



3.3 The Learning and Development Coaches will provide mentoring, support and champion scholarly activity. Staff are encouraged to engage with the coaching team either through requesting mentoring support, other support, giving feedback or participating in the scholarly and development opportunities they provide.

3.4 Teaching staff are responsible for engaging with this policy in a way that directly helps to support their personal development as well as the enhancement of their teaching, course development and improvement and/or support they give to students.

3.5 The College will support collaborative working opportunities with our University partners, subcontractors or other educational institutions in the pursuit and development of scholarly work.

4. Teaching Excellence and Student Outcomes Framework (TEF)

4.1 The College currently has a Teaching Excellence and Student Outcomes Framework award. This provides students with an indication of the quality of teaching, learning and graduate outcomes at City of Bristol College. The Office for Students are currently developing proposals for a new TEF scheme and their provisional timeline is that submissions will be by summer 2022 and awards announced in early 2023. Our current award is extended to 2023.

5. Research and Scholarship Development Scheme

5.1 Funding, time or resources may be sought to enable formal academic research or scholarly activity provided it meets the criteria as set in the application process (see Appendix A). A proposal may be submitted by an individual or by a group of individuals and will be considered by the Research and Scholarly Activity Group, chaired by the Assistant Principal FE & HE.

5.2 The activity does not need to be limited to focusing on pedagogy (how to improve the way teaching is delivered), but can also focus on a specific subject or discipline. The activity may be focused on academic updating or pushing forward the academic boundaries of a subject. It can also be more industrially focused, updating on the latest activities in a particular industry/sector or on employability skills within that sector.

6. Monitoring and evaluation

6.1 Managers will review research and scholarship with individuals on a regular basis through 1-1s and appraisals.

6.2 Student surveys

6.3 Research and scholarly activity will be a key feature in departmental self-assessments and quality improvement plans where there are HE programmes being delivered.

6.4 Any research and scholarly activity will be discussed within quality review meetings.

6.5 Research and scholarly activity will be clearly linked to the Quality Assurance Agency Quality Code and the Teaching Excellence Framework.

6.6 Staff wishing to apply for a HE Fellowship to include details of their research and scholarly activity.



7.2 The College encourages staff to disseminate their research and scholarly activity internally and externally at conferences and symposia. The College provides a number of routes for staff to disseminate the outcomes of their projects internally:

- Annual staff CPD events

- Annual research and scholarship publication

- Staff meetings

- HE Conference

- Reading Groups

- Through approved social media channels

- College website

- Written paper with academic rigour applied with recommendations for implementation

- Curriculum enhancement / development

7.3 In addition, staff