

Fellowship

Supporting Statement Template

Your Name	Dr Lizeta Demetriou
Applicant Name	Naomi Doerge
Your Institution/organisation/other	University of Wales Trinity Saint David – IICL – London campus
Your current role	Lecturer / Programme Manager Cert HE Business skills for the workplace
Email address	l.demetriou@uwtsd.ac.uk
Your Fellowship Status (if appropriate)	
Relationship to Applicant	Programme Manager of the CertHE Business skills for the workplace to which Naomi is the Deputy Programme Manager
How long have you worked with the Applicant (insert dates)	March 2024 – Present
Declaration	In submitting your Supporting Statement, you are confirming that the applicant's submission relates to their higher education professional practice and that your statement is your own work and has been written specifically for this applicant. If the professional integrity of the Supporting Statement is in question it will not be accepted. I confirm that I have read and agree with the declaration above. Dr Lizeta Demetriou Date: 9th of December 2025

Supporting Statement

Please provide your statement to verify and endorse the applicant's submission for Fellowship in the following section. You are required to comment on the applicant's recent higher education practice (usually within the last 3 years), providing examples to support your statement wherever possible.

In completing this Supporting Statement you are confirming that you have read the AdvanceHE Guidance for referees writing a Supporting Statement. In association with the Descriptor 2 criteria, as a guide, you should comment on the following in your supporting statement:

- your own personal experience of the applicant's recent and effective HE practice;
- if you have been involved in peer observation of the applicant's teaching and/or support of learning, please draw on relevant examples from this;
- any inclusive practice and/or contribution to developments by the applicant in teaching and/or supporting learning within their context as appropriate;
- your perspective on the practical examples provided within the application to illustrate the Fellowship requirements.

Two sides of A4 will normally be sufficient for this category of Fellowship.

I am writing to express my support for Naomi Doerge in her application for a fellowship. Over the past eighteen months, Naomi has served as Deputy Programme Manager for the Business Skills Certificate of Higher Education (CertHE) at the University of Wales Trinity Saint David (London campus), where I am the Programme Manager. This is a large and complex programme with approximately 1,300 students. In addition, I have worked with Naomi in the English for Academic Purposes (EAP) department, where she has contributed significantly to strategy, materials design, and delivery for learners across Levels 4 to 7.

From the outset, Naomi has worked closely with me in both the day-to-day and strategic management of the Business Skills CertHE. She has been a vital member of the programme management team, always willing to go above and beyond to support students and colleagues. Naomi has played a key role in preparing for quality review meetings and exam boards, demonstrating exceptional attention to detail and a strong commitment to both students and the programme. Her efforts have contributed to measurable improvements in retention and overall student experience.

As Programme Manager I can say that Naomi is proactive, solutions-focused, and consistently eager to take initiative. She has worked closely with the university's Learning Support Team to ensure that students with learning differences or other needs receive timely and appropriate adjustments, and that staff are equipped with best practices for inclusive delivery. Alongside these formal processes, Naomi provides pastoral support to students on the programme through informative emails and one-to-one meetings, helping students navigate academic expectations, time management, and confidence-building during critical transition periods.

In addition, Naomi has been actively involved in discussions about assessment briefs with our Birmingham campus counterparts for the CertHE Business programme,

supporting cross-campus alignment in assessment standards, marking guidance, and student-facing instructions. Her contributions have helped clarify rubrics and guidance, adjust assessment expectations, and tighten assessment brief language.

Naomi contributes meaningfully to programme-level initiatives. She works closely with me and the Student Success Officer to ensure that the Certificate students are well supported. Naomi has been an integral part of the programme's community building ventures, suggesting ideas, designing activities, and even accompanying students with our Student Success Officer on an overnight trip to the UWTSD Welsh campuses. Naomi's empathetic communication and ability to anticipate student needs have strengthened early-term confidence and engagement, as reflected in positive programme survey feedback and recent Student Staff Committee discussions where her efforts in and outside of the classroom have been specifically mentioned students.

I have also worked directly with Naomi on the CertHE Health and Social Care programme, particularly within the Academic and Employability Skills module, where I served as one of the lecturers on the module she led. This gave me first-hand insight into the quality of Naomi's materials and the active, student-centred approach she brings to teaching. Her lessons are engaging, well-structured, and carefully scaffolded, and they clearly reflect current pedagogical research and best practice. Activities such as identifying academic style errors, evaluating paragraph structures, true/false diagnostic checks, and recognising and practising paraphrasing techniques are integrated into a logical progression that builds confidence and competence. Naomi's use of Task-Based Learning (TBLT) principles has had a tangible impact on reducing student anxiety while increasing motivation and participation, particularly important for Level 4 widening participation learners who vary widely in age, educational background, and confidence.

Naomi also takes great care in developing clear, inclusive assessment briefs, revising them iteratively to improve clarity and validity. Since teaching the module, I have seen the positive impact of these changes on student understanding and performance. Her weekly lesson-planning emails to the teaching team have been invaluable, ensuring consistency across delivery and offering practical strategies for engaging and supporting students.

In the EAP Department, Naomi and I have collaborated closely for eighteen months, and she has been deeply involved in designing materials for online workshops, ensuring they are interactive, accessible, and suitable for diverse cohorts. In the October 2025 term she took on a more of a co-lead role and been part of ensuring the delivery of workshops across levels. She has also proposed new topics and innovative ideas to enhance the EAP provision, demonstrating her commitment to continuous improvement and responsiveness to student needs.

In summary, Naomi is a thoughtful lecturer passionate about higher education. Her knowledge of widening participation students and pedagogies is impressive, and she actively translates it into inclusive materials, practical classroom strategies, and providing the pastoral support our students need. Naomi has been a pleasure to work with and a reliable partner in managing the Business Skills for the Workplace Certificate programme and co-leading EAP.

Please do not hesitate to contact me should you require any further information or clarification.

Yours sincerely,
Dr Lizeta Demetriou