



## **Refugees into Teaching Case Study**

M came to the UK from Zimbabwe in 2003. He had done Initial Teacher Training in Zimbabwe, and had been teaching there since 1999 in a secondary school before he had to leave. His asylum claim took seven months to be processed, and he was then recognised as a refugee in the UK in July 2004.

He started looking for jobs, but all the schools and agencies wanted UK experience, so for some time he applied without success. No one told him he needed to gain experience in a UK school to be employed. Eventually he found this out, and went to his nearest school to apply there. Luckily, he had already been checked by the Criminal Records Bureau as he had been employed as a care worker, and managed to get two weeks voluntary experience.

Armed with the voluntary experience and a reference, M was employed as an unqualified teacher in a school in Essex for two terms. After six months there he started applying for more jobs, and went to more than ten interviews. With each interview he asked for feedback on how he could improve, and finally got another position again as an unqualified teacher in Bedford.

After a year at the school, they enrolled him on the Overseas Trained Teacher Programme (OTTP). He almost pulled out of the programme because he was asked to do training without any induction, then do a year as a Newly Qualified Teacher, despite the fact he had been working as a teacher in the UK for years by that point. However, he stayed and completed the training, gained Qualified Teacher Status, and moved to a new school. He was given the M6 pay scale in recognition of his experience, and has now applied to threshold payscale.