

- **Grace Hamilton**
- **Allerton Bywater Primary**
- **Year 1 class teacher**

What was the focus for your development/ Why did you want to take part in the programme?

I began the programme with aims to develop strategies to support NQTs and to develop and improve my confidence in coaching and instructing colleagues in my role as an NQT mentor. My second aim was centred around phonics, building my confidence and skills as the phonics leader within school.

What impact has the programme had on you?

Over the course I have worked on my action plan to try to achieve my aims, however there were some barriers due to COVID. I worked alongside the Key stage 1 lead to develop my skills as an NQT mentor and supported the NQT at our school. I have also worked alongside the English team and other colleagues to reflect on our phonics practise. From this reflection we have changed our approach to phonics and created a new more structured scheme to follow. This phonic work has continued into this year and I am taking part on a leadership in phonics course, which will continue to develop my skills in this area.

What do you know now that you didn't know before you started the programme?

I personally found the statistics shared on the course about women in leadership thought-provoking, learning about imposter syndrome was interesting and really resonated with me, this this something I have shared with many of my colleagues and female friends.

What are your next steps?

- To continue my phonics action plan throughout school.
- Complete the leadership in phonics course.
- Reflect on my practise and career, thinking where I want to be in the future.

How has EborHope TSA supported you in the programme?

WLPN has helped me to learn more about myself and reflect on areas that I need to work on to move forward in my career. We had time to connect to other women across different schools, both primary and secondary, this meant making links but also sharing our experiences. This time to speak to others on their own journey meant we could aid each other with our action plans. The atmosphere created by Sarah was supportive and Sarah herself was very inspirational. The guest speakers were all motivating and it was thought-provoking to listen to their journeys.

In a sentence, what's the biggest piece of learning/insight you've had from the programme that you'd like to share with others (SLT/colleagues, friends, male colleagues, female colleagues etc)?

The biggest insight I gained while completing the programme was learning about imposture syndrome and how this effects women without them even being aware, I was shocked at some of the statistics shared on the course and I share these in hope that it helps other women the way that it has helped me.