

Third Space Mentoring

Hannah Wilson she/her

Amy Sayer she/her

#DiverseEd

www.thebelongingeffect.co.uk



Shaping intention into impact.

Our Consciousness, Confidence and Competence



Our Session Aims

- Growing consciousness of the need for 3rd space mentoring.
- Building confidence in doing things differently and piloting new interventions.
- Developing competence in supporting diverse trainees to flourish and thrive.



Call to Action

Would your trainee teachers / early career teachers benefit from an additional layer of mentoring as they navigate their way in the sector?

As you diversify your recruitment how are you creating more inclusive spaces and practices to enable this diversity to flourish and thrive?

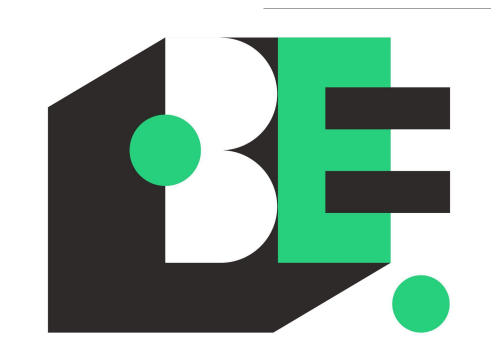


Pioneers

Our friends at Now Teach have coined a layer of support for their career-changing trainee teachers - they get triangulated support from a subject mentor, a professional mentor and a '3rd space' mentor, someone with shared lived experience.



NOWTEACH



“Third Space” Mentoring for Diverse Trainee Teachers

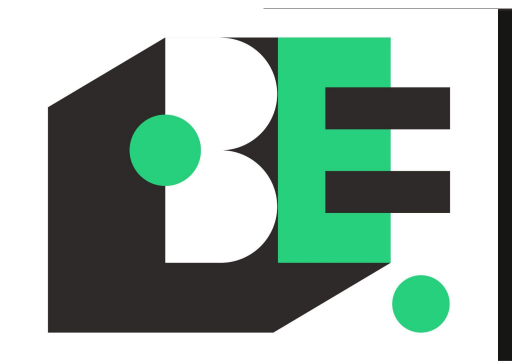
“Third Space” mentoring involves creating a supportive environment where individuals can develop skills and find new perspectives.

The space creates a pause between different roles and tasks, where a person can use the time to reflect, re-center and decompress.

This neutral space enables collaboration and focuses on an individual’s holistic development.

The safety of the space enables an exploration of authenticity and vulnerability, being guided by someone who has walked a similar path.

<https://www.thebelongingeffect.co.uk/third-space-mentoring-for-diverse-trainee-teachers/>

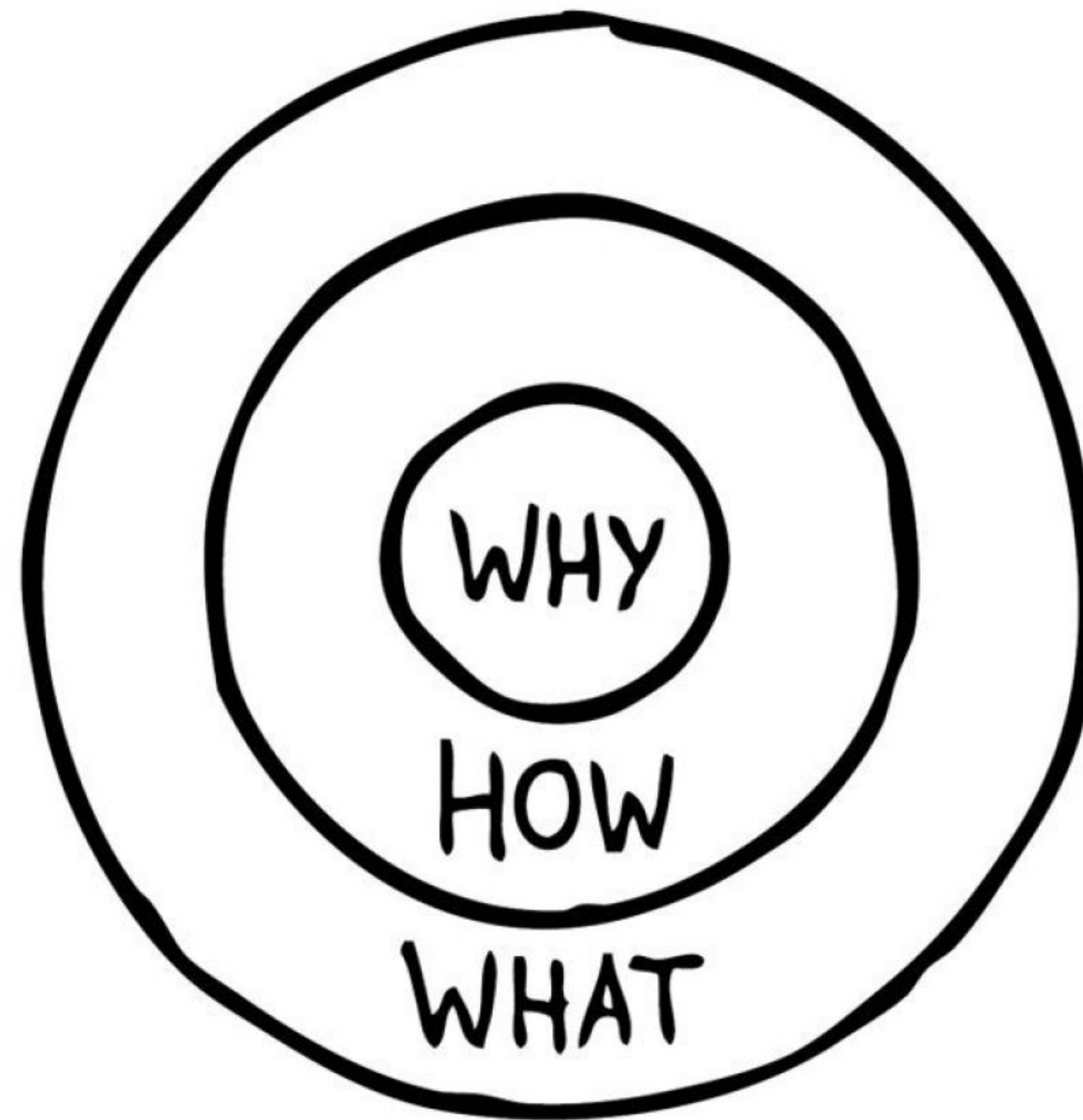


Start With Why

Recruitment
and retention
issues for
diverse
candidates

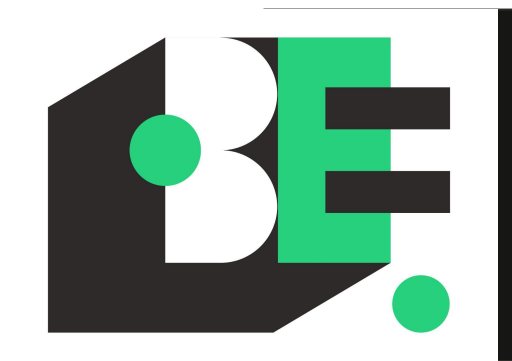
Diversifying
the workforce

Creating more
inclusive
schools for
staff



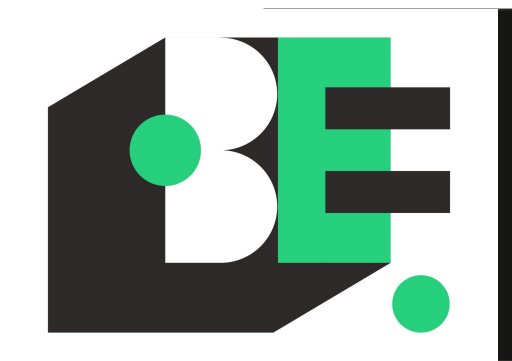
The 'only' one
with an identity
- no shared
lived
experience

Cultivating
belonging in
the different
spaces they
occupy



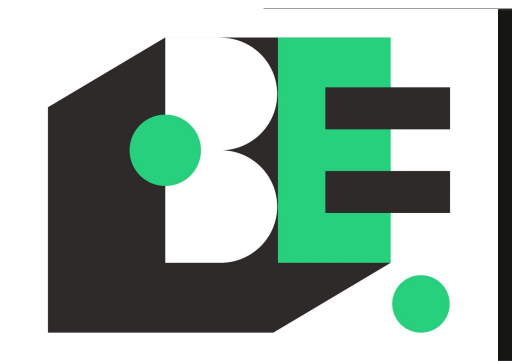
Why

- With an increased focus on DEIB and representation we know that ITTE and ECF providers are consciously trying to attract and recruit more diverse candidates so that our workforce better reflects the communities that we serve.
- We need to design more inclusive approaches and spaces to better support our trainees.
- We need to train our staff in our provider and hold to account the staff in our placement schools to do the work – to unlearn and to relearn, in order to fully commit to ensuring that our trainees can flourish and thrive.



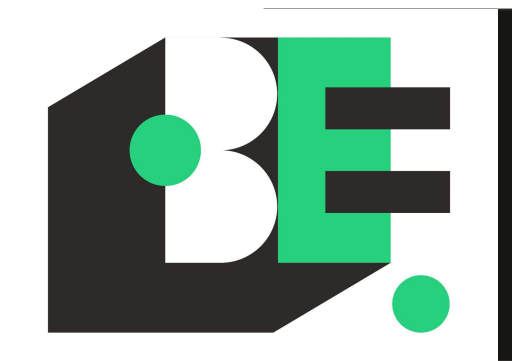
How

- The “Third Space” can be the transition between activities, a chance to pause and reflect, rather than the activity itself.
- It can also refer to a physical or metaphorical space that is neither home nor work, allowing for different kinds of interactions and collaborations.
- The “Third Space” can be a site of cultural hybridity, where new identities and perspectives are formed through the intersection of different cultures.



What

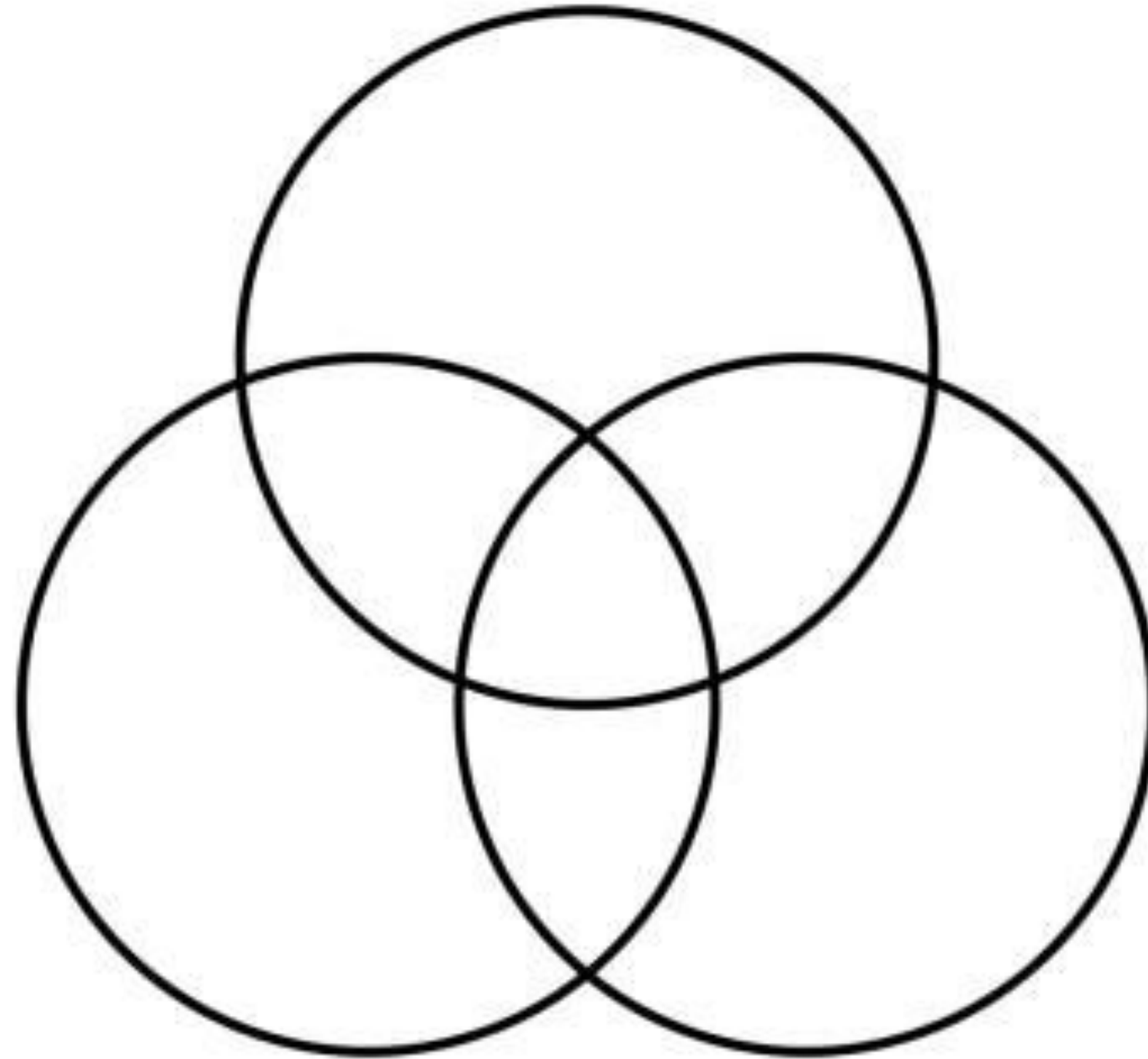
- Individualised support: Working with a dedicated coach/ mentor to develop your own program of inquiry and practice, supporting you in navigating life's challenges and making lasting changes.
- Developmental support: Mentoring can help with specific issues like career direction, professional development, and learning new skills.
- Collaborative problem-solving: Creating a neutral space where people from different backgrounds can come together to share perspectives and find innovative solutions.
- Holistic approach: Focusing on helping individuals integrate their values and find balance in both their work and personal lives.



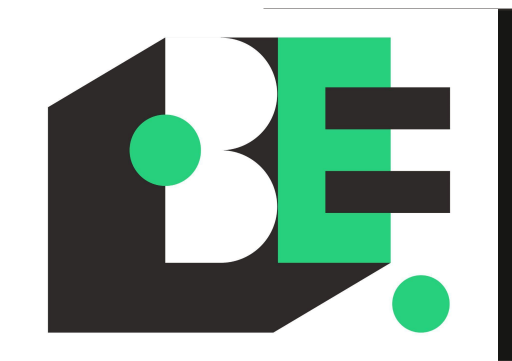
“Third Space” Mentoring for Diverse Trainee Teachers

Mentor 1 - Subject
Expertise

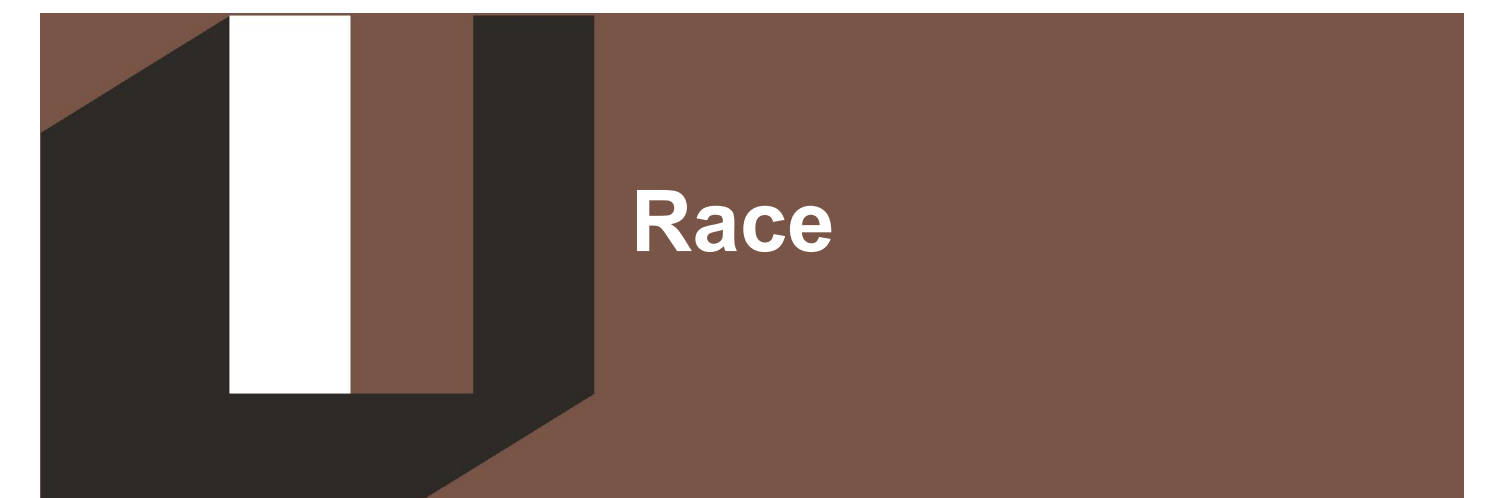
Mentor 2 - Professional
Expertise



Mentor 3 - Lived
Experience (identity)



The Equality Act (2010): The Protected Characteristics



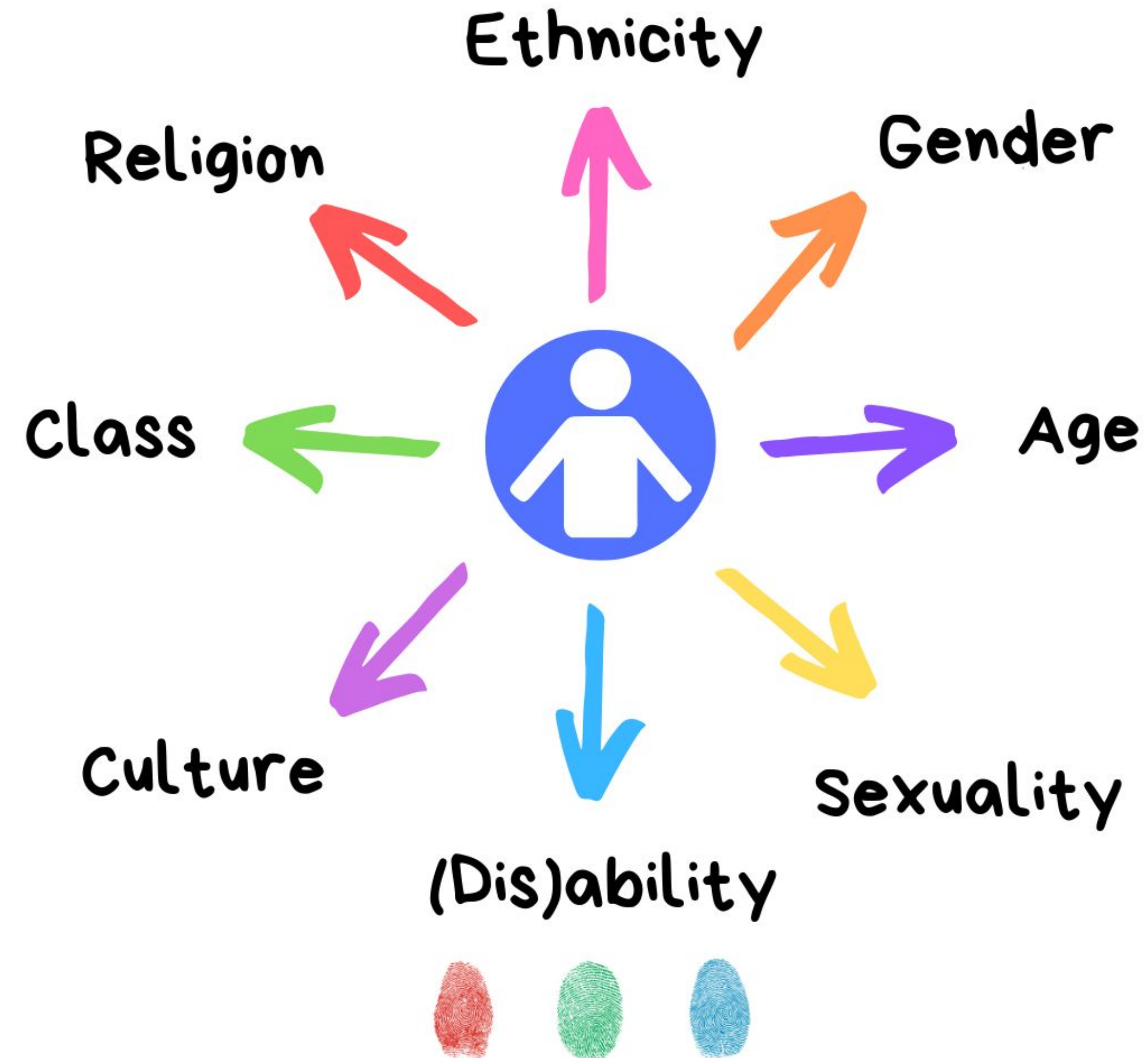
Who gets to belong in ITTE? Who leaves after ECT? Who is staying in the profession?



- **Age** – we support career changes and those trainees who are shifting their professional identity from being the expert in one field to being the novice in another field.
- **Gender** - we support trans and non-binary trainees in feeling safe in the school environment.
- **Disability** – we support trainees who are neurodivergent in processing school life, in self-advocating for what they need whilst developing coping strategies.
- **Parenthood** – we support trainee parent-teachers in navigating their caring responsibilities and in managing their additional responsibilities.
- **Race** – we support trainee teachers who are racialised as being black and brown, in exploring their experiences and in considering the weight of representation.
- **Religion** - we support trainees who have a belief system in navigating different spaces, relationships and cultural practices.
- **Sexuality** – we support trainee teachers who are LGBT+ in ensuring their safety and in navigating any challenges they face with their community.
- **Wellbeing** – we support trainee teachers in building a toolkit of strategies to manage their own mental health and wellbeing.



Intersectionality

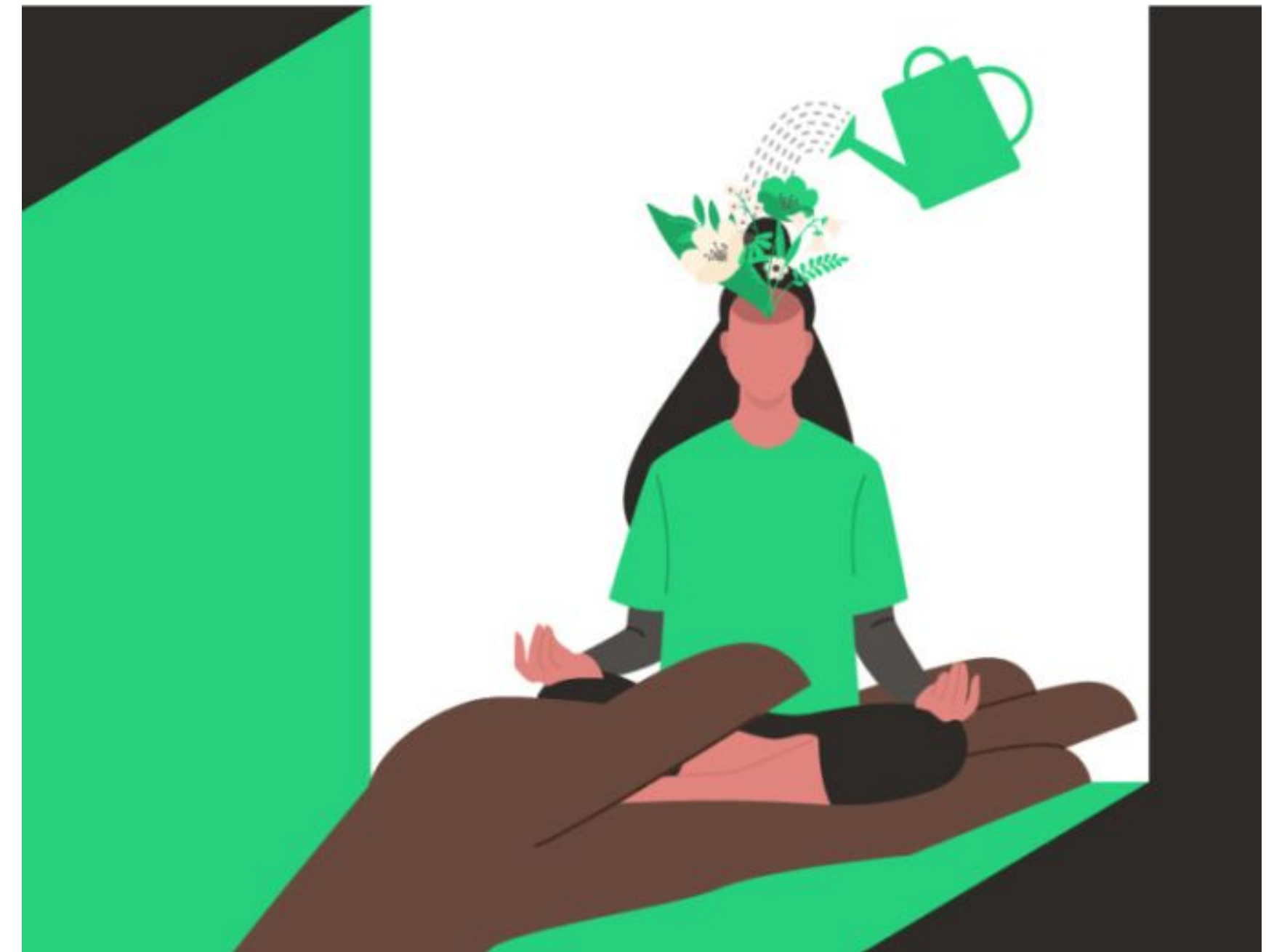


Case Study: What does it look like?

- September: Whole cohort input 1 on teacher wellbeing and establishing emotional boundaries
- January: Whole cohort input 2 on managing workload, different types of rest
- April: Whole cohort input 3 on supporting mental health as an ECT and supporting tutor group mental health

*Designed around pinch points

*Themes emerge to explore in 1:1s



Case Study: What does it look like?

- Hubs allocate funding for every ITT student to have one individual wellbeing coaching session via Zoom to provide a safe and neutral space to discuss their wellbeing.
- Some students will need termly support sessions depending on their needs whereas others won't need one at all.

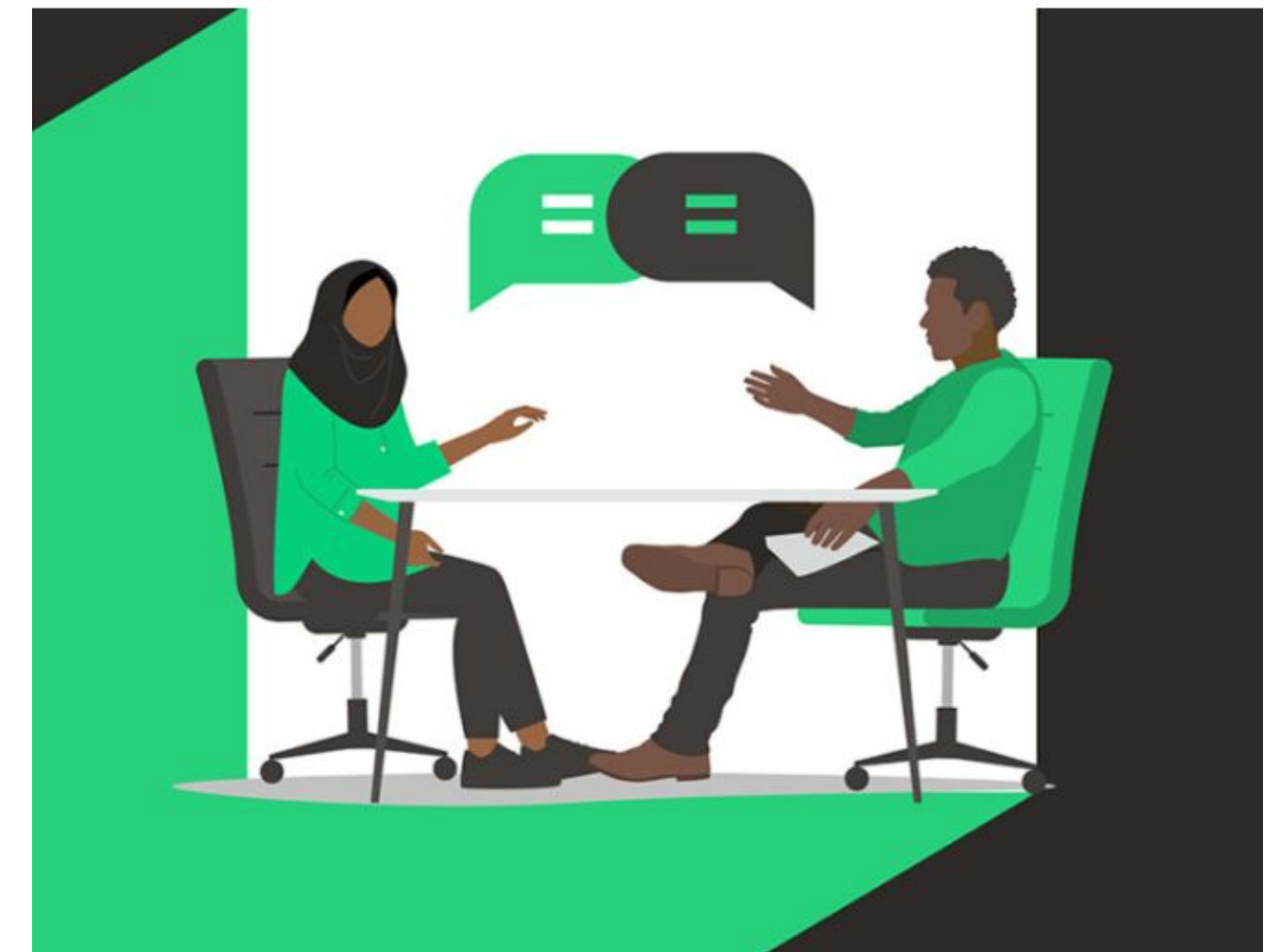
*Sessions range from 1-4 spaces per person

*2 years of delivery



Case Study: Who is accessing wellbeing mentoring?

- Neurodivergent trainees
- Trainees who have come to train to teach from other countries
- Trainees with pre-existing physical or mental health conditions
- Trainees who have struggled with a particular adversity during their training year



*Shared lived experience from the mentor enables practical solutions that enable a shared understanding



Case Study: Testimonials

Dear Amy,

I want to say a heartfelt thank you for the support and guidance you offered me during this training year.

Our sessions were a real lifeline in the midst of what was often a challenging journey.

Your calm presence, practical suggestions, and ability to listen without judgment made such a difference.

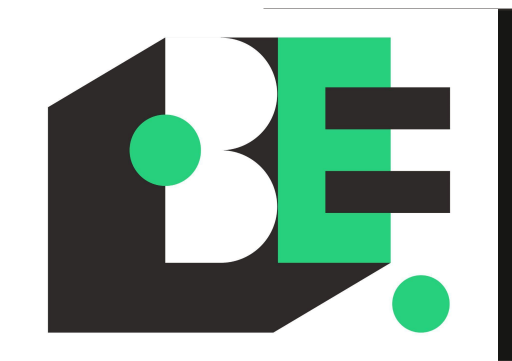
You helped me navigate not only the professional pressures of teaching but also the emotional toll that came with it.

I always left our sessions feeling lighter, clearer, and more capable of moving forward.

Thank you so much.

Warm regards,

Anon



Pilot

The 2026 pilot will run from January-July 2026:

- Join a virtual mentoring circle for 4 x 1hr half-termly group sessions.
- Our Belonging Effect Associates will hold a safe space for you and your peers to explore identity themes such as: age, disability, faith, menopause, mental health and wellbeing, neurodiversity, parenthood, race, sexuality and intersectional identities.
- Places are £200+VAT per participant.



3rd DEIB Space Mentoring
for ITTs and ECTs

Pilot - Spring and Summer 2026



Would your trainee teachers and early career teachers benefit from an additional layer of mentoring as they navigate their way in the education profession?

Our Team

Our friends at **Now Teach** have coined a layer of support for their career-changing trainee teachers - they get triangulated support from a subject mentor, a professional mentor and a '3rd space' mentor, someone with shared lived experience.

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The pilot will run from
January-July 2026:

Join a virtual mentoring circle for
4 x 1hr half-termly group sessions.



Places are **£200+VAT** per participant

To book places for your trainee and early career teachers contact:
Hannah@thebelongingeffect.co.uk

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Our Commitments



Our Toolkits

DEIB for Coaching and Mentoring

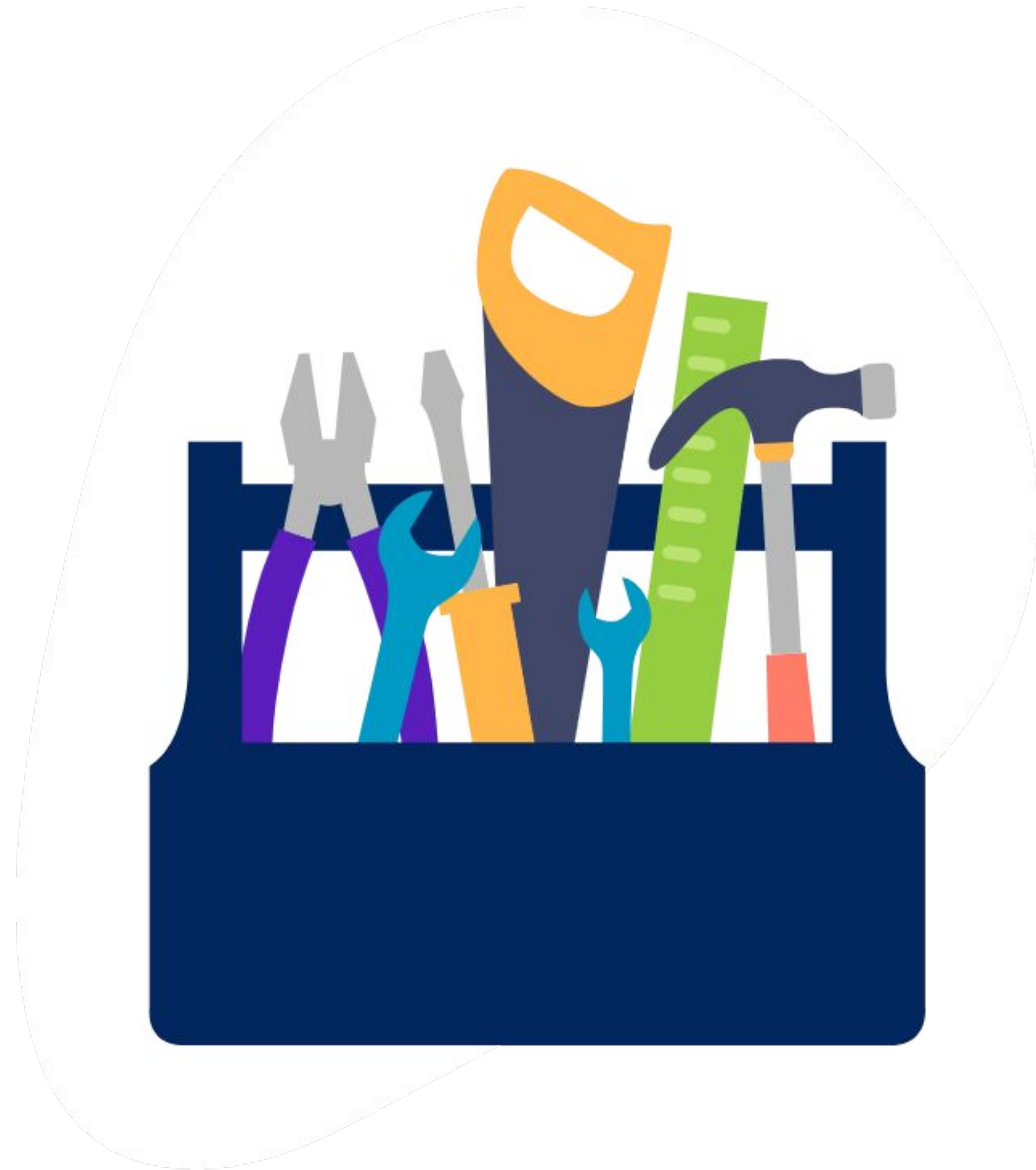
<https://www.thebelongingeffect.co.uk/deib-for-coaching-and-mentoring-toolkit/>

ITTE DEIB Toolkit

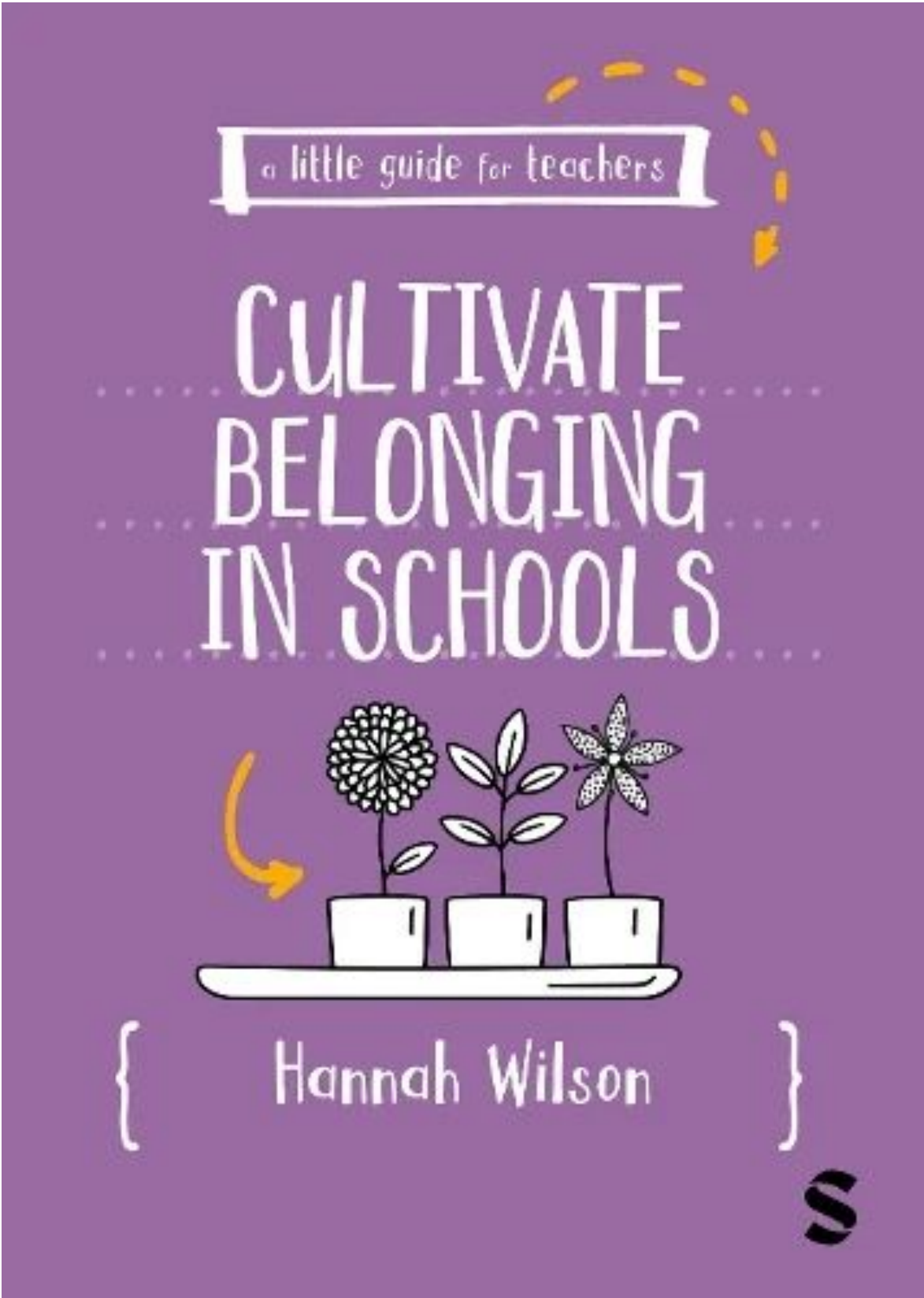
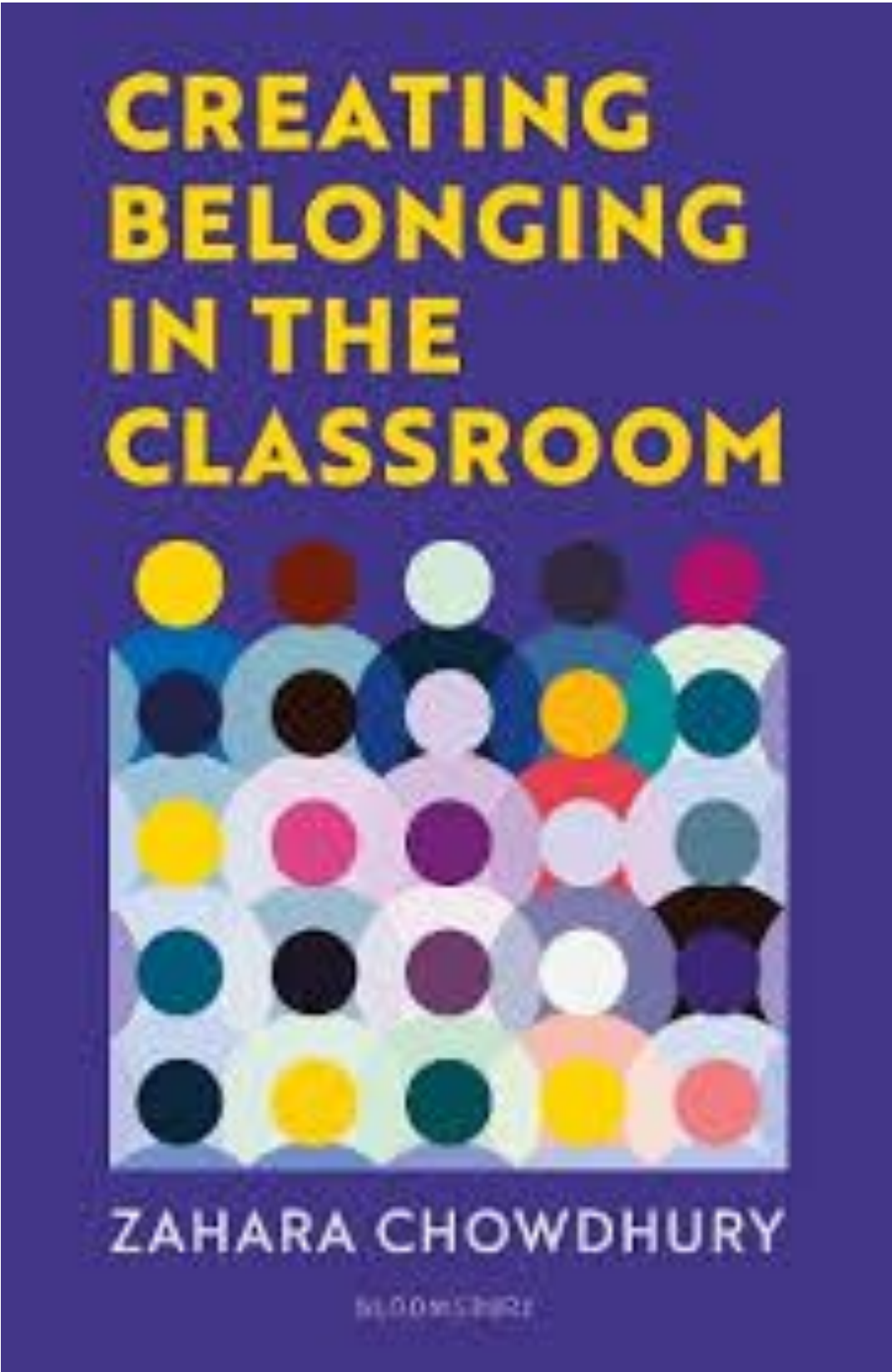
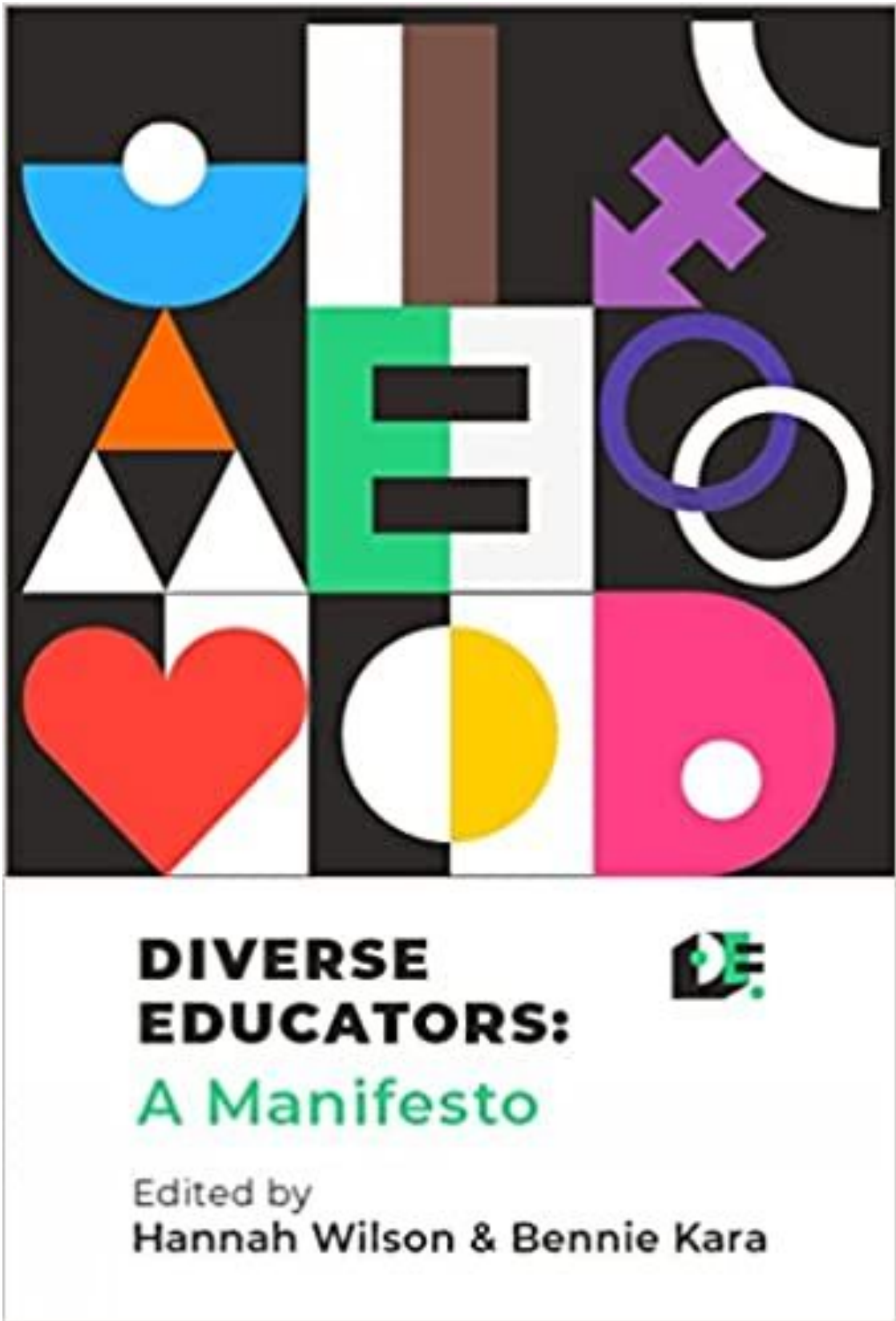
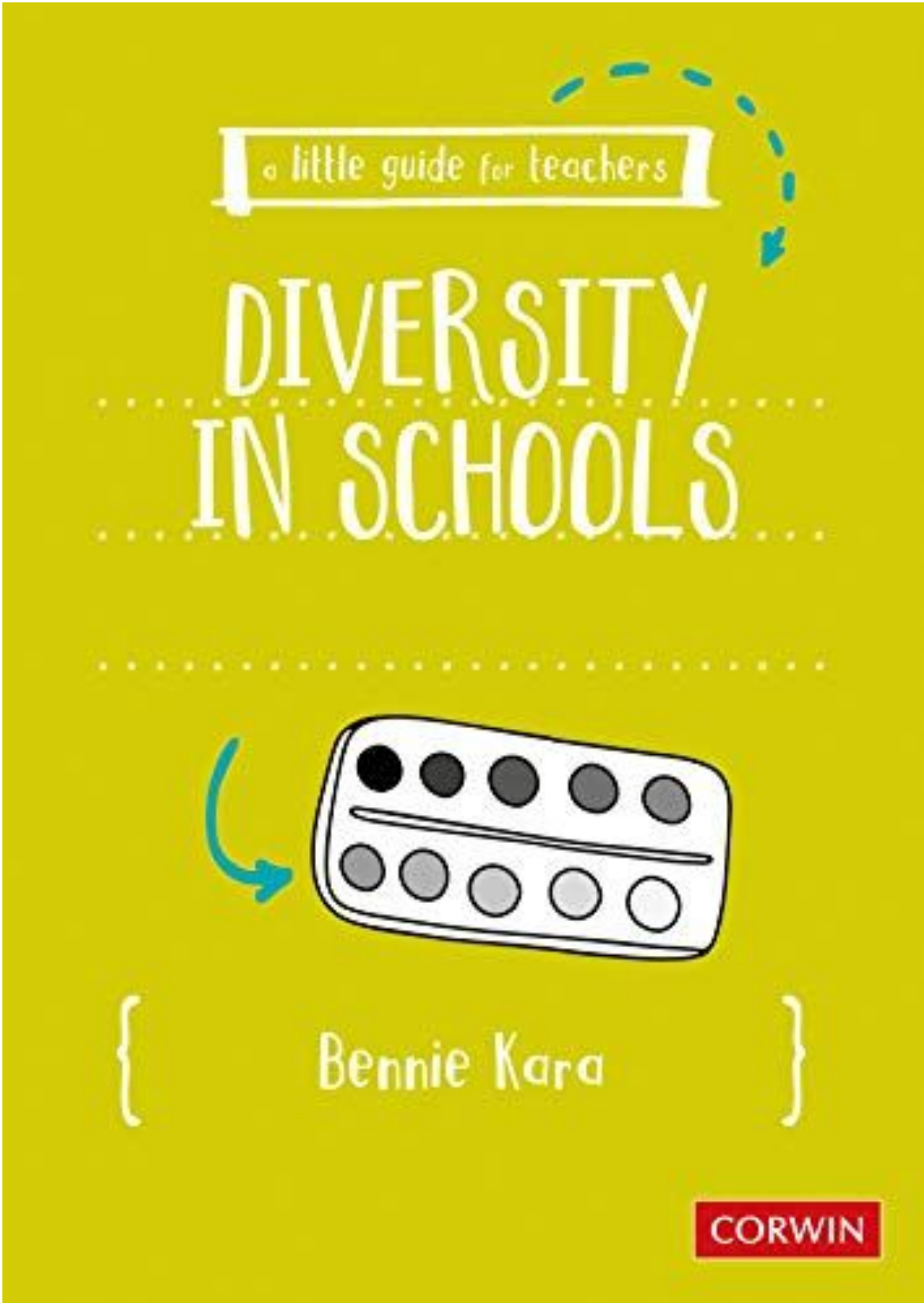
<https://www.thebelongingeffect.co.uk/itte-providers-deib-toolkit/>

Mental Health and Wellbeing

<https://www.thebelongingeffect.co.uk/mental-health-and-wellbeing-toolkit/>



Our Books



Next Steps...



- Blog: <https://www.diverseeducators.co.uk/our-blog/>
- Directory: <https://www.diverseeducators.co.uk/our-dei-directory/>
- Eventbrite: <https://www.eventbrite.co.uk/o/hannah-wilson-30293677672>
- Glossaries: <https://www.diverseeducators.co.uk/our-dei-glossary/>
- LinkedIn: <https://www.linkedin.com/company/belonging-effect/?viewAsMember=true>
- Mighty Network: https://diverse-educators.mn.co/share/4brAmEK9kJ4Fbp1k?utm_source=manual
- Newsletter: <https://yahoo.us4.list-manage.com/subscribe?u=6d9c299e241a9672390b522aa&id=e9e18a4a30>
- Toolkits: <https://www.diverseeducators.co.uk/our-toolkits/>

Our Annual DEIB Conference - 23/1/26



DEIB Virtual Conference for ITTs 2025-26

Friday 23rd January 2026
on Streamyard



Join us for an inspiring & empowering day of speakers for ITTs - grow consciousness, build confidence & develop competence in DEIB matters.

Our Speakers

The 'DEIB Virtual Conference for ITTs' is an annual opportunity for trainee teachers to come together for a day of raising consciousness, competence and confidence when it comes to DEIB and their teaching practice.

Get the date in your providers 2025-26 calendars!

We have curated a brilliant line up of people to share their expertise and experience - they will share practical tips on how to create an inclusive classroom and an inclusive curriculum.

The sessions will be reflective, discursive and practical. They will be recorded and available for ticket holders afterwards.

For the 2025-26 academic year the event will be held on Friday 23rd January 2026. The cohort ticket price enables trainees to attend both parts of the event live or to catch-up via the recordings.



Bennie Kara



Hannah Wilson



Jo Brassington



Krystian McInnis



Lewis Wedlock



Miriam Tomusk

The conference is £600 +VAT per SCITT/ITTE Provider (For smaller hubs with less than 50 please contact Hannah to discuss the ticket price to create equity in all providers accessing the event).

You can book a ticket for an individual or for a group of ITTs from your provider/ school/ trust via [Eventbrite](#)

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For more information contact: hannah@thebelongingeffect.co.uk

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DEIB Virtual Conference for ITTs 2025-26

Friday 23rd January 2026
on Streamyard



Our Schedule

08.45-09.00

[Hannah Wilson](#)
Introductions

09.00-09.45

[Krystian McInnis](#)
Anti-racist Approaches

09.45-10.00 **Comfort Break**

10.00-10.45

[Jo Brassington](#)
LGBT+ Inclusion and Trans Awareness

10.45-11.00 **Comfort Break**

11.00-11.45

[Lewis Wedlock](#)
Masculinities: Embracing The Messy

11.45-12.00 **Comfort Break**

12.00-12.45

[Hannah Wilson](#)
Cultivating Belonging

12.45-13.30

Lunch Break

13.30-14.15

[Bennie Kara](#)
Diversity in the Curriculum

14.15-14.30 **Comfort Break**

14.30-15.15

[Miriam Tomusk](#)
Navigating World Events & Holding Space for Sensitive Conversations

15.15-15.30

[Hannah Wilson](#)
Reflections and Pledges

The Sessions

All sessions will be streamed as a live broadcast so delegates can join on any device they can access Youtube on.

All sessions will be recorded and available to ticket holders afterwards.

The conference is £600 +VAT per SCITT/ITTE Provider (For smaller hubs with less than 50 please contact Hannah to discuss the ticket price to create equity in all providers accessing the event).

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Join the Belonging Effect Network

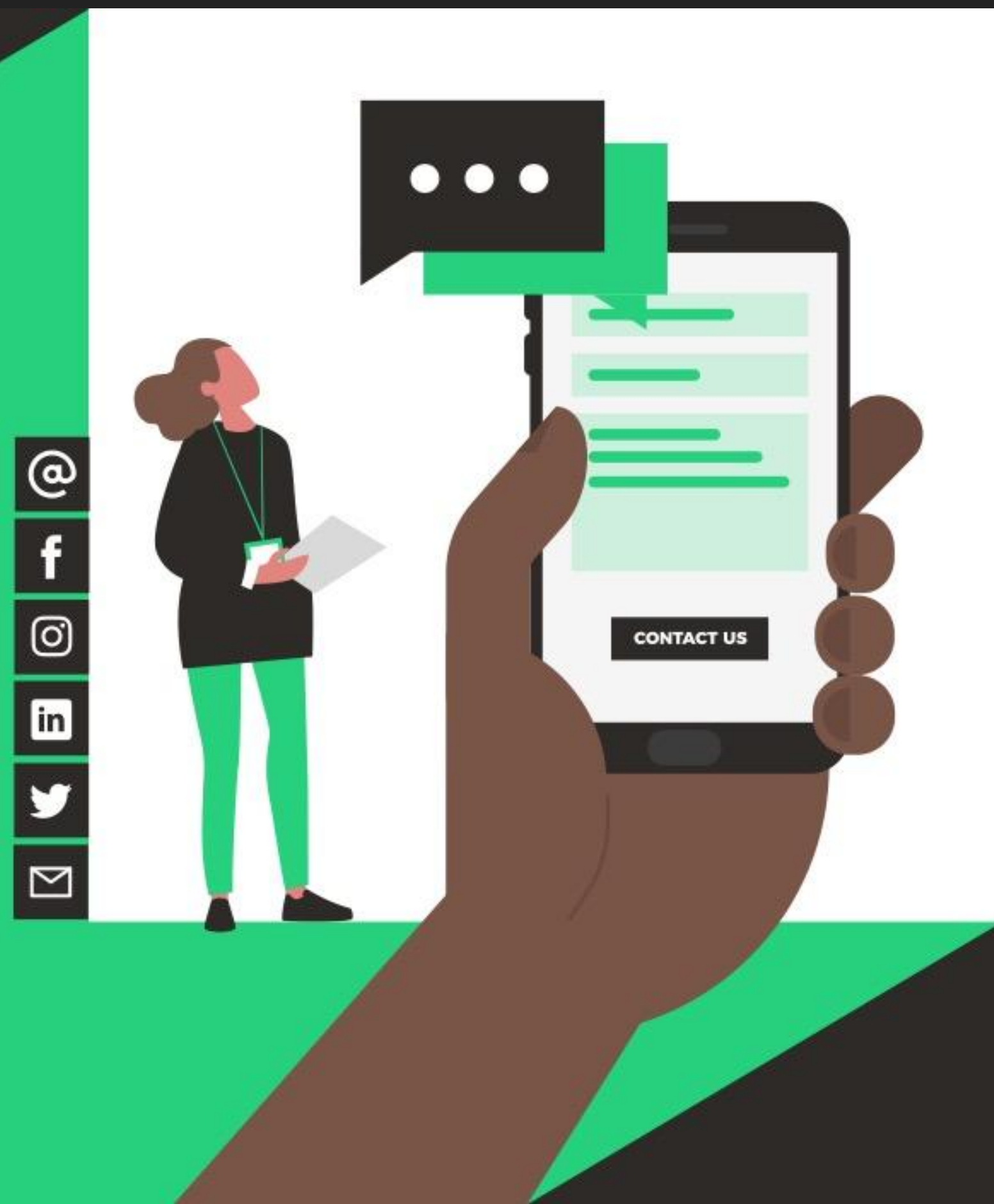
A safe, professional network for educators interested in DEIB.



**BELONGING
EFFECT**



**mighty
networks**



Contact the Belonging Effect

www.thebelongingeffect.co.uk

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