



# Annual Review 2020

**NOWTEACH**  
December 2020



# Annual Review 2020

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# Now Teach.

Attract.

Recruit.

Retain.

# Cohort 2020

994 applications

445 interviews

140 recruited



# Who we are

An independent charity set up to help young people get the education they need and to increase educational equality in state secondary schools. We inspire talented people to retrain as teachers and then support them to stay in the classroom for the long term.

# What we do

We recruit talented career changers into teaching. We work in partnership with the schools and training providers that train our recruits. We meet the needs of late-stage career changers as they train and progress in their careers, providing peer-networking, tailored development and one-to-one support.

# Why we do it

Through our growing network of career-changers, we are supporting a movement to improve schools. To students, Now Teachers bring wisdom and career experience. To schools, they bring knowledge of other sectors and fresh ideas. We believe their skills and experience can help solve schools' most intractable problems.





# Review of the Year

This year has been one of the most difficult in living memory. The ramifications of the pandemic for young people and their education are still unfolding. Now, more than ever, children need great teachers. Now, more than ever, schools need people who understand the world and can help re-imagine rapidly changing systems.

Despite everything, 2020 has been a successful year for Now Teach.

## Recruitment and retention – success in adversity

Within weeks of lockdown we had moved our recruitment events online and adapted all our processes for remote working. Cohort 2020 is our largest to date: 40% above the Department for Education's target and 68% bigger than 2019.

Our new trainees faced a particularly difficult induction. There was a greater need – and demand – within our network for support from Now Teach. As our programme moved online, attendance at sessions nearly tripled. We are particularly proud of the newly qualified teachers in Cohort 2019.



**Clare Geldard, Executive Director**

**40%** above target  
Cohort 2020 recruitment

**91%** satisfaction  
Now Teachers on our response to COVID-19

Over **3700** years  
Cohort 2020's combined professional experience



## Diversity

We firmly believe that finding the best teachers means recruiting the widest diversity of people. Now Teach has always contributed to gender and age diversity in schools. Our recruits put years of experience into a profession where the average age is younger than in any other developed country.

However, the death of George Floyd in May prompted us to look at the role we must play in acting against racism. Our teachers are on the frontline. We have recruited an ethnically diverse cohort but we know there is much more we can and must do.

In four years, we have recruited 345 teachers. They come from a huge range of industries and roles from CEOs and city lawyers to a hostage negotiator and NASA scientist. They bring with them years of experience and immeasurable enthusiasm and motivation for their new career in teaching.

They are truly a remarkable group of people who are still only at the start of their teaching careers. Over the next few years, we are in little doubt that Now Teachers, collectively, will make profound changes to the most important profession there is.

**Clare Geldard, Executive Director**  
**Lucy Kellaway, Co-founder**  
**Katie Waldegrave, Co-founder**  
October 2020



**Katie Waldegrave and Lucy Kellaway,  
Co-founders**

We have made public pledges to make sure we keep equality and diversity front and centre for both Now Teachers and the Now Teach team.

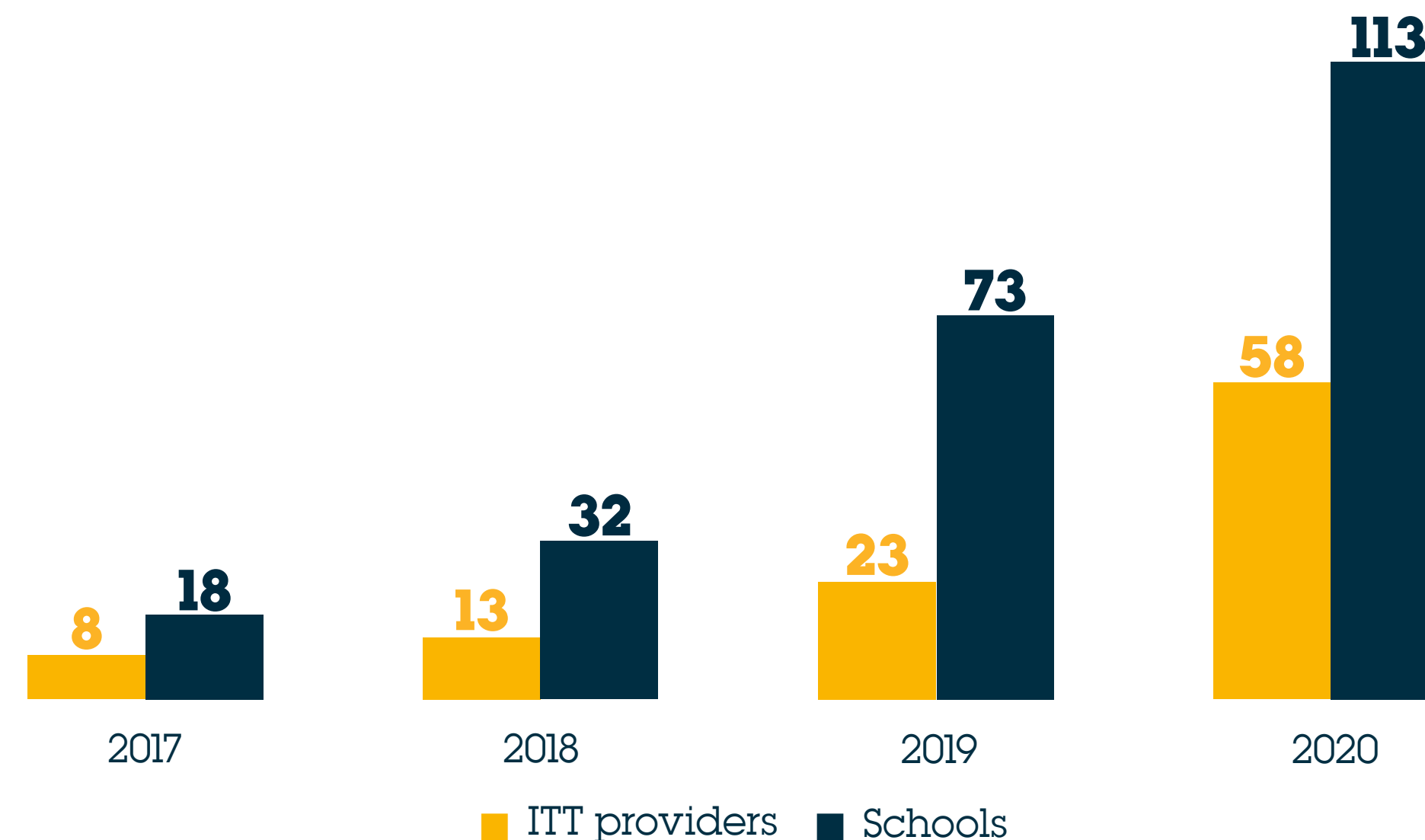


# Recruitment growth in 2020

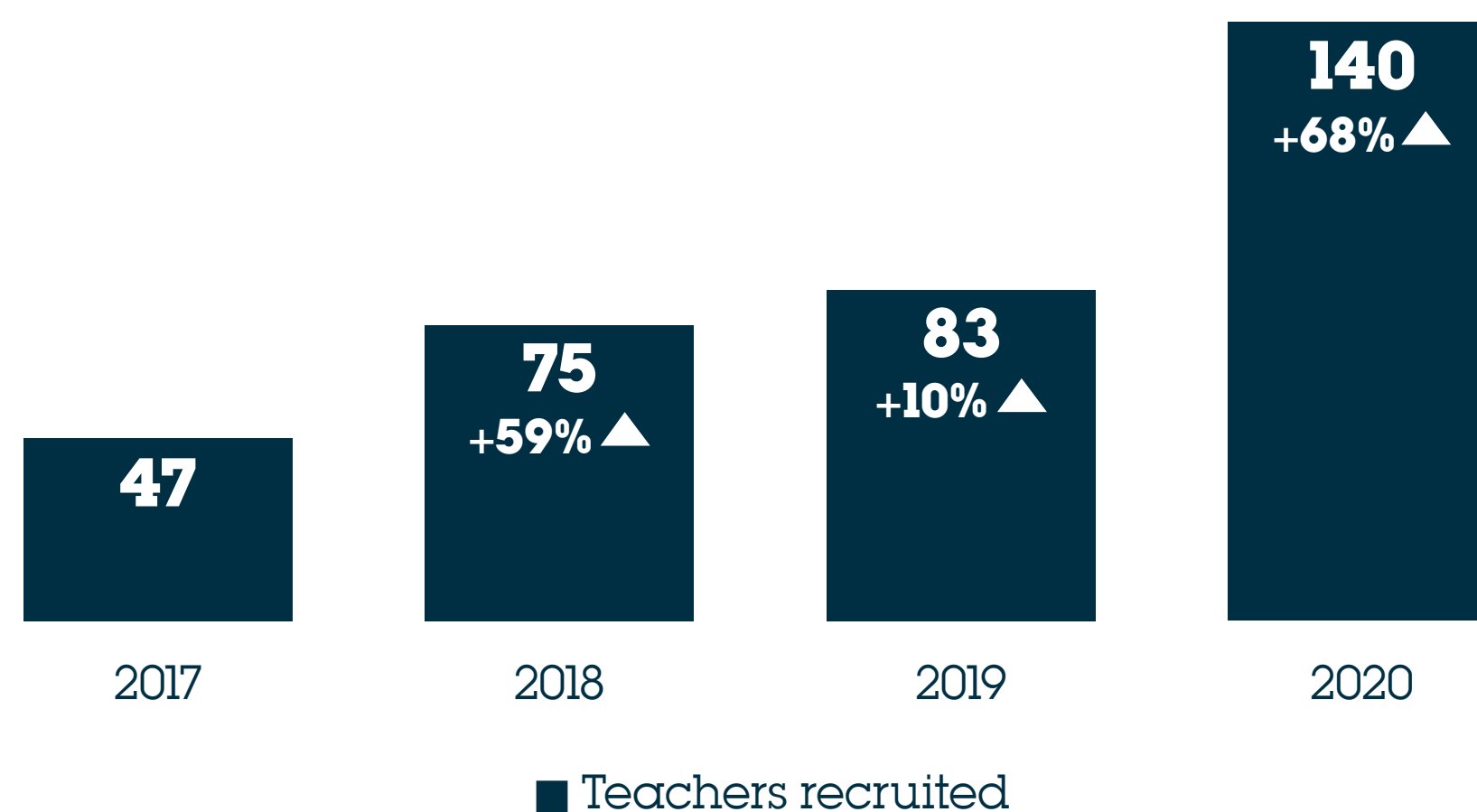
We have recruited a new cohort of talented trainee teachers and are working with more schools and training providers than ever before.

Since 2016, we have recruited 345 career-changers.

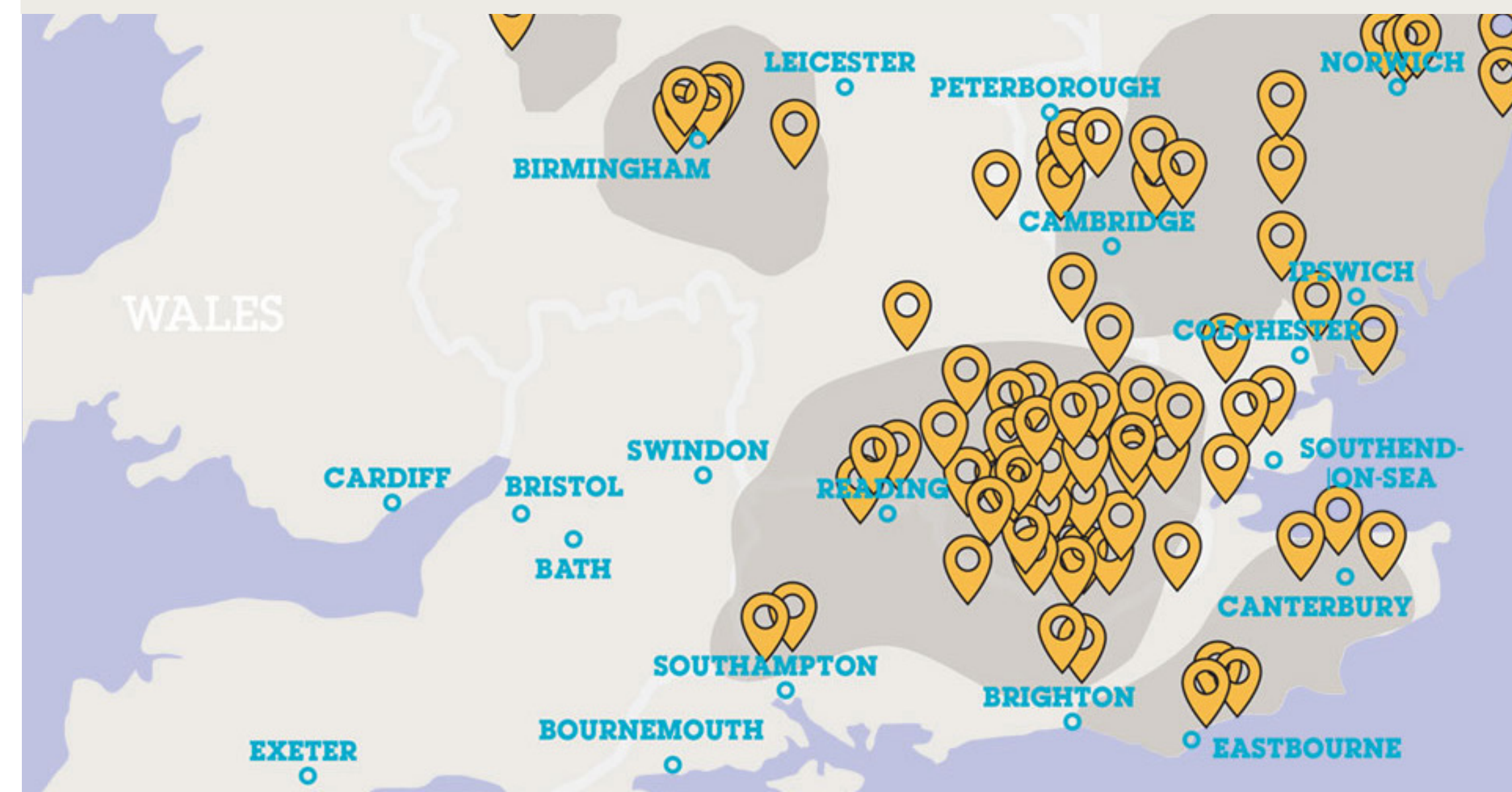
**We are working with more schools and training providers**



**We are recruiting more trainee teachers**



**We are working across the East of England, West Midlands, London and the South East.**





# High quality recruits in 2020

We recruit talented and experienced career-changers who bring value to their students and schools.

**3700+** years of work experience

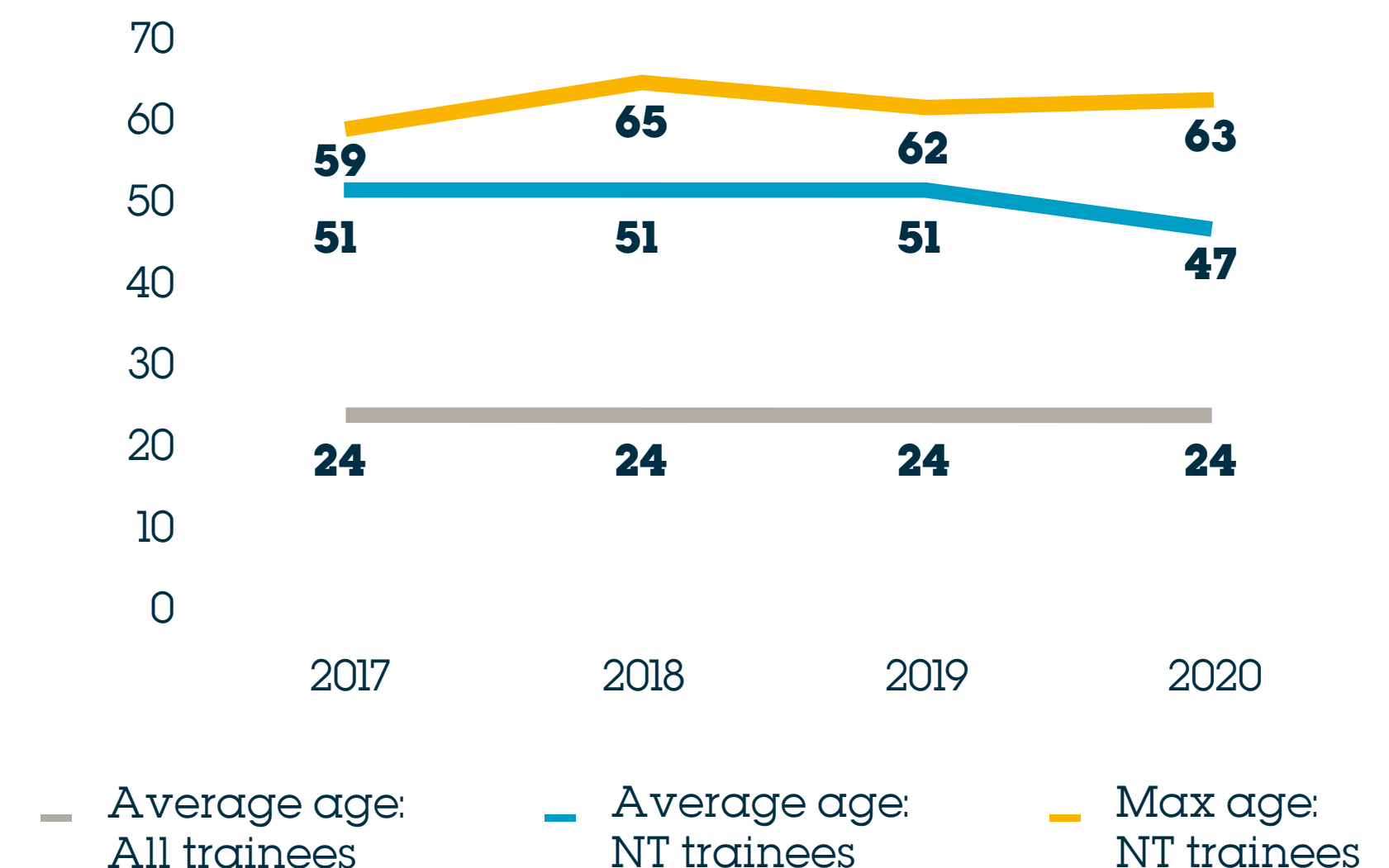
**71%** left employment to retrain with Now Teach's support

**50%** have a Masters and **12%** have a PhD

**29%** from Finance, Law, Business and Consulting

**12%** from Engineering, Manufacturing and IT

**Average age of Now Teach trainees**







“Of course it’s going to be challenging but so are all things that are worthwhile.”

**Vincent Neate**  
Cohort 2019

Before: KPMG Partner  
Now: Maths teacher



# Now Teach makes the difference

We are vital to people's decision to become a teacher and our tailored programme supports them through their training.

**40%** of recruits had **not researched** teacher training before applying to Now Teach.

**49%** of our recruits say they **would not** have become teachers without Now Teach.

Sources: NT Survey of Cohorts 2017-19, April 2020 , n=60; and NT Survey of Cohorts 2017-19, April and July 2020 , n=125

**91%** of recruits said we'd adapted to their needs during COVID-19 and school closures.

Now Teach's Net Promoter Score is **60**  
Above 50 is considered excellent.

Source: NT Survey of Cohorts 2017-19, July 2020 , n=65.







“In the back of my mind, I always knew I had a support network with Now Teach. They are there to support, to encourage, to help us develop and to grow.”

**Helene Jones**  
Cohort 2019

**Before:** IT and Software Development  
**Now:** Computer Science teacher



# We recruit for shortage subjects

Most Now Teachers train in subjects where there is a shortage of teachers. This year we have had strong growth for maths and science recruits.

**+41%**

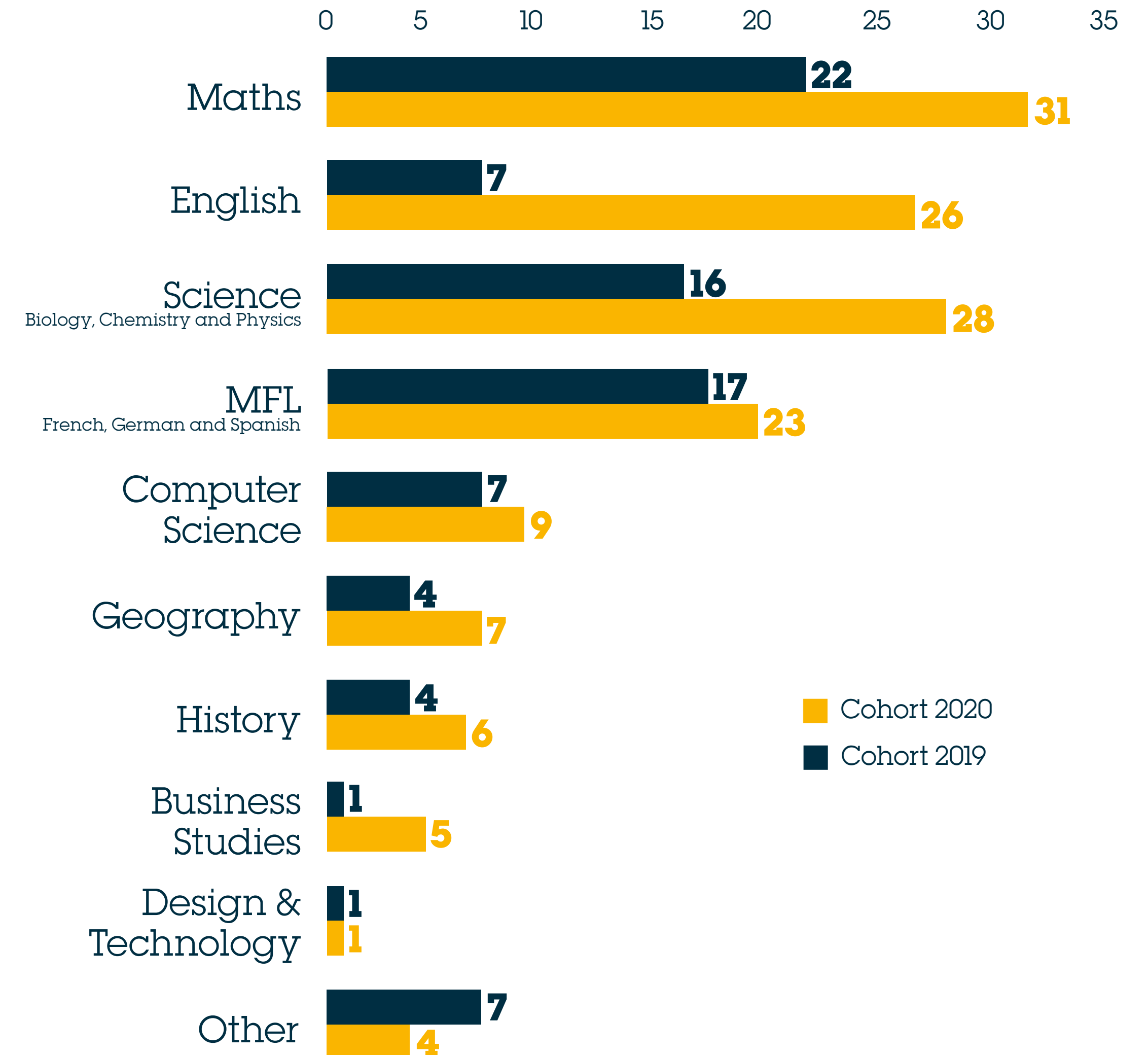
Increase in maths trainees

**+75%**

Increase in science trainees

**+35%**

Increase in German, French and Spanish trainees





# We support people to stay in teaching

Retention is a key issue in teaching and we support career-changers through the challenges of their training to gain Qualified Teacher Status (QTS) and stay in schools for the long-term.

**Almost one third** of teachers leave the profession within 5 years of completing their training – a colossal waste which impacts most significantly on pupils.

Retention is significantly lower for older trainees. Now Teach's support is reversing this trend.

More Now Teachers who qualify stay in the profession compared to the national average.

**92.5%**

Now Teachers gaining QTS and still teaching one year later.

**85.4%**


The national average in England.

Sources: Now Teach Cohorts 2017 and 2018; and School Workforce Census, DfE, June 2020

**26%** of our recruits said it was **unlikely** they would still be teachers without Now Teach.

Source: NT Survey of Cohorts 2017-19, April and July 2020, n=125.





“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

Before: Banking  
Now: Maths teacher



# Research and Impact 2021

We are confident that Now Teachers are performing well during training, and retention after qualifying is above expectations for older trainees.

Feedback from schools and training providers remains strong and Now Teachers who choose to are progressing into positions of responsibility and leadership.

We are now refining our understanding of the ways that Now Teachers bring additional value and have an impact in their schools.

We will work with external partners to evaluate the additional value of Now Teachers on:

- 1.** Improving outcomes for students
- 2.** Supporting school culture
- 3.** Supporting the wider system





# 1. Improving outcomes for students

**Pastoral:** Improving parental engagement.

“My Head of Department was surprised by the relationships I built, and acknowledged ‘one thing you taught me was about talking to parents’.”

**Emma Barker – Cohort 2017**

**Before:** Journalist and author

**Now:** French teacher

**Careers:** Enhancing understanding of work and professionalism.

“I feel the importance of punctuality, dresscode, etc. in a way which I know is different. I can apply it directly to the world they will enter. It feels authentic... It feels automatic.”

**Anne-Marie Lawlor – Cohort 2017**

**Before:** Civil Servant

**Now:** French teacher

**Pedagogy:** Engaging students through real-world experiences.

“I was in a History & Politics Society meeting about IRA bombs – I worked in a building that was bombed and was able to speak of that time with authority. The society, which I run, now has an impressive and diverse programme of meetings.”

**Stephen King – Cohort 2017**

**Before:** Banking

**Now:** History teacher



## 2. Supporting school culture

**Cultural:** Improving school practices, culture and environment.

“I was the first teacher of a core subject to be taken on part-time at my school. Having seen how well it can work, we now have four part-timers, so we can more easily recruit high-calibre staff, as well as supporting colleagues with young families.”

**Janine Astor – Cohort 2018**

**Before:** Translator

**Now:** Maths teacher

**Pastoral:** Supporting peers through mentoring and career development advice.

“I’ve changed the way I think about targets based on some writing my Now Teach trainee sent me. It was really interesting to think about how we approach that in a school.”

**Now Teach Mentor**

**Leadership:** Advising leaders on organisational matters using prior professional experience.

“I’ve learned a lot from the leadership perspective of my Now Teacher – there are different approaches he knows about.”

**Now Teach Mentor**



# 3. Supporting the wider system

**Networks:** Using external networks to engage with system priorities.

“Careers advice is really important and our Now Teacher did an assembly with some of his ex-colleagues with Year 10 and 11. We had all these different speakers in from different industries. It was fantastic.”

**Now Teach Mentor**

**Professional Expertise:** Applying skills and experience to system level challenges.

“Razi quickly started supporting on data analysis, having started off helping others in the science department. He loved it and it was a real skill of his. He provided that kind of external insight and wider skills from his previous role involving programming.”

**Headteacher and Now Teach Mentor**


**Status:** Elevating teaching as a challenging and rewarding career for successful professionals.

“I think it re-endorses my career choice. Whatever the media says, Now Teach reaffirms that teaching is a great career.”

**Now Teach Mentor**

65% of Now Teachers thought their status had increased since becoming a teacher.





“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

Before: IT Project Manager  
Now: Maths teacher



# 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 Now Teach's Executive Director:  
**[Clare.Geldard@nowteach.org.uk](mailto:Clare.Geldard@nowteach.org.uk)**

## Our supporters

The generosity and expertise of our supporters has meant hundreds of experienced professionals have changed career and are thriving in their classrooms.

We particularly thank Ark for strategic and operational support through Ark Ventures between 2016 and 2020. Now Teach is proud to remain part of the Ark family, collaborating with others to address intractable issues in education.

### Founding partners

Ark, Financial Times, Winton Philanthropies

### Supporters and funders

AKO Foundation, Adriaan de Mol van Otterloo, Allied Irish Bank, Bain & Co, Bank of England, Charlotte Hogg, Chartered Institute of Patent Attorneys, Deloitte, Department for Education, Freshfields, Garfield Weston Foundation, Goodman Masson, Gorm Thommassen, HCD Education and General Charitable Trust, Hogan Lovells, Legal & General, Macquarie Group, PwC, Steve Schwarzmman, Swire Foundation, UBS, Sylvain Family Charitable Trust, The Economist, The Moondance Foundation, Visa Europe



# Contact us to find out how we can work together.

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NowTeach



Now-Teach

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