

TEACHING INSIGHT PROGRAMME 2025

TRAINING PROGRAMME FOR POTENTIAL TEACHERS

Each day, discovery.



ELTHAM COLLEGE





Each day, discovery.



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Background

The Eltham College Teaching Insight Programme is a scheme for people from historically under-represented backgrounds interested in building a career in teaching. Eltham College is committed to recruiting and retaining teachers from historically under-represented backgrounds into the profession so that the teaching community is more representative of the pupils they teach. Official government analysis published in 2023 shows that 84% of teachers in English state schools are from a White British background despite making up 72% of the total workforce in England. In addition, the analysis shows 63% of pupils in English state schools are from a White British background, further demonstrating the profession's need to diversify if it is to reflect its pupil body. Whilst Eltham College has staff from a range of social and ethnic backgrounds, like many other schools, we are committed to diversifying our staff body further. We believe Eltham College students will leave the school to make an impact in their future communities, and we are committed to ensuring their education prepares them to do this. We understand that every child's education is diminished if they do not see themselves represented in their

teachers and if they are not exposed to diverse role models. Our Teaching Insight Programme recognises the importance of diversifying the teaching profession and is designed to support this process. This scheme runs in conjunction with other initiatives we are implementing to achieve greater diversity and inclusion with regards to Race, Ethnicity and Cultural Heritage. This includes:

- use of phonetic pronunciations and audio recordings of names – an award-winning initiative called 'Every Name Matters'.
- reviews of our curriculums, codes of conduct and hiring processes in our staff and pupil body. More information about this can be found in our [Ethnicity Data Research Report 2023](#)
- providing opportunities for student voice through an Equalities committee, surveying and listening projects, student-led Afro-Caribbean Society and assemblies of celebration.

In recognition of its work in this area, the school has won a number of awards and shortlistings. In 2023, the school won the AMCIS Equality, Diversity and Inclusion Award; the Tes Award for Best Use of Technology (for its work in Diversity and Inclusion); and was a Finalist in the Independent School of the Year Awards 2023.

Most recently, the school was nominated "Independent School of the Year 2024 (London)" by the much respected annual Sunday Times Parent Power survey. This is in recognition of the school's growing academic track record and its strong focus on pastoral care.



Winner Best Use of
Technology TES Awards 2023



Independent Secondary School
of the Year London 2024



Admissions, Marketing and Communications
in Independent Schools

Winner EDI Award AMCIS 2023



Finalist for DEIJ Independent
School of the Year Awards 2023



Excellent 2022



About Eltham College

Eltham College is a leading independent co-educational London day school for boys and girls aged 7-18 years old. We have more than 1,000 students at the College who come from a wide range of social and cultural backgrounds, living typically in south-east and east London boroughs. They benefit from excellent teaching and pastoral care and use of the schools' impressive facilities. Our students make the most of these opportunities and achieve great academic and co-curricular success. Most students leave the school to attend the UK's

best universities and colleges. In December 2023, Eltham College was pleased and proud to be named Independent School of the Year (London) 2024 by the annual Sunday Times Parent Power Schools Guide survey – reflecting the the school's increasing levels of academic success as well as co-curricular opportunity and pastoral care.

To find out more about our school and its sense of community, please visit our website: eltham-college.org.uk



Our scheme

What is involved and who can apply?

The scheme is aimed at people from historically under-represented backgrounds who are studying for, or already have, a university degree, and who have a significant interest in joining the teaching profession. We are looking to invite up to five enthusiastic participants to benefit from this opportunity. Our short programme will act as an exciting opportunity to discover teaching by experiencing life in a busy school and working closely with expert teachers.

WHAT CAN I EXPECT TO DO?

The Eltham College Teaching Insight Programme is a four-day placement scheme which will feature a range of activities aimed to give participants a taste of a career in teaching. A summary of what will be on offer is below:

- Observing experienced teachers across a wide range of subjects including your area of specialism.
- Observation of the school's pastoral care and co-curricular programme.
- Advice on routes into the teaching profession and training sessions on pedagogy and lesson planning.
- Time with Heads of Department to discuss the curriculum in your subject specialism.
- Informal opportunities to network with the wider staff body and a Q&A session with recently qualified teachers.

- An insight into teaching at a primary school with observation of life in our Junior School.
- The opportunity to teach a lesson in your subject specialism on the final day of the placement and receive feedback from an expert teacher.

WHAT MIGHT IT LEAD TO?

In addition to the insight gained during the placement, Eltham College would be willing to offer a training contract to outstanding candidates. The school has an established teacher training programme, and many current staff achieved their Qualified Teacher Status (QTS) and Postgraduate Certificate of Education (PGCE) whilst working at the school.

WHEN DOES IT TAKE PLACE?

Our scheme will run from Monday 16th to Thursday 19th June 2025.

IS IT A PAID PLACEMENT?

This is not a salaried scheme, but we will pay an allowance of £250 to help cover expenses. As we are a day school, we have no boarding accommodation. If accommodation is something you would require, please contact us and we will advise accordingly.





Is the programme worthwhile?

Eltham College has been running the Teaching Insight Programme since June 2022. It has been a great success and feedback from those who have taken part has been overwhelmingly positive, as you can see below:

"This program most definitely has enhanced my passion for teaching. Eltham College's passion to diversify their school even more so, and constantly work to improve the experience for both students and staff has left a mark on me. It is arguably rare to see a school so enthusiastic about creating the best environment.

This experience has made me realise exactly why I love teaching and aim to become a great teacher. Future participants will learn so much about teaching, observations, strategies, lesson planning, teaching training, and so much more! The programme shows a different side to education as well, through mornings in the Chapel, co-curricular clubs, and pupil shadowing. Through this programme you learn about a different school experience; one which will inspire participants to want to join a community like Eltham."

A participant from Roehampton University

"Discussions about Eltham College's methodologies allowed me to observe a range of different teachers and view their teaching styles. Consequently, I was able to pick up some great techniques which I can then implement within my own teaching philosophy.

Having seen the close interaction and relationship between pupils and teachers, I was once again reminded about the significance of the impacts that teachers could make on students... I am also impressed by enthusiastic teachers who constantly reviewed their teaching strategies. I am empowered to be one of them and continue to inspire learners of all ages."

A participant from University College London

"It was such an amazing experience that gave me hands-on learning and a real taste of what it's like to be in the education world. Throughout the programme, I had a blast and gained so much valuable insight into the teaching profession. Witnessing different teaching approaches and styles helped me gain valuable insights into how to effectively cater to the diverse needs of students at different stages of their educational journey.

I would highly encourage future participants to apply to the programme. Personally, I was initially uncertain about pursuing a teaching career, but this programme completely transformed my perspective. It provided me with a unique opportunity to experience lessons from a teacher's point of view, and even allowed me to teach a lesson myself. This hands-on involvement was instrumental in reigniting my passion for teaching."

A participant from the University of Manchester







Is a teaching career right for me?

At Eltham College, we believe teaching is an incredibly rewarding vocation. It provides daily inspiration and ample opportunity for career progression. We have asked some of the teachers at our school from historically under-represented backgrounds to give their thoughts.

Katy Powis-Holt (Teacher of Politics, Head of Year 13, EDI Co-ordinator)



I moved into teaching having initially worked in an office based career after university and I have never looked back. I can't think of another job where you have the opportunity to make such a positive difference on a daily basis. Whether you are passing on your enthusiasm for your subject, giving positive feedback or providing young people with an opportunity to shine, students really remember your unique impact on their school experience. I also enjoy the multiple possibilities a career in teaching provides. You can become an expert in your field, move into pastoral care or focus on contributing to sporting, creative and charitable activities within the school.

Sumayya Baig (Teacher of Chemistry)



The best thing about teaching is finding something that piques a child's interest. Whether it is chemistry related or not, I love watching my students become animated when explaining, debating or asking questions about a concept. Allowing students to find the threads of what interests them, and then follow that study to a higher level, is really at the heart of what teachers do.

Ajit Hindocha (Head of Physics)



As a teacher, I particularly enjoy how every day is different and even teaching the same lesson to two different classes can end up going in completely different directions. You must be adaptable. You can create the most meticulous plan for a lesson, but there will be times when things don't go exactly according to plan and being able to think on your feet and adjust is vital. Passing on knowledge and sharing my passion for Physics with students is immensely rewarding, especially when you see the spark of an idea develop into a lightbulb moment. As a head of department, I enjoy helping other teachers develop into better classroom practitioners and building a collegiate and supportive atmosphere.





| Applying

Interested candidates should visit the school website and submit an online candidate application form which includes a supporting statement of no more than 500 words that answers the following question:

Why does education in the UK need greater emphasis on diversity and modernisation?

If you have any questions, please contact Louie Evans (Head of Initial Teacher Training) via email to lee@eltham-college.org.uk

Applications should be received by 5.00pm on Tuesday 22nd April 2025.







Gloria Filiorum Patres



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