

CRITERIA TO BE USED IN SELECTION FOR REDUNDANCY (Academic Teaching posts)

This criteria should be read in conjunction with the Redundancy Policy/Procedure, which outlines the College's arrangements for redundancy.

This document sets out the criteria to be used by the College when selecting teaching staff for redundancy. The criteria allow the College to retain a balanced, well qualified workforce, equipped to move the organisation forward at a time of change.

An assessment of each Teacher in a designated ringfence will be carried out using the following criteria:

1. Teaching Qualification (maximum score of 10 points)

- Full Teaching Qualification (10 points)
- Part Qualified or confirmation of start date (5 points)
- No teaching qualification (-5 points)

2. Subject Specific Qualification (maximum score of 10 points)

- Levels 5+ (10 points)
- Levels 3-5 (5 points)
- Level 2 and below or No subject qualification (0 points)
- No qualification (-5 points)

3. English Qualification (maximum score of 10 points)

- Levels 3+ (10 points)
- Level 2 (5 points)
- Level 1 (0 points)
- No qualification (-5 points)

4. Maths Qualification (maximum score of 10 points)

- Levels 3+ (10 points)
- Level 2 and below (5 points)
- Level 1 (0 points)
- No qualification (-5 points)

5. Lesson Observation Grade History – last 2 years formal observation (maximum score 10 points)

- Grade 1 = 10 points
- Grade 2 = 5 points
- Grade 3 = 0 points
- Grade 4 = - 5 points

6. Interview including assessment of teaching skills through a micro teach (maximum score of 20 points)

Teaching skills will also be assessed through a micro teach as part of the interview

Negative Points:

To achieve the final score, the following will be taken into consideration:

8. Disciplinary Record

If the individual has a disciplinary record (a formal warning/final warning on file) then 5 points will be deducted from the total score.

9. Capability Record

If the individual has a capability record and is undergoing current formal management of a capability concern, up to and including issue of formal warnings then 5 points will be deducted from the total score.

10. Formal Sickness Record

If the individual has a sickness record (a formal warning/final warning on file) then 5 points will be deducted from the total score.

11. Pre-Selection Screening

Staff that score a minimum of 42 out of 50 points (83%) from sections 1-5 will be no longer be at risk.

Staff that score less than 50 points from sections 1-6 will remain at risk of redundancy and will be required to go through the microteach and interview process.