

Sector guide: school libraries

quality people
equals quality
service

HOW CAN CILIP HELP YOUR ORGANISATION?

Access to information and works of the imagination is the right of every young person in the UK.

School libraries and resource centres, help to develop information skills and a love of reading, which supports young people in their learning for life.

New initiatives, curriculum development and technology continue to shape learning and it is crucial that information services respond to that change in a positive and collaborative way.

Employing professional information staff can ensure that the whole school benefits from an effective and lively service.

CILIP can help your school recruit, retain and reward the best staff to meet your information needs and provide the most effective service to your pupils and staff.

Education and training

CILIP has a globally recognised **Framework of Qualifications** available to all levels of staff – from para-professionals and support staff to senior managers. The qualifications recognise and build on existing educational qualifications and work-based learning:

ACLIP - Certificate for para-professionals by portfolio application, based on work experience and training

MCLIP - Chartership for newly qualified information professionals

FCLIP - Fellowship for experienced information professionals who make a significant contribution to the profession

A Revalidation Scheme is also available to MCLIPs and FCLIPs to demonstrate their knowledge and skills are up to date.

www.cilip.org.uk/foq

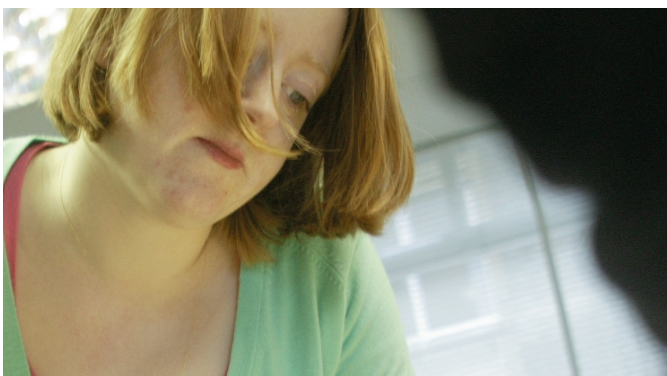
CILIP accredits masters and degree courses in library and information management and related subject disciplines. CILIP also offers a 'Seal of Recognition' for employer training activities.

www.cilip.org.uk/accreditation

CILIP has worked with academic leaders in the subject discipline to produce the Body of Professional Knowledge:

www.cilip.org.uk/bpk

This mapping of the subject discipline helps employers to understand what they can expect from graduates and assists individuals to map their own development in the subject. The Body of Professional Knowledge is also used to underpin the skills and training that all practitioners need to develop.



Advice for individuals and organisations

Continuing Professional Development

CILIP offers a range of continuing professional development (CPD) courses and activities, which enable staff to update their knowledge and skills.

www.cilip.org.uk/training

In addition to formal training courses CILIP Special Interest Groups organise many workshops and conferences to support CPD.

CPD underpins the Framework of Qualifications and all our members have a commitment to keeping up to date through our *Ethical Principles and Code of Professional Practice for Library and Information Professionals*.

Recruitment and selection

CILIP's specialist recruitment agency, INFOmatch deals exclusively with the library and information sector. INFOmatch is dedicated to providing a fast, efficient, high quality service to clients and candidates.

www.cilip.org.uk/infomatch

CILIP also publishes a job supplement every fortnight in **Gazette** and offers advice on advertising for posts.

www.cilip.org.uk/gazette

Workforce development

CILIP is concerned with providing the evidence, framework and activities to support individuals and assist employers in developing a workforce which is fit for purpose and delivers high quality library and information services valued by the communities served.

www.cilip.org.uk/workforcedevelopment

Ethical issues

CILIP publishes its Ethical Principles and Code of Professional Practice for Library and Information Professionals and has an Ethics Panel, which advises members and organisations.

www.cilip.org.uk/ethics

Information and advice services

CILIP's Information and Advice Teams provide answers to enquiries and give guidance on professional and personal development issues.

Networking

CILIP has a strong sectoral, cross-sectoral and regional infrastructure which encourages individuals to become involved in professional activities, to share examples of good practice and play an active part in developing the profession. This involvement leads to increased personal motivation and feeds directly into performance at work.

Recommended salary levels

The recommended salaries quoted are guideline figures, and do not represent any particular salary scale or the sums paid by any particular organisation.

Posts in some areas may be graded to recognise local labour market conditions. However, CILIP recommends that all posts should be graded according to the level of responsibility they bear and the level of qualification, skill and experience required. Posts requiring the employment of a Chartered Librarian should be graded to provide a salary of no less than £22,000.

The salary bands do not take into account special allowances such as London Weighting or other benefits.

School libraries

Para-professional	£13,500 - £15,000
Newly qualified	
0-2 years	£20,000 - £22,000
Chartered	£22,000 - £26,000
Head of Service	£27,000 - £39,000

(Chartered Librarians are often solo workers and therefore head of service. Salaries can increase depending on managerial role, experience and sector worked in).

**These figures have been produced by the CILIP Advice Team in liaison with INFOmatch*

