

*“It’s a privilege to empower teachers with new skills and knowledge and to know I am helping them teach every child to read.”*



**Name:** Nishat Mahmud  
**Role:** Consultant trainer  
**Region:** South London  
**Start date:** January 2022

### Confidence to apply for the role

I am passionate about teaching reading and writing. After seeing the advertisement for the role of trainer, I felt my own classroom experience would enable me to support others to teach every child to read. Ruth Miskin Training (RMT) seemed friendly and welcoming, a well-established organisation.

### Clear application process, supportive interview

The application process was straightforward and included sending a short video of myself teaching a phonics lesson. The interviewers were encouraging, informative and supportive. It felt like a true conversation about my experience and the aims and values of the organisation.

### Welcome to the team – a thorough induction

I felt welcomed and supported by the whole team from the beginning; from the first correspondence with HR to meeting the training team virtually before the induction began. The Train the Trainer team were, and continue to be, available and encouraging.

### Practice and coaching for all new trainers

Each trainer has their own trainer coach for the first 18 months – mine is calm, clear and answers all questions. She has a wealth of knowledge to share about both the Read Write Inc. programmes and systems and processes at RMT. As my knowledge deepens and my consultancy skills grow, I become more and more confident.

### Diversity and inclusion in action

I feel valued as an Asian woman, for my experience as a teacher and for the work I do every day. I believe that every person who works for RMT is valued and included. This ethos is extended to the work we carry out in schools; we respect and celebrate every adult and child.

The work of the RMT diversity team is hugely important. We help teachers choose books to read to children that reflect their lived experiences and offer a window into the lives of others. As part of this work, I feel included as an individual for my culture and background. I did not see myself represented in picture books growing up, I am so proud we are contributing to changing this for children today.

### Final words

RMT work tirelessly so all children make the best possible progress when learning to read. The team continually evaluate and update what we do as professionals and offer ongoing training and coaching. They are an incredibly hardworking organisation that support the growth of everyone.