




Impact Report 2019

Changing the face
of teaching

nowteach.org.uk





"It's been really advantageous to share the experience with teachers of your age group who understand the things you're going through."

Becky Clark
Cohort 2018

OUR IMPACT IN 2019

In our first three years we have recruited more than 200 experienced career changers into teaching, from CEOs and lawyers to hostage negotiators and NASA scientists, and helped retain them in the profession.

We have formed strong partnerships with their schools and training providers and offered Now Teachers personalised support and a network of fellow career changers. Those in our network are becoming great teachers committed to the same vision: that every child should get an excellent education.

13%	Hold a PhD	16%	Teaching languages
41%	Hold a Masters	64%	Teaching STEM

New teachers recruited

85

COHORT 2019

1,800+

Years of combined career experience

25+ Industries

4 Recruitment regions

50
Partner schools

NOW TEACH IN 2019

27,000+

students will be taught by
Now Teachers in 2019/20

8 Initial teacher training partners



WHY NOW TEACH MATTERS

**KATIE WALDEGRAVE
AND LUCY KELLAWAY**
CO-FOUNDERS OF NOW TEACH



We founded Now Teach to find and support amazing individuals who bring fresh perspectives from industry, business and the public sector into schools. They also have the social capital – connections, experience and awareness – to help young people raise their aspirations and enjoy the best education possible, regardless of their backgrounds.

Now Teachers are well placed to solve some of the most vexing social problems – the teacher recruitment crisis, the deficit of experience in a predominantly young workforce and high attrition – particularly in schools that serve disadvantaged communities.

OUR GROWING NETWORK

A teacher will not improve the system in their first year, and they won't ever change it alone, but the growing movement of qualified Now Teachers in education is already becoming a force for good in the sector.

Our articulate, passionate and successful career-changers will have a profound impact in the education sector. They are disruptors and pioneers and the role of Now Teach is to support and learn from them as we expand.

FUTURE IMPACT

The potential for Now Teach is huge. In time we will grow in numbers of recruits, locations and contexts, and depth of impact.

Amongst the qualified Now Teachers we see some people taking up leadership positions while some want to remain in the classroom; others are keen to support schools' business management or to drive careers education or to help Now Teach to grow and improve.

In a short time Now Teach has had a disproportionate impact on the lives of children taught by teachers in our network. With every additional teacher we recruit, this impact will grow.

On behalf of our teachers, and the students and schools they serve - thank you.

"Of course it is going to be challenging but so are all things that are worthwhile."

Vincent Neate
Cohort 2019



OUR WORK

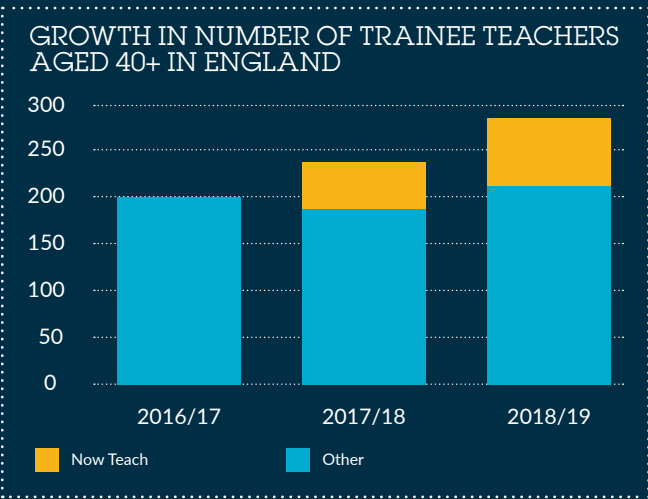
RECRUITING EXPERIENCED CAREER-CHANGERS

Now Teach offers experienced professionals from industry and business a structured pathway into teaching and bespoke support to help them thrive in the classroom for the long term.

Now Teach acts as a trusted adviser to applicants, making sure experienced career-changers find the right training route for them. Currently there are over 230 providers of initial teacher training in England.

Historically, experienced career-changers have applied in very small numbers to the teaching profession. Yet since 2016, 6,292 people have expressed interest in Now Teach, of whom we have recruited 207.

In 2018, Now Teach participants represented 24% of the growth in new trainee teachers aged 40 or over.¹

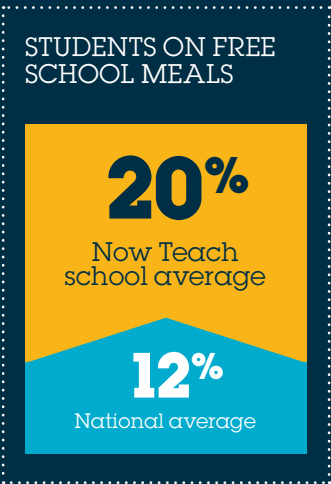


PLACING CAREER-CHANGERS WHERE THEY'RE NEEDED

We place our participants in schools in need of trainees for shortage subjects. This year 64% of our cohort are teaching STEM (Science, Technology, Engineering and Maths) subjects and 16% are teaching modern foreign languages.

Now Teach partner schools have a significantly higher proportion of students eligible for free school meals, a key indicator of disadvantage, and students with English as an additional language.² These are the schools where the recruitment and retention crisis hits pupils hardest.

Beyond the curriculum, Now Teachers bring experience of the world and social capital. To the system they bring knowledge of other sectors, business skills and connections. In time they may offer solutions to some of the more intractable problems our schools face.



GIVING CAREER-CHANGERS WHAT THEY NEED TO SUCCEED

The average age of a Now Teacher is 52 and participants bring an average of 24 years of professional experience to the classroom. According to the Department for Education, individuals who train part-time or who are older usually have much poorer retention rates.

Now Teach is therefore dedicated to providing career changers with support that meets their needs.

WE OFFER:

- an established professional network of like-minded career-changers
- a compressed 4-day-a-week school-based Initial Teacher Training programme
- a programme of development sessions and networking events
- expert coaching
- strong partnerships with placement schools and training providers who value Now Teachers

INCREASING RETENTION OF NOW TEACHERS

The rate of Now Teachers receiving Qualified Teacher Status at the end of their first year is increasing:



Demonstrating the growth of our organisation, of Cohort 2017 who received Qualified Teacher Status, 100% were in employment 3 months later.

POSITIVE FEEDBACK FROM OUR 2018 COHORT

Percentage of Now Teachers who are satisfied or very satisfied with:

Now Teach network support	89%
Now Teach events	87%
Support provided by Now Teach	85%

2016

DECEMBER Lucy Kellaway announces she is retraining as a teacher in Financial Times article.

2017

JUNE Over **1,000 people** express interest in Now Teach. SEPTEMBER First cohort of **47 career-changers** start teaching across **18 schools** in London.

2018

SEPTEMBER **75 new career changers** join the second Now Teach cohort, working across **32 schools** in London and Hastings. NOVEMBER Now Teach secures Department for Education funding to expand its work.

2019

JULY Now Teach holds its first national conference and graduation. SEPTEMBER Now Teach recruits **85 new participants** who will teach across London, Hastings, West Midlands and East Anglia.

THE CHALLENGE

Schools are struggling to attract and retain talent - the teachers who will educate our young people. We are losing teachers with management experience.

10%

OF SECONDARY
TEACHERS LEFT THE
WORKFORCE IN 2017

3.3

MILLION
SECONDARY
PUPILS BY 2025

5

YEARS IN A ROW
RECRUITMENT
TARGETS HAVE
BEEN MISSED

50%

THE FIVE-YEAR
ATTRITION RATE
FOR TEACHERS IN
SHORTAGE SUBJECTS

NOW TEACHERS ADDING VALUE

From investment banking to Head of Year 12

Peter Jerrom

“ Before teaching I was a trader in foreign exchange options for 18 years and held senior management positions including Managing Director at UniCredit.

When I set out in teaching, I had no intention of taking on a leadership role. But I began to realise that this was the only way I could effect change in

my school. I spoke to my Now Teach coach and we mapped out a plan on how to progress. At an opportune time in my second year of teaching, the role of Head of Year 12 came up, and I successfully applied. Whilst my teaching career is in its early stages, I have many established skills from my experience in managerial roles. I take documents delivered by SLT and OFSTED and create concrete plans. I am responsible for the curriculum development and academic performance of Year 12, but also this year and for the first time ever at the school, I set up the Year 12 work experience programme.”

From civil service to Careers Co-ordinator

Anne-Marie Lawlor

“ Over the course of my 20-year career, my roles were mostly policy focused and then latterly I ran the civil service-wide graduate trainee programme. I had thought about becoming a teacher a few years earlier but one of the things which really attracted me to Now Teach was the cohort.

Last year I successfully applied for a careers role in my school. I realised that I had useful and relevant experience,

not least through supporting my own children in making university and careers choices.

We are a new school, so we are building up our careers offering, but so far, I have organised a City careers trip for all of Year 10, and an ongoing series of talks on different careers in school. The more I get involved in careers education, the more it seems to me that young people, especially some of those from disadvantaged backgrounds, need help in developing the soft skills that employers want - confidence, initiative, responsibility, listening skills. And contact with and visits to different employers is hugely valuable in broadening teenagers' horizons.”

HOW CAN YOU SUPPORT NOW TEACH?

We are always looking for partners who will help us build on what we have already achieved.

Partners who see the value in pioneering a new pathway for career changers to offer their skills and experience to benefit young people.

If you are interested in supporting our work through a donation or pro bono support, please get in contact with Clare.Geldard@nowteach.org.uk

OUR SUPPORTERS

Our work to recruit Now Teachers would not have been possible without the support of our partners. Their generosity and expertise have enabled us to develop and provide bespoke support to help experienced professionals thrive in the classroom.

FOUNDING PARTNERS

Ark. Winton Philanthropies. Financial Times.

FUNDERS

AKO Foundation. Allied Irish Bank. Garfield Weston Foundation. HCD. Legal & General. The Moondance Foundation. Swire Foundations. UBS. Winton Philanthropies.

CORPORATE SUPPORTERS

Bain & Co. Bank of England. The Economist. Goodman Masson. Hogan Lovells. Prudential. PWC.

FOOTNOTES:

¹DfE Initial teacher training (ITT) census: 2018 to 2019, England

²DfE Schools, pupils and their characteristics: January 2018

³(Statistics from 'The Challenge', page 7) DfE National Statistics: School workforce in England: November 2017, and DfE Teachers analysis compendium: 2017



"I'd got to a point in my career where I wanted to share all the knowledge I had with the younger generation."

Matthew Male
Cohort 2018

Contact us to find out how we can work together.

clare.geldard@nowteach.org.uk
www.nowteach.org.uk



@NowTeachOrg



@NowTeach



@Now-Teach

Award nominations:

Working Mums Top Employer Awards 2019 - SME Award & Innovation in Flexible Working

In-house Recruitment Awards 2019 - Recruitment Team: Not-for-Profit

NASBTT Awards 2019 - Innovative Practice of the Year

.....

Supported by:



Department
for Education

Now Teach is incubated by Ark UK Programmes, a registered charity in England and Wales, registration number 1137932, and company limited by guarantee, company number 05932797.
Registered address: 65 Kingsway, London, WC2B 6TD.