**The UK Professional Standards Framework: Summary View of the relationships between AFHEA, FHEA, SFHEA and PFHEA: Phil Race and Sally Brown, updated 15th January 2015**

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| **Areas of Activity****A1 Design and plan learning activities and/or programmes of study****A2 Teach and/or support learning****A3 Assess and give feedback to learners****A4 Develop effective learning environments and approaches to student support and guidance****A5 Engage in continuing professional development in subjects/disciplines and their pedagogy, incorporating research, scholarship and the evaluation of professional practices**  | **Core Knowledge****K1 The subject material****K2 Appropriate methods for teaching and learning in the subject area and at the level of the academic programme** **K3 How students learn, both generally and within their subject/disciplinary area(s)****K4 The use and value of appropriate learning technologies****K5 Methods for evaluating the effectiveness of teaching****K6 The implications of quality assurance and quality enhancement for academic and professional practice with a particular focus on teaching**  | **Professional Values****V1 Respect individual learners and diverse learning communities****V2 Promote participation in higher education and equality of opportunity for learners****V3 Use evidence-informed approaches and the outcomes from research, scholarship and continuing professional development****V4 Acknowledge the wider context in which higher education operates recognising the implications for professional practice** |

**Please note that the Guidance on the HEA Website in 2015 (shown below) has now developed significantly from the job descriptors still illustrated in the 2011 UKPSF document.**

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| **Descriptor 1: (2011)****Associate Fellow** | **2015 Guidance**  | **Descriptor 2: (2011)****Fellow** | **2015 Guidance** | **Descriptor 3: (2011)****Senior Fellow** | **2015 Guidance** | **Descriptor 4: (2011)****Principal Fellow** | **2015 Guidance** |
| **Demonstrates an understanding of specific aspects of effective teaching, learning support methods and student learning.****Individuals should be able to provide evidence of:****I. Successful engagement with at least two of the five Areas of Activity****II. Successful engagement in appropriate teaching and practices related to these Areas of Activity****III. Appropriate Core Knowledge and understanding of at least K1 and K2****IV. A commitment to appropriate Professional Values in facilitating others’ learning****V. Relevant professional practices, subject and pedagogic research and/or scholarship within the above activities****VI. Successful engagement, where appropriate, in professional development activity related to teaching, learning and assessment responsibilities** | **If you’re new to teaching or supporting student learning and want to formalise your experience and to progress, an HEA Associate Fellowship could add great value to your professional teaching experience.****You’re likely to be one of the following:*** **an early-career researcher with some teaching responsibilities (e.g. PhD student, graduate training assistant, contract post-doc)**
* **new to HE teaching, have a limited teaching portfolio or teach part-time**
* **in a demonstrator/technician role with some teaching responsibilities, or support teaching/learning (e.g. as a learning technologist or learning resource staff member)**

**Applicants may apply online by logging into [MyAcademy](https://my.heacademy.ac.uk/recognition/my-recognition/). The application process consists of an Account of Professional Practice (APP), two supporting statements from referees and payment of a fee where applicable. If you are from a subscribing institution the cost for Associate Fellow is £100. If you are from a non-subscribing institution or independent the cost is £200.** | **Demonstrates a broad understanding of effective approaches to teaching and learning support as key contributions to high quality student learning.** **Individuals should be able to provide evidence of:****I. Successful engagement across all five Areas of Activity****II. Appropriate knowledge and understanding across all aspects of Core Knowledge****III. A commitment to all the Professional Values****IV. Successful engagement in appropriate teaching practices related to the Areas of Activity** **V. Successful incorporation of subject and pedagogic research and/or scholarship within the above activities, as part of an integrated approach to academic practice****VI. Successful engagement in continuing professional development in relation to teaching, learning, assessment and, where appropriate, related professional practices**  | **If you’ve a proven, sustained track record in HE teaching and you’re seeking recognition for your development, and to progress into a senior position, an HEA Fellowship could add great value to your professional teaching experience.****You’re likely to be one of the following:*** **an early-career academic**
* **in a subject-specific role with substantive teaching and learning responsibilities**
* **an experienced academic, relatively new to UK HE. You’ll be in a role with sometimes significant, teaching-only responsibilities; e.g. within work-based settings**

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* **an experienced subject mentor or someone who supports those new to teaching**
* **an experienced member of staff with departmental or wider teaching/learning support advisory responsibilities within your institution**

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* **Responsible for institutional strategic leadership and policymaking in the area of teaching and learning, possibly extending beyond your own institution.**

**Applicants may apply online by logging into [MyAcademy](https://my.heacademy.ac.uk/recognition/my-recognition/). The application process consists of an Account of Professional Practice (APP), three supporting statements from referees and payment of a fee where applicable. If you are from a subscribing institution the cost for Principal Fellow is £500. If you are from a non-subscribing institution or independent the cost is £1000.** |