

SEED Bulletin November 2017

Welcome to the November 2017 edition of the SEED Bulletin

Head of School Message

Dear Colleagues

November is a busy time in the academic calendar for many reasons but not least as the heart of the admissions cycle. Open days for potential applicants, visit days for applicants that we want to persuade to come to Manchester, and work supporting recruitment online and through contact with applicants are all ongoing. Getting admissions right is vital to the sustainability of our programmes and is an excellent example of an area of our work where close teamwork between academic and PSS colleagues is critical. Last year we fell short in recruitment in a few areas, and this year will be challenging, so can I thank all those who are working hard in this area and encourage all colleagues to engage with the admissions process and respond generously to calls for help from the admissions teams.



Last week the school's research team reported progress on REF preparation to a faculty group including the Dean and both the incoming and outgoing Vice Deans for Research. REF preparation in the school is going well and it was an inspiration to see the range and quality of research and impact work that you are all undertaking. The process rolls on and the window is now open for the next round of submissions to RRE through the Pure system. This is important for our REF planning, which is now gathering pace, so please do take the opportunity to put forward all your potential 3 and 4* publications and remember to make all your publications open access compliant.

Making a difference is core to SEED's mission and one of the most important ways we do this is by sending our brilliant students out into the world. Decembers graduation is one of the times when we formally mark this and it makes a real difference to our students if their teachers are involved in the ceremony so, if you can, do sign up for one of the four SEED graduation ceremonies.

Finally...I am delighted to report that Mark Shepherd has been appointed as Associate Director of Distance and E-learning. The explicit addition of distance learning to this role is new and Mark has considerable experience in this area that he will be using to support existing and new initiatives in this area as well as further developing our approaches to e-learning across the school.

Best wishes

Martin

Staff Visits, Activities and News

Staff	Date	Activity
Martin Evans, Tim Allott and Emma Shuttleworth	November 2017	1 st November was the start date for the Protect-NFM project. This is a 4 year £1.2m NERC funded project aimed at optimising the natural flood risk management benefits of moorland restoration. Working with the Environment Agency and Moors for the Future the project will assess the degree to which moorland restoration work can provide meaningful flood protection for headwater communities in the steep streams draining from the Pennines in to the eastern edge of Greater Manchester.
Armando Barrientos	October and November 2017	Armando will participate in <i>The State of Social Protection in Africa Workshop</i> as part of a project with UNDP-Africa, AU, and UNECA, 27-29 November, Cape Town. Armando will present on <i>Financing social protection</i> at the UNESCAP Strategic Dialogue on Social Protection, 14-15 November, Bangkok. Lectured at the PhD Course on <i>Social Protection for development in the emerging welfare states of Latin America and the Caribbean</i>, University of Agder, Kristiansand, 25-27 October 2017.
Abi Stone	November 2017	Abi Stone has been appointed the secretary of SASQUA (The Southern African Society for Quaternary Research). She will serve the committee and community in this role for 3 years. Abi Stone attended the 15th International Conference on Luminescence Dating and Electron Spin Resonance from 11th-15th September in Cape Town, South Africa. She presented "Using a portable luminescence reader for rapid age assessment of aeolian sediments across southern Africa." On which she worked with Mark Bateman (Sheffield), Sallie Burrough (Oxford) and Matt Telfer (Plymouth). Abi stone hosted the 23rd Windy Day here in Manchester – a meeting of UK (and visitors) scientists interested in all things aeolian (including geomorphologists, Quaternary Scientists, meteorological scientists). 35 academics, including a great representation of PhD students attended the meeting. The quality of science presented was excellent and it was a reminder that there is a wonderful community of aeolian scientists in the UK and beyond. The 24th meeting will be hosted by Charlie Bristow in London. Publications Inglis, R. H., Sinclair, A. G., Robson, H. K., Barfod, D. N., Fanning, P. A., Stone, A., Shuttleworth, A., Alsharekh, A. M., Bailey, G. N. (2017) Preliminary Report on UK-Saudi 2017 fieldwork at Wadi Dabsa, Asir Province, Saudi Arabia. <i>Report for Saudi Commisison for Tourism and National Heritage</i>.
David Spendlove	November 2017	From 20th November David will be visiting the Chinese University of Hong Kong for one week giving two lectures, undertaking school visits and discussing Teacher Education and Teaching and Learning. David will also be visiting the University of South Australia also giving lectures, meeting colleagues and visiting schools.
Alfredo Stein	October	On 23 of October, Alfredo participated as a discussant in the GCRF

	and November 2017	NERC dissemination event 'Community-based experiences in landslide risk mitigation in Latin America and the Caribbean', hosted by Heriot Watt and the University in Edinburgh. On 2 November, Alfredo gave a presentation on 'Planning for disaster risk in poor neighbourhoods of Tegucigalpa, Honduras' during the FIRE AID International Development and Humanitarian Aid Conference 2017 hosted by Greater Manchester Fire and Rescue Services.
Stephanie Barrientos	November 2017	Stephanie Barrientos will be part of a panel on 'Women Workers in Global Supply Chains' at the UN Forum on Business and Human Rights in Geneva on 28 November. The panel is jointly coordinated by University of Manchester (AMBS and GDI) and Ethical Trading Initiative.
Saska Petrova	October 2017	Saska Petrova was an invited discussant in the policy roundtable organised by the Young Fabians that took place in Manchester on the 23rd of October 2017. The aim of the roundtable was to explore how environmental approaches might be better integrated into the Labour Party's policy platform. Saska Petrova presented a paper titled 'Conceptualising and performing 'energy precarity' at the 'Beyond Oil: mobilizing alternative futures' conference that took place in Bergen, Norway on the 25th and 26th of October 2017. At the conference, she also moderated the opening discussion with Kevin Anderson (Uppsala University/Tyndall Centre for Climate Change Research) and Josefin Wangel (Swedish University of Agricultural Sciences). The interview with her about the social implication of rapid energy transitions will feature in a documentary film on alternative futures and energy transformations that will be produced by the University of Bergen's SpaceLab and the Centre for Climate Change and Transformations.
Kevin Ward	November 2017	Between 2016 and 2019 Kevin Ward is a Visiting Professor at The City Institute at York University, Toronto (http://www.yorku.ca/city/), which is directed by Professor Linda Peake and whose membership include a number of those with whom we have links, including Professors Roger Keil and Ute Lehrer. This position involves three two week visits for Kevin and the first of these took place in the middle of last month. The focus of the award is for Kevin to build and enhance relations between the urban research done at Manchester and at York, as well as between York and its near neighbours, Ryerson University, the University of Toronto and the University of Waterloo. During his visit to York he gave two academic seminars (including one at the University of Waterloo), gave four graduate seminars, met to speak to a couple of PhD students, had meetings with four early career researchers and gave a short presentation as part of the final conference of the MCRI Global Suburbanisms research project (http://suburbs.info.yorku.ca/). His visit also began the process of setting-up a network of university-based urban groupings, that will reflect where we at the Manchester Urban Institute have multiple, well-established relationships.
Joe Ravetz	November 2017	Dissemination & collaboration: Greater Manchester Green Summit stakeholder panel Manchester School of Architecture public lecture: '<i>peripheral resilience: green-blue post-cities and the deeper ecological mind</i>'.

		Manchester Leadership Programme lecture - 'sustainability and beyond'
		Eversheds Sutherland conference 'Remaking Manchester - Placemaking and transformation' – panellist.
Stefan Bouzarovski	October 2017	Stefan Bouzarovski delivered a keynote talk and participated in a panel discussion at a seminar on 'Climate Change, Decarbonization and the Urban Energy Transition' held at the university of Hamburg, on the 12th and 13th of October
Sam Hickey		Elected to DSA Council for three-year term Member of Peer Review Committee for the Sweden Research Council (20-21 September, Stockholm) Seminars: Tuesday 17 October - research seminar on 'The politics of state capacity in Africa: a critical approach to 'pockets of bureaucratic effectiveness' at the School for Advanced International Studies, Johns Hopkins University, Washington DC. This comes from my DFID-ESRC project (2017-2020). Also Tuesday 17 October, a (livestreamed) talk to the Governance Global Practice Group at the World Bank, also in Washington DC on ESID's Phase I findings entitled: 'How politics shapes development and why this matters: the role of incentives, ideas and coalitions' Wednesday 18 October, a research seminar on 'What explains the rise of social protection in Africa, and what does this mean for a progressive politics of development?' at The Watson Institute for International and Public Affairs, Brown University Thursday 19 October: Kunal Sen and I had our book manuscript discussed at a CUP book review workshop at MIT, Cambridge. The ms is based on ESID Phase I findings and entitled 'Politics, Power and Development: Identifying Alternative Pathways to Social Justice'. Research trips to Uganda (w/b 6 November), Zambia (w/b 20 November) to hold inception workshops for new research into 'The politics of state capacity in Africa: what role for pockets of bureaucratic effectiveness?'. 24 November on ESID Phase I Findings at The Southern African Institute for Policy and Research (SAIPAR). ESID Seminar 14th November: Professor Paul Mosley (Sheffield) will deliver a seminar on his new book, <i>'Fiscal Policy and the Natural Resource Curse: Escaping from the Poverty Trap'</i> (Routledge, 2017) 4-5.30pm, G7 HBS. All welcome. To be followed by a drinks reception. Adrian Leftwich Memorial Lecture, Professor Bill Ferguson, 5-6.30pm, Weds 29 November 2017.
Antonio Savoia	November 2017	In November, I will give a talk at the European Commission, Joint Research Centre, on Measuring Sustainable Development Goal 16. I will also present my latest research paper at the 11th CESIFO Workshop on Political Economy, Dresden.

School Information and Notices

New Staff



Last year the B.15 modelmaking workshop gained a new part time member of staff to assist with helping students through their projects. This month we're very happy to have her back with us part time for the rest of this academic year. So who make's the cut and where did she come from? Phillipa Seagrave answers all.

I studied at MSA from 2011-2014 and discovered that model making is an essential part of the process of architectural design.

After graduating, I was able to further experiment with model making through projects with a number of different artists and set designers.

Joining the B.15 workshop has allowed me to develop new skills whilst enjoying the great atmosphere created by Jim and Scott as

they allow students to be experimental and creative.

During my time at the workshop I hope to gain a better understanding of the practical, physical and aesthetic application of model making for use in future projects.

Amy Roberts recently joined as the GDI Administrative Assistant. Amy joins Chloe McEvoy, Senior Institute Support Officer and Kerry McCann, Institute Manager. The GDI admin team are closely located on the first floor of ALB.

December 2017 Graduation Ceremonies

The confirmed dates for SEED graduation ceremonies are below. Please add these to your diary

Wednesday 13 December 14.30 GDI (MGD, DIG, HRD), Geography, MSA

Wednesday 13 December 16.45 GDI (SD, DEPP), PEM

Thursday 14 December 10.00 MIE (PGT & PGCE Teach First)

Thursday 14 December 12.15 MIE (PGCE)

CONGREGATIONS FOR CONFERMENT OF DEGREES 11th – 15th December 2017

All members of The General Assembly, The Board of Governors, Senate, Emeritus Professors, Wardens of Halls of Residence and members of the teaching and administrative staff are invited to attend and take part in the academic procession.

Those attending are asked to indicate online via the Ede and Ravenscroft Ceremony Management System Enet to confirm the ceremony or ceremonies at which they intend to be present and order academic dress if required.

To register your attendance and order your gown:

1. Log on to system at <http://www.enet.uk.net> or click forgotten password and enter your e-mail address - a link to change your password will be sent to you via email.
2. Click on the institution logo.
3. Click on 'My attendance & hire' (top left hand corner).

4. Edit 'Personal details', ensure details are correct. Do not uncheck the 'receive emails' box as this will prevent you from receiving a confirmation email and further details. Click 'Update'.
5. Edit 'Gown summary' check details are correct or add/amend the requested information. Click 'Update'.
6. You should now be able to select the ceremonies you wish to attend by time and date. Click 'Submit'.
7. Log out (top right hand of screen).
8. You will receive an email to confirm your booking. If you DO NOT receive an email confirmation please contact us as it is likely your booking has not been saved.
9. If you need to change your attendance or any of your details you can do this at any time before the gown hire deadline of Friday 24th November 2017 by logging in.

Additional briefing session on Employing International Students: risks of non-compliance, process and responsibilities

For those staff who were not able to attend earlier sessions, a further HR briefing session for line managers and colleagues who employ/assist with employing students on Tier 4 visas has been arranged. The course is aimed at Academic and Professional Support Staff in the Faculty of Humanities, including all Heads of Division / Department, anyone who allocates work to Teaching Assistants and any member of PSS within the Faculty whose role involves dealing with arrangements for casual, Teaching Assistants and other types of contracts for Tier 4 visa holders. The session is at 10am -11:30am on Wednesday 29 November 2017. Places can be [booked here](#).

Teaching, Learning and Students

It's all about Research Data Management this month! The Library will be hosting a series of drop-in events and workshops to support researchers with their research data needs. Come along, say hello and find out the Library can support you.

Research Data Management: Drop In Sessions November 20th-24th

The University of Manchester Library will be hosting a series of drop-in sessions to answer any questions researchers might have on about [Research Data Management](#) at the University of Manchester. Whether you are starting a new project, applying for funding or about to publish a paper, Library staff will be on hand to help guide you through the services, tools and developments available for research data planning and research data sharing. Come along to any of our locations across campus during week 20th November.



Date	Time	Building
Monday 20 th November	12.00pm – 1.00pm	Zochonis: Cafe
Wednesday 22 nd November	11.00am – 12.00pm	Samuel Alexander: South Entrance
Wednesday 22nd November	1.00pm – 2.00pm	Alan Turing: 1 st Floor
Thursday 23rd November	12.00pm – 1.00pm	Arthur Lewis
Thursday 23 rd November	1.30pm – 2.30pm	AMBS East
Friday 24th November	1.00pm – 2.00pm	Sackville Street B floor (near B21 office)

Research Data Management Workshops

To support researchers, the Library is also running a number of Research Data Management workshops for the Faculty of Humanities. These workshops are aimed at all researchers but of particular interest for PGR students and Early Career Researchers. Find out how to create a data management plan, how to share your data to raise your research profile and how to comply with funder mandates.

- Managing Sources and data in the Humanities: [29th November](#) and [24th January](#)

For further details and how to book see:

- [My Research Essentials](#)

To find out more about Research Data Management and/or sharing your data see Research Data Management via the Library website

- [Research Data Management at Manchester](#)

If you have any questions, require any further help or guidance on any specific issues or would like to meet to discuss your teaching /research needs please do not hesitate to contact

Janette Watson: Academic Engagement Librarian

Manchester Institute of Education
janette.watson@manchester.ac.uk
Tel: x56503



Francoise Sullivan: Academic Engagement Librarian

Architecture, Geography, GDI, Planning & Environment
francoise.sullivan@manchester.ac.uk
Tel: x52802



Library Support for Academic Staff: <http://www.library.manchester.ac.uk/services-and-support/staff>

Changes to Competition and Markets Authority requirements

This may be news for some whilst a reminder for others however the Competition and Markets Authority (CMA) requirements are being tightened which requires the University to take a number of actions to remain within the law. One specific action is ensuring that students are presented with the information considered necessary for making a fully informed decision about studying at UOM.

The main impact will be that 31st March is the deadline for confirming all programme changes -

this includes withdrawals and suspension of programmes. There are ongoing discussions about what constitutes 'major' or 'minor' changes and further information will become available however if in doubt please ask. The CMA requirements are being discussed with Teaching and Learning Directors and further information will be available from them.

Doctoral Services Event

Date for your calendar – **PGR Annual Conference** – Tuesday 22 May 2018, Manchester Meeting Place

Poster Presentations – Teacher Enquiry: A collaborative and authentic model

Members of our primary school partnership with MIE, SEED are presenting posters representing small scale research projects that they have been undertaking with the support of Primary PGCE

Colleagues. The event is taking place in AG3/4, Ellen Wilkinson Building on Friday, 17 November from 1.30pm – 3.30pm.

Global Development Institute Update

- H.E. Dr Armani Abou-Zeid, who completed her PhD at GDI in 2000 has been presented with an [Outstanding Alumni Achievement award](#) by the University. She is currently the African Union Commissioner for Infrastructure, Energy, ICT and Tourism.
- Prof Bina Agarwal has established a new book prize with the International Association for Feminist Economics, [The Suraj Mal and Shyama Devi Agarwal Book Prize](#). Bina has established the biennial award to recognise a work of original scholarship in the field of feminist economics.
- The latest episode in the GDI Podcast is a conversation between [Prof David Hulme and Prof Dani Rodrik](#) on globalisation, trade, populism and inequality.
- The [GDI Lecture Series](#) is well under way:
 - [Prof Diana Mitlin \(The University of Manchester\)](#) on urban inequalities
 - [Prof Dani Rodrik \(Harvard University\)](#) on economics of populism
 - 17 November: Prof AbdouMaliq Simone (University of South Australia) on collective operations in urban settings
 - 29 November: Prof William Ferguson (Grinnell College) on collective action, inequality and development
 - 13 December: Dr Irene Guijt (Oxfam) on evidence for influence and balancing research integrity

Social Responsibility

On 19th October SEED held its annual Social Responsibility Lecture, focusing on ‘BME experiences in higher education: inclusion, equity and social justice’. The lecture was led by [Professor Kalwant Bhopal](#), Professor of Education and Social Justice and Professorial Research Fellow in the Centre for Research in Race and Education in the School of Education, University of Birmingham. Kalwant used her research to discuss BME experiences in higher education, as well as institutional racism and the changes we need to move towards a more equal system: ‘[the] Social justice agenda must be at the heart of our education system’. As part of SEED’s commitment to equality and diversity and women into leadership, Kalwant also informally met with female colleagues over tea, where she discussed her career path and trajectory.

The evening also served as a showcase for other SEED funded projects. Manchester Urban Institute displayed their recently launched [‘Stories from the Road’](#); a collection of experiences reflecting the impact of a rapidly changing part of the city – Manchester Oxford Road. The area surrounding Manchester Oxford Road is home to a vast number of institutions and organisations, bringing together thousands of people from diverse backgrounds. The Stories from the Road contributors provide a fascinating insight into the varied experiences of people whose lives are affected by this area of Manchester.

Dr Sarah Marie Hall exhibited her research exploring the impact of austerity on everyday family life – [The Everyday Austerity Project](#). The research was carried out between 2013 and 2015, in response to public spending cuts made by the UK government. It involved in-depth ethnographic research with families and communities in Greater Manchester, with a focus on family, friendship and intimate relationships; gender relations, class and inter-generationality; everyday consumption practices and decision-making; and methods for researching ‘the everyday’ and austere experiences.

[The Old Abbey Taphouse](#) received funding from SEED's Big Block of Cheese – a pot of funding for projects that will have a positive impact – and Craig Thomas had a stand at the event to showcase some of these projects. They have built outdoor planters with the funding and children from local schools help them grow herbs and vegetables, which are then used in the kitchen. They have purchased two electric bikes for pizza delivery, to encourage a move toward electric vehicles and bikes. The space is also used for research seminars and presentations (and dinner and drinks afterwards), as well as live music and entertainment, connecting the university with businesses on the Science Park, and the local community.

The Geography Department brought along a pared down version of the exhibit they took to the Bluedot festival over the summer - [The Day After Tomorrow - Living in the Anthropocene](#). Tom Bishop showed visitors some of the tiny fossils used to define the Anthropocene, Abi Stone talked about how they exploit sand as a natural resource, and Gareth Clay demonstrated how peatlands store and release carbon. Jana Wendler and Emma Shuttleworth ran a version of [Downpour!](#), a street game that draws on Emma's research on flood mitigation.

Lecturer in Planning and Environmental Management, Dr Joanne Tippet displayed [RoundView](#) at the evening, research that explores an accessible and positive approach to sustainability. Joanne has found that offering guidelines for what a sustainable future might look like, rather than focusing on problems, leads to greater motivation and capacity for action. Working with the Great Manchester Wetlands Partnership, she has used RoundView to interpret the landscape in an innovative way.

To celebrate the ten year anniversary of the University of Manchester's [Equity and Merit Scholarship](#), a scholarship that a number of SEED students have been recipients of, there was also a display providing information about the scholarship and the positive impact it has on students and the communities in their home countries.

With over 100 attendees from across and beyond the university, the evening demonstrated the positive impact SEED has within the university and throughout the local community. With thought-provoking discussion following Kalwant's lecture, and positive feedback and comments from those who attended, the event was a great success. An enormous thank you goes out to everyone who participated in the event and to those who attended.

Flood Action Campaign

The [Flood Action Campaign](#), organised by the Environment Agency, aims to increase the number of people who check their flood risk. Check your postcode, sign up for free flood warnings and find out more www.gov.uk/floodsdestroy

Mindfulness for trainee teachers in 'The Well Being Room' CG49 in Ellen Wilkinson

Liz Birchinall Co-programme director of the primary PGCE was successful in bidding for LEF and SEF funds 2015 to refurbish CG40 as a dual purpose teaching and wellbeing room. As well as refurbishing the room the funds were used to pay for training for three PGCE academics provided by our counselling services in 'passing mindfulness skills' on to trainee teachers. WE also purchased resources such as cushions, blankets and foot blocks to be used in the mindfulness sessions.

This year a programme of wellbeing events are being developed for trainee teachers across the year starting with free mindfulness drop in sessions.

Coming soon!

Additionally developments to support trainee and staff wellbeing are being planned:

1. Pop concerts by the UoM Music society on 12.45 - 1.15pm Thurs 25th Jan 2018
1.00 - 1.15pm Mon 19th Feb 2018 in AG3/4 the room next to the cafe area in Ellen Wilkinson – all welcome
2. Yoga sessions are in the planning stage
3. Peer support sessions for trainee teachers in association with the Counselling Psychology programme starting Spring 2017

Policy@Manchester, 'On.....'

Policy@Manchester are currently developing the next in their 'On...' publications, having previously launched 'OnDevo', 'OnBrexit' and about to launch 'OnEnergy'. The next publication will be 'OnCommunity' and it will definitely be available by January 2018 if not before Christmas.

OnCommunity will build on a Manchester Policy blog, '[A Greater Manchester approach to tackling radicalisation](#)', run in July and also tie in with the Tackling Extremism and Promoting Social Cohesion Commission Andy Burnham is setting up.

Initial review of colleagues' work has given Policy some ideas of work to include but if you are interested please let Matthew Strong (matthew.strong@manchester.ac.uk) know.

Events



How can fiscal policy & politics help us escape the natural resource curse?

**Prof Paul Mosley,
University of Sheffield**



Many of the countries that are richest in natural resources like oil, metals and diamonds are amongst the world's poorest. Why? In this seminar, Paul Mosley will give an insight into his book on Fiscal Power and the Natural Resource Curse with a fascinating analysis of the power relationships which underpin the natural resource curse. Using country case studies from Africa and Latin America he will pin point the strategic alliances that have enabled developing countries to break out of the poverty trap.

ALL WELCOME - Tuesday 14th November 4.00 – 5.30
G7 Lecture Theatre
Humanities Bridgeford Street Building
Drinks reception to follow

esid | Effective States and
Inclusive Development

MANCHESTER
1824
The University of Manchester
Global Development Institute

Inclusion and Inspiration: Education for Social Justice Conference

The Manchester Institute of Education runs an annual conference focusing on overcoming inequality in education and social justice. The conference is integrated into the Initial Teacher Education programme for all trainee teachers in MIE and is also open to Newly Qualified Teachers and school-based mentors within the University's partnership of schools.

The conference programme has always been very well-received as it sets out to inspire beginning teachers whilst tackling some of the most challenging issues that they face in their classrooms in order to develop their skills and adopt inclusive practice. The conference offers a wide variety of thought-provoking workshops including understanding autism and dyslexia and tackling mental health issues. Sessions are led by inspirational guest speakers from across the University and school partnership, who come together on the day to share their expertise and experience. Previous keynote speakers have included Professor Neil Humphrey, Director of MIE and Lemn Sissay, MBE.

The fourth annual conference will take place on Wednesday, 17th January, 2018 and will include keynote sessions from Dr Sarah MacQuarrie from Manchester Institute of Education on 'Neuromyths in Education' and SF Said, an award-winning author of children's books. It will also include workshops and sessions giving delegates an opportunity to discuss, debate and reflect upon the need for social justice in our education system.

The conference is open to all University of Manchester staff if they wish to attend, please email: conference@pgcemanchester.co.uk



MANCHESTER
1824

The University of Manchester

Inclusion and Inspiration: Education for Social Justice

a cross-phase educational professional studies and NQT conference day

Keynotes from:

*Dr Sarah MacQuarrie, Manchester Institute of Education-
Neuromyths in Education.*

SF Said, award-winning author - Inclusion and Inspiration

Wednesday 17 January 2018, 9am - 4pm

Venue: University Place, Oxford Road

Free of charge to all University of Manchester alumni NQTs/RQTs, SCITT
Trainees and Teach First Participants