



# BALEAP Values in Practice Framework

The BALEAP Values in Practice framework outlines how BALEAP's values—collaboration, development, inclusivity, and professionalism—translate into ethical practice across the key areas of our work to support the professional development of those involved in learning, teaching and research in EAP.

The Values provide guidance for BALEAP's strategic decision making and a reference point for all members of the organisation. Successful embedding of the framework will be ongoing and supported through activities to engage the BALEAP membership and bring the Values to life, for example through events and scholarly enquiry. Evaluation will be ongoing, iterative and reflexive as use of the Values becomes embedded in BALEAP's work.

This framework is representative in that it highlights work that BALEAP already does, but is also aspirational, prompting all those in our organisation to reflect on how we co-create and sustain a community that truly lives and breathes our values.

## Collaboration

1. Encourage practitioner knowledge exchange through open platforms, including digital spaces, for sharing ideas, research, and diverse practices within and beyond our membership.
2. Foster collaboration through BALEAP's individual and institutional accreditation schemes, Special Interest Groups (SIGs), and events, promoting dialogue across practitioner networks, institutions and related academic communities.
3. Provide opportunities for all BALEAP members to shape the organisation, embedding member consultation in decision-making.

## Development

1. Foster practitioner development through the Teaching English for Academic Purposes (TEAP) award, and support institutions to develop EAP provision with attention to quality and ethical standards through our BALEAP Accreditation Scheme (BAS).
2. Curate professional development resources to support ongoing professional growth and foster links between research and practice, highlighting innovative approaches to teaching, teacher development and research methods to enhance practices.



3. Value the diverse knowledge and experience of EAP practitioners from all professional backgrounds, enabling professional development for all members.
4. Champion the development of our field through supporting practitioners to engage in research and scholarship and to disseminate findings.

## Inclusivity

1. Celebrate a range of perspectives in the organisation, engaging globally to include the voices of members from diverse EAP contexts, embracing different academic cultures and epistemologies.
2. Foster diversity in event programming, avoiding overrepresentation, and maintaining a robust online presence in order to support the inclusion of a range of voices and perspectives.
3. Reduce barriers to participation wherever possible, for example through differentiated fee structures, tiered pricing and accessible resources and events, supporting the inclusion of those experiencing professional precarity.

## Professionalism

1. Enhance BALEAP's profile, strengthening external understanding and awareness of the value of EAP across multiple stakeholders through media, research, and partnering with organisations that align to our values.
2. Uphold ethical standards through our policies and processes, including our accreditation processes, providing signposted channels for the calling out of unethical practices.
3. Provide quality assurance through accreditation schemes that promote good practice whilst taking contextual practices into account.