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BALEAP	HEA
3 pathways: Associate Fellow Fellow Senior Fellow	4 categories: Associate Fellow of the Higher Education (AFHEA) Fellow of the Higher Education (FHEA) Senior Fellow of the Higher Education (SFHEA) Principle Fellow of the Higher Education (PFHEA)
Based on the <i>TEAP Competency Framework</i> (specifies core competencies at master's level -see p.2)	Based on the <i>UK Professional Standards Framework (UKPSF)</i>
Specific to EAP (EGAP/ESAP)	Higher Education generally
<p>Five <i>Areas of Professional Practice</i> (details specific to EAP):</p> <ol style="list-style-type: none"> Academic Practices The student Course delivery Programme development Professional development, research and scholarship <p style="text-align: center;">Broken down into the following for each section:</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>* Professional Knowledge & Values</p> </div> <div style="text-align: center;">  <p>* Areas of Activity</p> </div> </div> <p>There is also an optional TEAP Mentor and assessor unit for Senior Fellows.</p>	<p>Five <i>Areas of Activity</i> (general):</p> <ol style="list-style-type: none"> Design and plan learning activities Teach and/or support learning Assess and give feedback to learners Develop effective learning environments and approaches to student support and guidance Engage in continuing professional development in subjects/disciplines and their pedagogy, incorporating research, scholarship and the evaluation of professional practices <div style="text-align: center;"> <p>which relate to:</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>* Core Knowledge</p> </div> <div style="text-align: center;">  </div> <div style="text-align: center;">  <p>* Professional Values</p> </div> </div> </div>
More specific criteria	More general criteria
You submit a reflective claim (RAPP) and reference(s)	You submit a reflective claim (APP) and reference(s)
You must submit concrete evidence in separate documentation to support your claim (e.g. on <i>Padlet</i>)	You cannot submit additional evidence. Your reflective claim is supported by your examples and/or data
2 EAP observations required	No observations required
Assumes a teacher has TEFL/TESOL qualification/or experience that is equivalent to level 7 (e.g. DELTA)	Does not assume teaching qualifications. There are therefore 2 routes: an 'accredited' route and an 'experienced' route
Recognised in the EAP sector. A mark of EAP professionalism.	Recognised across HE. A mark of HE teaching and learning.
Further information: https://www.baleap.org/projects/teap-scheme	Further information: https://www.heacademy.ac.uk/recognition-accreditation/hea-fellowships

BALEAP Pathway	Typical candidate	Requirements	TEAP Practitioner Role Descriptors	HEA Requirements (direct HEA experiential route)
Associate Fellow	<i>A teacher in the early stages of their TEAP experience</i>	<ul style="list-style-type: none">  E-portfolio of evidence for C1 and C2  Reflective Account of Professional Practice (RAPP) – 1,500 words  1 referee statement 	A practitioner who has reached a level of professional development and effectiveness to be able to apply , with a degree of support, the core professional knowledge, understanding and values to competently deliver effective EAP teaching, support, assessment and feedback .	<ul style="list-style-type: none">  Account of Professional Practice (APP) – 1,400 words  2 referee statements
Fellow	<i>An experienced TEAP practitioner with substantive teaching and student support responsibilities</i>	<ul style="list-style-type: none">  E-portfolio of evidence for all competencies, A-E (at Fellow level)  Reflective Account of Professional Practice (RAPP) – 3-3,500 words  1 professional practice case study (included in word count)  2 referee statements 	A practitioner who is able to apply with a high level of autonomy and achievement the full range of professional knowledge and understanding, values and competencies, to effectively deliver EAP provision of a high quality whilst engaging in professional development and scholarship to inform their own practice .	<ul style="list-style-type: none">  Account of Professional Practice (APP) – 3,000 words  1 professional practice case study (included in word count)  2 referee statements
Senior Fellow	<i>A TEAP practitioner with sustained experience across all areas with extensive experience of course design, management, professional development or related areas and can demonstrate team leadership and or mentoring expertise with impact at departmental and institutional level and beyond.</i>	<ul style="list-style-type: none">  E-portfolio of evidence for all competencies, A-E (at Fellow and Senior Fellow level). If you wish to become a Mentor and Assessor, you should also provide evidence for the optional unit.  Reflective Account of Professional Practice (RAPP) – 7-7,500 words  2 professional practice case studies (included in word count)  2 referee statements 	A practitioner who is able to apply with complete autonomy, sustained achievement and success and high quality , with significant impact on the work of others : the full range of professional knowledge, understanding, values and Fellow competencies, to design, deliver and manage effective EAP teaching, support, assessment and feedback and to exploit, design and develop courses, whilst engaging in and disseminating professional development, research and scholarship to lead teams and enhance the practice of others within and beyond their institution across the sector .	<ul style="list-style-type: none">  Account of Professional Practice (APP) – 6,000 words  2 professional practice case studies (included in word count)  2 referee statements <p>N.B. Some universities have their own HEA pathway with different requirements.</p>