

Professional Accreditation for Widening Access and Widening Participation Professionals

SCAPP Conference 16 May 2023

Presenters: Alice Smith and Andrew Comrie



Workshop Activities



- Tell you a bit about the accreditation Scheme
- Share with you what we learnt from the pilot in 2021-2
- Give you an opportunity to discuss the Scheme in groups
- Share your thoughts with us using our ANON WALL
- Summarise key points and plans for the next pilot

Introducing the Professional Accreditation Scheme



What is it?

- A route to professional accreditation through portfolio submission
- An evidence-based portfolio
- Illustrates how you meet the relevant professional standards statements
- Peer Reviewed
- Pilot in 2021/2

Introducing the Professional Accreditation Scheme



Why?

- There wasn't a professional accreditation scheme tailored to the needs of WA and WP practitioners
- SCAPP

Introducing the Professional Accreditation Scheme



What are the Benefits?

- Recognition
- Enhancement
- Reward
- Benchmark
- Enhances your Professional Learning/CPD
- Learn and Develop
- Engage with and contribute to a growing community of WA and WP practitioners

Introducing the Professional Accreditation Scheme



Pilot: why take part?

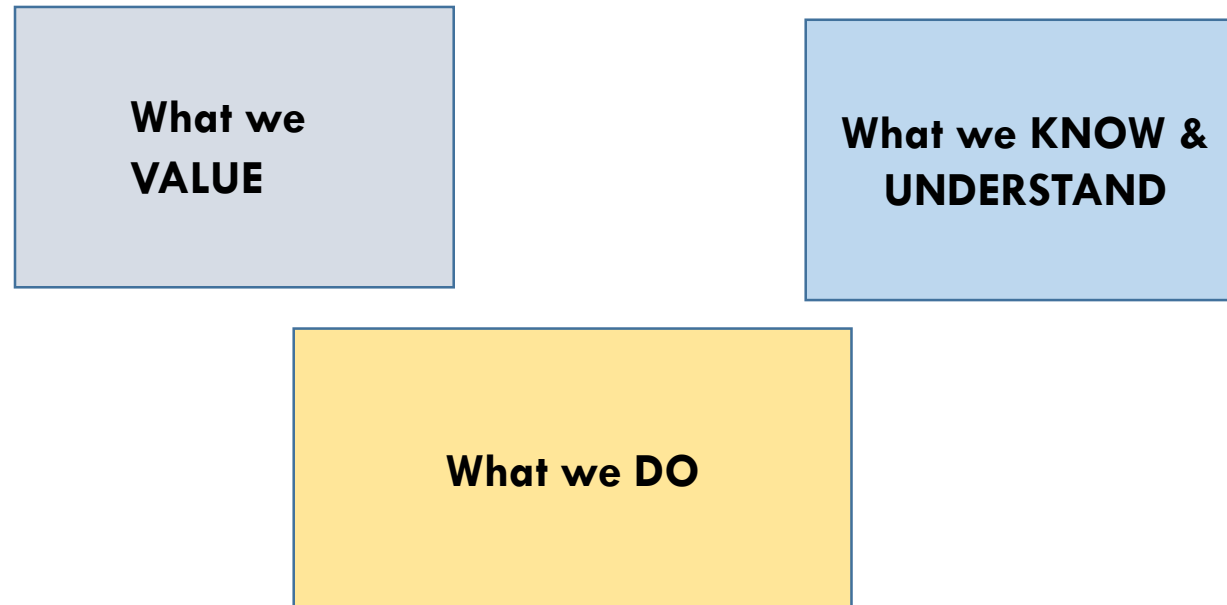
"I was a WP student myself before uni... which is probably the reason why I wanted to do the Accreditation Scheme. I have worked in the sector now for ten years and there has been nothing of this sort, so to get accredited through this programme really appealed to me and to be able to reflect on my work." - Scheme Participant

When we saw the pilot, we thought it would be good for the profile of SCAPP... really interesting from a personal point of view...there was no accreditation for WA or WP, so interesting to get recognition." - Scheme Participant

Introducing the Professional Accreditation Scheme



The Professional Standards Framework



Introducing the Professional Accreditation Scheme



Levels of Accreditation

- Affiliate Level
- Practitioner Level
- Leadership Level*

What was learnt from pilot



External Evaluation

- eval: participants/ contributors / wider stakeholders
- reported in September 2022
- tweaks and amendments to be made to processes, documentation, and the support offered to participants
- overall conclusion was positive

“Undoubtedly, the Accreditation Scheme has had and is likely to have a significant positive impact on both Participants and those who contributed... Participants reported increases in confidence and believed they had developed personally. They expected their practice to be improved and hoped it would help contribute to their longer-term career progression.”
(Swain & Wrigley, 2022)

What was learnt from pilot



Amendments for the future

- **Tightening up of statements in light of feedback** e.g. Two Value statements were too similar – amended into one / adapting some of the KU (knowledge) statements / e.g. CPD – formal & informal are accepted
- **Updating indicative examples** e.g. examples of evidence you can use to support statements – not exhaustive!
- **More support:** sessions (where possible); greater support to be offered for demonstrating the theoretical underpinnings of our work; setting expectations
- **Time/Resources:** in order to run such a scheme...

What was learnt from pilot: participants



"I think anything which encourages reflective practice can only be a good thing to develop the sector. It is also good to have professional recognition for your role and experience."

" It allowed me to try something new."

"The opportunity to reflect on my practice in depth has been invaluable and has already resulted in changes to the programmes I deliver."

" I feel more valued in myself...it's made me re-love what I do."

"I think it will hold value in the sector and if I wanted to move jobs it would be useful on my CV. Because it's quite new I don't know if people know the weighting of it yet."

"Reflecting on my practice through the Scheme has allowed me to see my progress and impact in my current role."

" This is a fantastic scheme and I am incredibly thankful to the whole team for putting such incredible work and commitment into it. We are so lucky to now have an Accreditation Scheme for our practice, which will not only benefit us as individuals and the organisations we work for, but also enhance the reputation of the WA/WP sector as a whole."

What was learnt from pilot: peer reviewers & scheme contributors



Peer Reviewer: *"It has really supported my CPD. Being a reviewer helped my ability to spot what was evidence and what was fluff...which has had a positive impact on me"*

Scheme Contributor: *"It's going to look good on their CVs...no two ways about it... having the accreditation will be a short cut for saying this person knows what they are talking about. I hope employers are going to start valuing that."*

Other role: *"I think this will be hugely valuable for the sector, providing an opportunity to gain recognition for work they are doing and will also benefit the sector as they become more reflective on their practice. I would like to see more leaders going for it so they are in a position to mentor practitioners in their teams."*

Scheme contributor: *"I am really proud of it. The sector has needed it for a long time. It is a step change in what is available to people."*

Pilot 23-24: Phase 2



Applications

- From summer 2023, SCAPP will invite applications to take part in the Scheme and applications to participate as a Peer Reviewer.

Information Events

- An opportunity to find out more :
- Tuesday **30th May** and Thursday **1st June** (online)
- 12pm – 1.30pm (online)
- Registration Details are available from the SCAPP Website
- <https://www.fairaccess.scot/latest-news-updates-and-blogs/>