning Works through the deployment of the following actions:</p> <ul style="list-style-type: none"> • Selection and/or interview processes, • External (public) calls for recruitment, • Employment contracts in the form of contracts for services, • Engagement with key experts in education to develop CPD sessions, • CPD plan and activities for teaching staff, • Access to learning and academic resources for teaching staff. <p>Requirements:</p> <ul style="list-style-type: none"> ▪ For academic courses pegged at MQF level 1 to 5, all teaching staff are required to have at least a level 6 qualification in a relevant area of study together with evidence of a teaching qualification and at least 2 years teaching experience. ▪ For vocational courses pegged at MQF levels 1-4 all teaching staff are required to have at least a level 5 qualification in a relevant area of

study together with evidence of a teaching qualification and at least 2 years teaching experience.

- For any courses pegged at MQF levels 6 or 7 all teaching staff are required to have a qualification of at least 1 level higher than that of the course, in a relevant area of study together with evidence of a teaching qualification and at least 2 years teaching experience.
- In the case of vocational courses up to level 5, when there is clear evidence that the local market does not provide tutors of the required qualification level Learning Works will submit a request for approval to the MFHEA for twinned provision, namely that in which a highly-experienced and effective tutor with a lower qualification level is mentored by a colleague with a qualification at the appropriate level, who will be involved in co-delivery, to ensure that the required level of learning outcomes delivery and assessment is maintained. This process will be monitored by the IQA procedures of Learning Works.

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CEO