



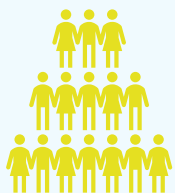
TUTORS UNITED

Annual Report 2019





OUR YEAR IN NUMBERS



319
pupils

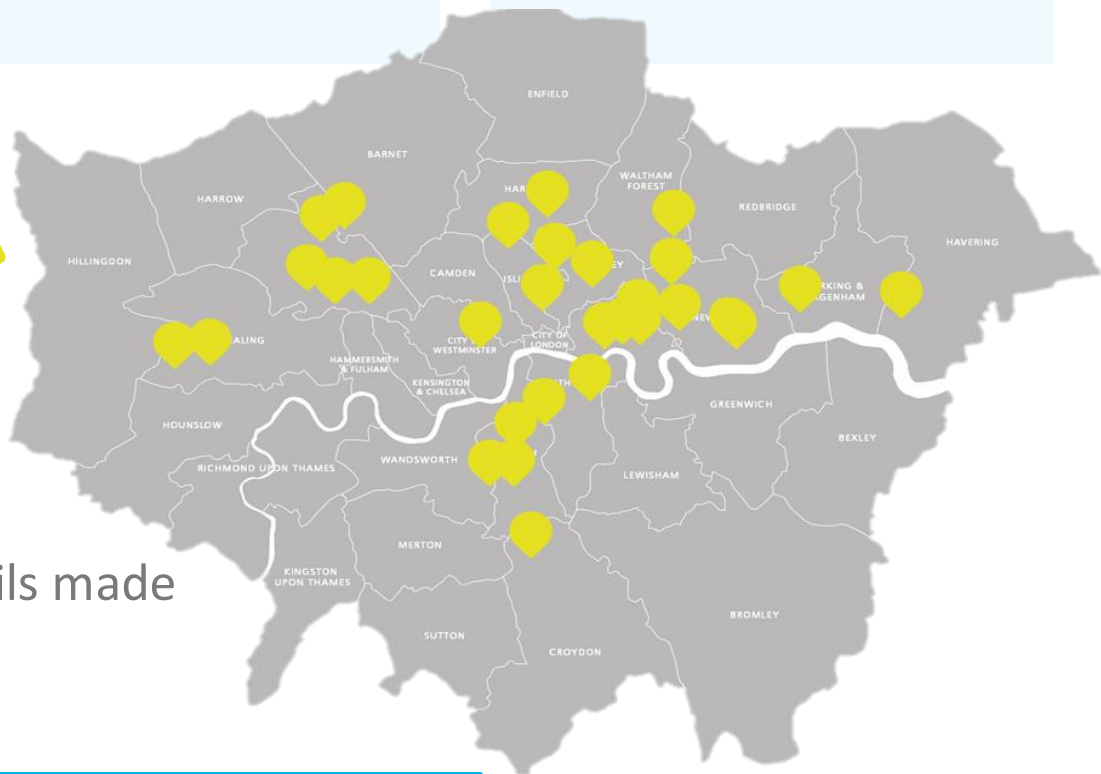


68
tutors



2,061
hours of
tuition

Across **33 locations** in
London and Cambridge



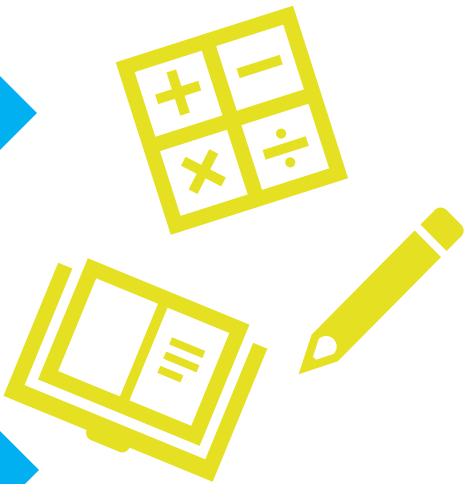
Not impressed yet?

After **13 hours** of tuition our pupils made
the following progress.



On average
pupils improved their
Maths scores by **179%**

On average
pupils improved their
English scores by **nearly 2
sub-levels**



£17,094



Back into the pocket of university students in
tutor wages.



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Chair

Matthew Corner

Tutors United has continued to go from strength to strength over the past year. I am pleased to report that we have successfully increased the number of tutors and pupils on our books while also building for the future.

Perhaps the most impressive achievement is the academic outcomes that the tutors continue to deliver in both Maths and English. This is significantly improving the life chances of our pupils and their ability to thrive at secondary school. I am pleased to see that both pupils and parents alike praise our programmes for the transformative impact they have.

In the coming year, we aim to increase our geographic reach and are currently exploring the delivery of services outside of London. The

work the team has already completed will serve as a strong foundation for this expansion.

In order to support this objective, we have strengthened our fantastic staff team. This included employing a new Head of Programmes to support Joel. I am grateful to my four fellow trustees, who have significantly strengthened the governance of Tutors United. We now have plans to expand this team further as well.

I continue to be inspired by the impressive achievement of everyone in the Tutors United family and would like to thank all our supporters in helping us deliver on our commitment to address educational disadvantage.

Chief Executive Joel Davis



It's been another eventful year at Tutors United, where we have reached the milestone of hiring, training and paying over 250 university students and tutoring over 1,000 pupils!

The only thing that is more important to us than doing what we do, is doing it well. This year our focus was cementing our work, enhancing the support we provide to families and increasing the data we collect to evaluate the effectiveness of our intervention. Tutors United started to make the transition to dedicate our focus on 'family learning' to reinforce that bridge we are trying to build between school and home.

Our efforts were recognised, as we were finalists in

the 2018 Third Sector Awards for 'Small Charity Big Achiever'; and the 'Charity Partnership of the Year Award'; alongside being finalists in the 2018 Children and Young People Now Awards for the 'Learning Award' and the 'Partnership Working' categories.

After reading this report, we hope you will get at least a glimpse into our performance and improvements in providing a dual benefit for our pupils and tutors. We're now ready for growth and excited for the next stage of development. Here's to what we hope will be another brilliant year ahead!

By the end of primary school, pupils from low-income backgrounds are on average **9.4 months behind** their peers in English and Maths. This sets them far behind their classmates at a pivotal time in their education. In fact, by the time they are set to sit their GCSEs, this gap nearly doubles to an average of **18.4 months** compared to their peers. This means that those furthest behind are less likely to be able to afford supplemental tuition to narrow this attainment gap.

About Tutors United

We want a world where income doesn't affect education. So we're on a mission to use the power of tutoring to smash the barriers in learning and enable every child to succeed.



We deliver **confidence-boosting, attainment-raising tutorials** to some of Planet Earth's coolest primary school pupils to bring the benefits of tutoring to every child, ensuring their socio-economic background doesn't hinder how much they can achieve in life.

We do this by **hiring, training and paying university students** to deliver after school small group tutoring in core subjects with a **specially devised curriculum**, designed by expert teachers. We are the affordable option for parents and Housing Associations who want to see fantastic results for primary school children from less privileged backgrounds.

What does our intervention look like?

The **TU** Model



We employ and train university students to deliver our confidence-boosting, attainment-raising tutorials



Tutors deliver Maths and English tuition one hour a week to Year 4,5,6 pupils at local community centres



Parents are given regular reports on the progress of their pupils and guided in how to support their child's learning at home.



We keep the momentum going with our super exciting Summer Challenge, which gives pupils the opportunity to get innovative and use their Maths and English skills to change the world.



What does our programme do?



Increases confidence and independence in learning



Improves academic performance in Maths and English



Prepares pupils for a successful transition to secondary school

”

I think my children have positively benefitted from their tuition classes in both Maths and English. I have noticed improvement in their work from the weekly feedback. Their confidence has grown a lot over the months. Overall they look forward and enjoy attending every lesson. I am grateful that my children got this opportunity and I thank all the Tutors United team for their help and support.

Razma
Parent at Brown’s Field
Cambridge

Let’s see how we did....

Who are our pupils?

We worked with a total of 319 pupils across the 2018/19 academic year....



145 have English as an additional language



238 are from households in receipt of means-tested benefits



119 receive free school meals



274 have a household income of below £30,000

Who are our tutors?

To deliver our tuition, we hired and trained 68 tutors...



33 attended a Russell Group university



19 studied degrees related to Maths



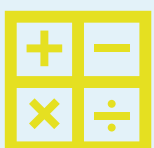
49 studied degrees related to English

2018-19 Highlights



2,061 hours of tuition delivered to 319 pupils by 68 tutors

After just 13 hours of tuition, the average English score went up on average by **nearly 2 sub-levels**.



In that same amount of time, the average Maths score **increased by 179%**

Pupils Progress



Maths Progress

Our specially devised Maths curriculum follows a spiral pattern so that topics are covered multiple times throughout the year with increasing difficulty. This ensures that our brilliant pupils are always being challenged and expanding their knowledge.

To track the amazing progress our pupils make, we assess them before starting tuition and provide an identical assessment at the end of the programme with different numbers. We compare the numbers after pupils have attended 13 hours of tuition.



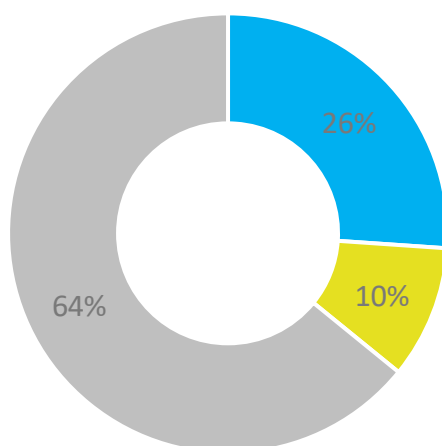
In that time, here is what pupils accomplished...

Pupils progressed by an average of **179%** - from an average of 41.6% to 55.4%.

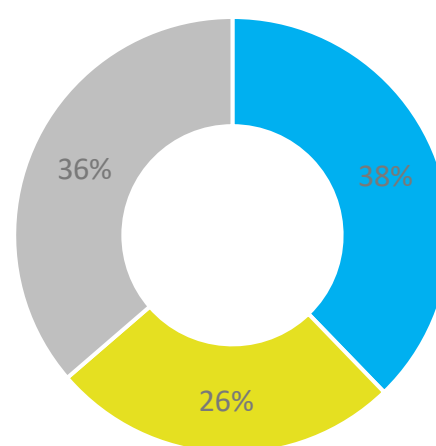
The number of pupils working below average reduced by 43% while the number of pupils performing at above average increased by 167%!



Before Tuition



After 13 Hours of Tuition



■ Below average
■ Average
■ Above average

N.B: Pupils working between 0-50% will be noted as below average, 50-75% as average and 75-100% as above average.



What about our pupils who statistically face more challenges?

Decreased funding in state education has left many schools with limited budget to invest in individualised support for struggling pupils. This leaves the lowest performing groups vulnerable to a cycle of low attainment.

Pupils with English as an additional language (EAL) often make minimal progress for a variety of factors. For example, a lack of fluency in English can make it more difficult for pupils to comprehend and accurately answer word questions, which make up a huge part of the SATs. According to the Department for Education’s 2016 National Curriculum assessments at Key Stage 2, **only 50% of pupils whose first language is other than English reach the expected standard of reading, writing, and mathematics** compared to 54% of other pupils.

That makes us all the more proud to

report the EAL pupils on the TU programme **improved their average attainment by 36%, bringing their overall performance from below average to average.** Wow!

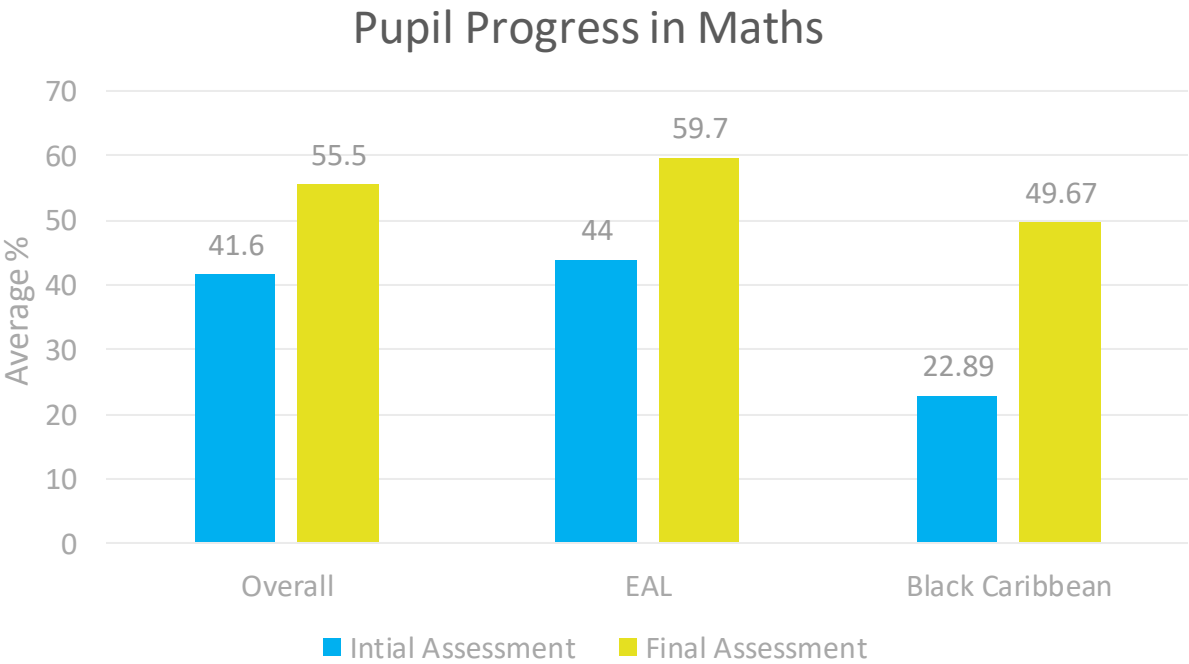
In the 2018 National Curriculum assessments at Key Stage 2, Black Caribbean pupils were identified as one of the most underperforming groups compared to their peers. This has been attributed to low family income and lowered expectations of teachers. Our pupils from Black Caribbean backgrounds

absolutely blew us away this year by their

progress.

Specifically, **their average Maths score increased from 22.89% in the initial assessment to 49.67% after 13 hours of tuition.** That’s an impressive increase of 116.99%!

While that’s just slightly below average, we think with this attainment boost alongside a few more hours of additional support, they will enter secondary school firmly in the next threshold.





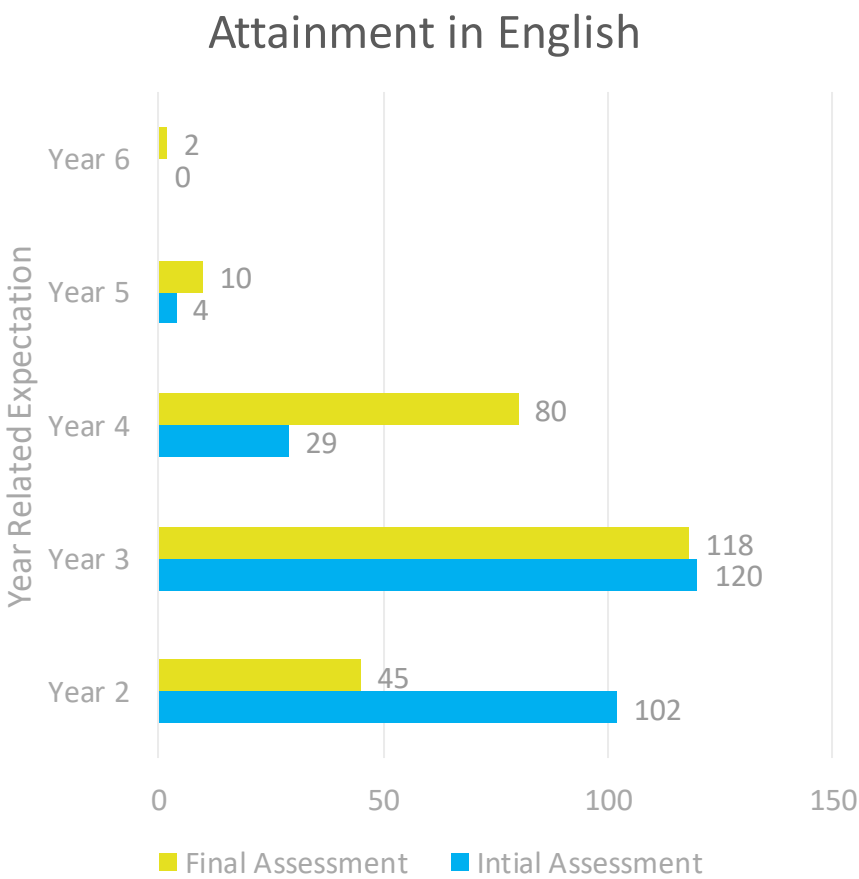
English Progress

Our unique curriculum incorporates many different topics such as persuasive writing, argument and debate, poetic imagery, SLAM poetry, fantasy writing, and tales from other cultures. Across all these different areas, pupils are given opportunities to improve and practice their handwriting, writer’s voice, spelling, punctuation, and grammar – all skills that are vital for a smooth transition to secondary school!

After 13 hours of English tuition, pupils **progressed on average by nearly 2 sub-levels**. That’s nearly an entire year’s worth of expected progress in a fraction of the time!

In that same time, on average, pupils’ year-related expectation **went from a Year 2 at the start of the year up to a solid Year 3 standard**.

The percentage of pupils performing at the top end of the scale (year-related expectations 4,5, and 6) went from 13% to 36%. **That’s a huge 179% increase!**

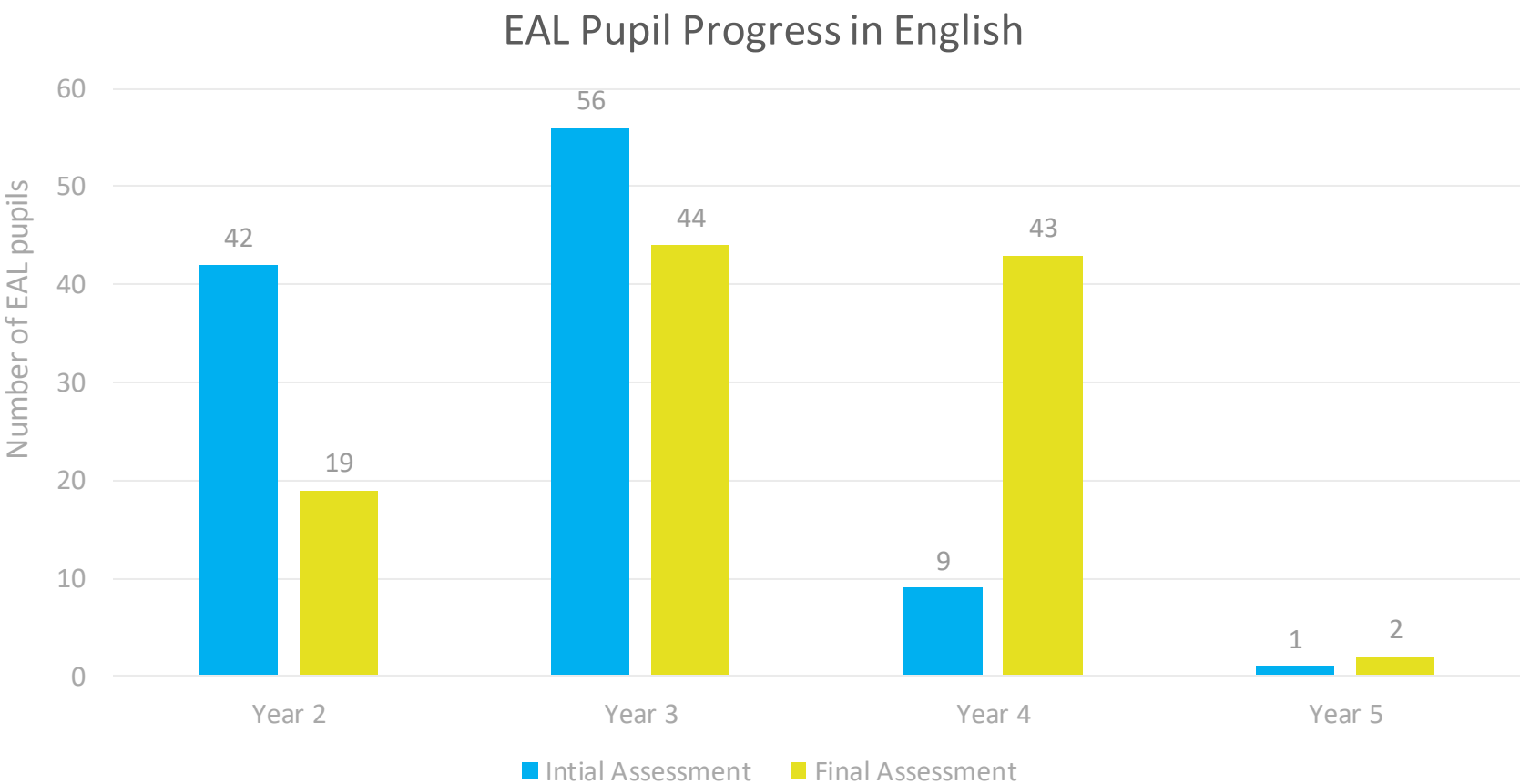


How do we assess our pupils?

We assess pupils’ writing throughout the programme to regularly track their progress. The initial and final assessments are compared to gain a clear picture of how pupils’ writing abilities have developed over the course of their English tuition. We use an assessment tool that corresponds with the National Curriculum and was developed by literacy consultants to give pupils’ work is a year-related expectation of 2,3,4,5, or 6. We also give pupils sub-levels: Emerging (E), Secure (S) or Advanced (A). Ideally, the overall year-related standard should be consistent or higher than the year they are in at school.

EAL Pupil Progress in English

Considering EAL pupils face language barriers that may affect their performance in English, we are super proud of the progress they’ve made this year!



On average EAL pupils progressed by nearly 2 sub-levels after 13 hours of tuition.

Not convinced how impressive that is?

Another way of looking at this is the average number of EAL pupils working at the top three writing standards (Years 4,5, and 6) increased by a boggling 350%.

Amazing work!



One year
later....

66%

pupils are meeting
their Maths targets

78%

pupils are meeting
their English targets

79%

Year 7 pupils agreed
the programme
helped their child
transition into
secondary school

Long-Term Impact

We work closely with our pupils' brilliant parents and offer them training to ensure they know how to support their child's learning. In doing so we are magnifying our impact and ensuring long-term success!

We recognise the importance of building the bridge between school and home. After all, there are many opportunities to extend learning beyond the boundaries of the classroom. To help our parents take advantage of these opportunities, we deliver regular parent sessions. This year we delivered **186!**

They have been designed to provide additional guidance on their child's individual strengths and weaknesses alongside training on how to support their children with tricky topics that frequently stump pupils. In fact, **97% of our parents reported that these sessions helped them support their child's learning at home.**

have graduated from the programme. This gives us an idea of how our pupils do after they leave our programme in their first year of secondary school. Ultimately, we are all about preparing pupils for success.

In the summer of 2019, we conducted phone interviews with 90 parents, whose child just finished Year 7 after completing the TYR programme the year prior.

See the results on the panel and you'll understand why we can't stop smiling!

Alongside regular parent feedback sessions, we also check in with parents of pupils who



Summer Challenge

Supporting learning over the holiday

With 6 weeks off school over the summer holiday, it is vital that families are offered affordable opportunities for their children to do something fun and educational. That's why we partnered up with Metropolitan Thames Valley Housing and Action for Bow to bring the TU Summer Challenge to 63 children at 7 sites across London.

This year's theme was 'Kids Takeover' and saw **groups of 4-8 children combine their Maths and English skills to design a town of their own**. Children were told that all the adults in the local community had disappeared and the only people left were children. They were tasked with completely rebuilding and recreating their town to suit the needs and wants of the young residents.

Groups competed against each other and were judged on their **advertising, marketing, budgeting, and, of course, their creativity**. Parents joined in and competed in their own groups against their kids.

Each group presented their ideas to a panel of local judges in hopes of winning the grand prize - a (fictional) £5,000 check.

The project was hugely popular amongst the whole family and proved to be an **excellent way to apply core skills in a practical and fun way**.



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It was brilliant;
absolutely fantastic to
see a whole range of
skills numerical,
visual, presentational,
teamwork and
confidence.

Geeta Nanda OBE
CEO

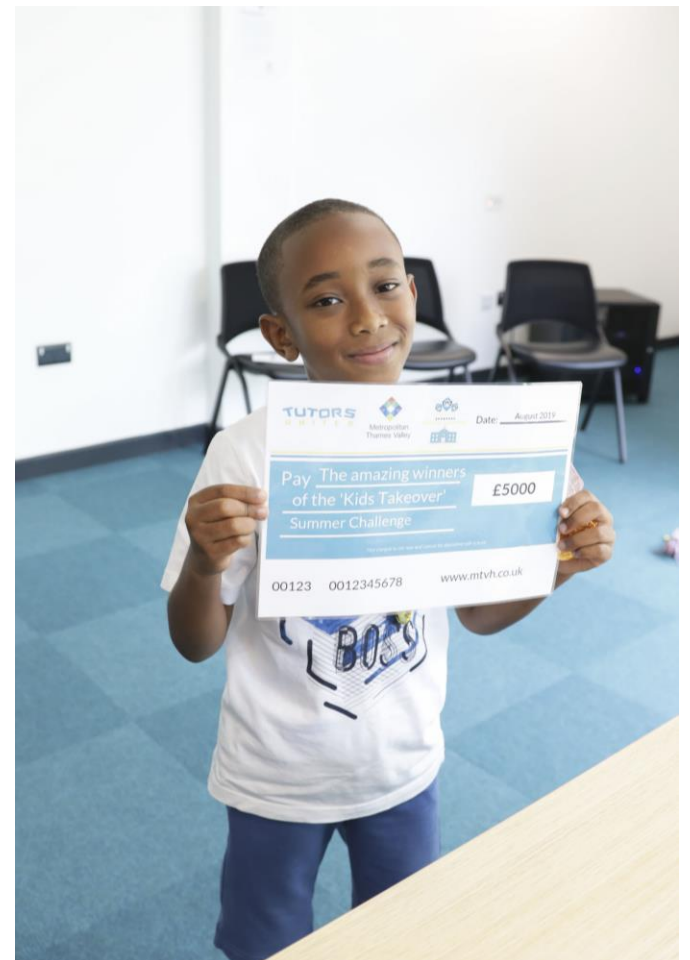


Metropolitan
Thames Valley

”

During summer time most of us parents are working and it's quite a challenge to afford to put them into other activities, but with this you know they are safe and they are within the community and they're learning which is a very good thing.

Djaliatu,
Parent at Clapham Park



”

It was really fun. It may be my most favourite thing I've done this summer holidays.

Thawab,
Co-founder Kids Tropolis



A large white double quote icon on a blue background.

I feel over the time spent tutoring I have been able to adapt and develop my communications skills, amongst other aspects of being a flexible and reliable worker and individual.

Jayeola, Tutor

A large white double quote icon on a yellow background.

In all honesty, every minute working with TU has been my proudest moment - every week going to teach and helping children progress into their bright future.

Aiman, Tutor

Tutors



What do our tutors do?

Our tutors are vital to our work, so we look for the most passionate and engaged university students from all backgrounds to deliver our specially devised curriculum and make learning fun for our fantastic kids!

Increasing employment opportunities for young people has been an important part of Tutors United since we were founded in 2013 by a young man with all the grades, but none of the experience to find decent work.

More and more a degree is no longer sufficient in acquiring meaningful employment. In fact, gaining work experience has been positively correlated to the ability of graduates to find graduate-level employment within 6 months of graduation.

Through regular training and ongoing support, we give tutors the opportunity to develop key transferable skills – all around their university timetable!

Some of the key skills our tutors develop are:

- Time management
- Leadership
- Communicating in multicultural environments
- On-the-spot problem solving
- Team work

- Presentation skills

More than just an employment opportunity, our tutors are part of a community. They are offered various different opportunities to learn from and interact with each other and other professionals at training events and socials. Tutors who show extra potential, are also given opportunities to progress and lead their own regional team of tutors.

Making sure our tutors have the tools required to succeed is immensely important to us and as we continue to expand our reach, we are looking to introduce more and more unique opportunities for them to interact with exciting businesses, so watch this space!

This year our tutors represented....



18
universities

Social Anthropology Medicine

English Psychology Sports and Exercise

Finance Classical Studies

Graphic and Media Design Chemical Engineering

Education Studies Philosophy

Optometry Law

Developmental Studies Linguistics

Art Genetics

Film and Television Production Banking and International Finance

Business Management Sociology

Environmental Science

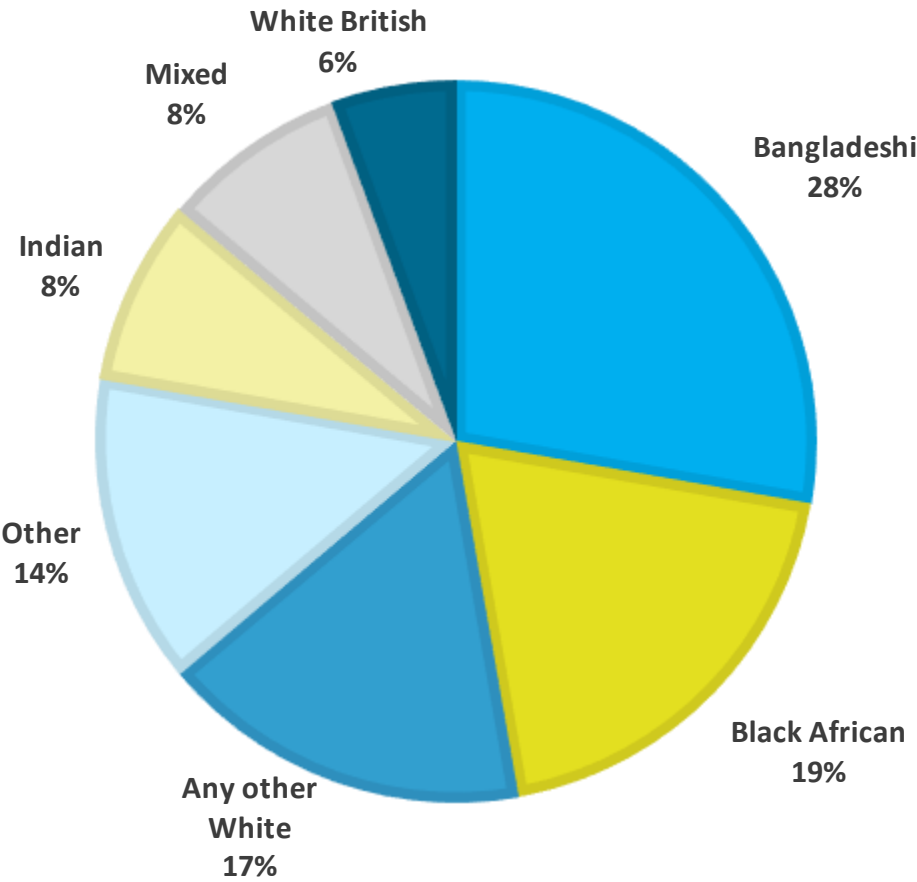
40
different subjects



Tutor Diversity

At Tutors United, celebrating diversity and inclusivity is at the heart of everything we do. As we grow and expand into new areas, we aim to build tutor cohorts that reflect the communities we work in.

Ethnicity



Background

- 67% Grew up in low-income households (less than £30,000)
- 21% Were eligible for Free School Meals as children
- 8% Are from families who are residents of a housing association

*All percentages are based on those who responded to demographic questions on their application form

”

This programme is excellent. The attention to detail really helps my child's progress. He is able to evaluate where he needs to improve.

Linda,
Parent at Churchend and Roundwood Unity
Centre



Case Studies



”

The programme helped our son be a more confident individual and we are very grateful for the help.

Mohamed, Ali's Father





Lamees, Year 5

Lamees has been hard at work since joining our programme in September 2018. She has been consistently attending weekly Maths and English tuition classes at Rotherhithe Community Centre, working her way through our specially devised curriculum lead by her tutors, Aysha and Cara. In that time, she has blown us away the progress she's made.

Not only did Lamees start learning from a Year 5 curriculum despite only being in Year 4, but **after only 6 hours of English tuition, she had improved in English by over 1 whole year or 4 sub-levels**; going from a year-related expectation of a 3E to a 4S at the end of the programme. To put that another way, Lamees has exceeded the national yearly progression rate of three sub-levels and began working at her year level. That's a pretty impressive achievement considering English is not Lamees' first language and she came into her first class firmly stating she "hated" English

Lamees has not stopped there. She took part in our Termly Writing Competition in which she was asked to create her own superhero character, draw a picture of her superhero and describe their character and background. She then had to write a persuasive letter to a fictional comic company in Hollywood to persuade them to include her superhero in their latest superhero film.

Lamees did so well in this task that she was **awarded first place**. Her superhero was called Silver Wolf who is able to smell and hear things from a long way away and then come to the rescue. We thought Lamees deserved to be awarded first place because she used lots of persuasive features including a statistic and a really great simile. She was also confident enough to use a threat to get the comic book creator's attention.

Lamees' progress is not limited to

English. She's also made huge improvements in Maths. After starting her time on our programme with a 44% on her initial assessment, she finished the academic year at 60% on her final assessment. That's **a 36% increase in attainment after just 13 hours of Maths tuition**. Clearly her passion for numbers was ignited during the programme because she blew us away at the start of this academic year with a 76% on her initial assessment!

We are so proud that we were able to support Lamees in achieving her potential and we know she is going to enter secondary school more prepared and confident.

Nia

Nia is a Year 4 pupil who took on the humungous challenge this year of tackling a curriculum that was one year ahead of what she had been learning at school. When she began the programme, she scored just **4%** in her initial Maths assessment, placing her way below average which was understandable as this assessment tested her on topics that she had not yet learned at school. In English, she started with a **Year 2S** expectation which was **2 years below** where she should have been as a Year 4 pupil.



But by the end of the programme, Nia's confidence had significantly grown and so did her assessment results! She made incredible improvements in English, **improving her writing score by one whole level and smashing through the national standard**. But in Maths, she was an absolute superstar and **improved her initial assessment score by 700%**! Yes, you read that correctly, **700%**! These incredible scores resulted in Nia also winning the Best Progress award for her borough.

Nia's Mum has noted how much her confidence has improved over the course of the programme and how could it not with such amazing results?! Well done to Nia and we cannot wait to see what amazing things she is going to achieve as she moves into Year 5!



Vlad

Vlad joined the programme in November 2018 at our Newham site after he had just started Year 5, having recently moved to the UK and with very limited English ability. Described as a hard-working pupil with incredible behaviour by his tutors, Vlad consistently gave 100% in the lessons and it shows in the amazing improvements he made.

At the start of the programme, Vlad was **three whole years behind** where he should have been for his age with an English year-related expectation of a 2S and a Maths score of **44%**. After just **10 hours** of tuition in each subject, **Vlad improved his Maths score by 45.5%**, catapulting himself into the average category with a score of **64%**. He is now only **11 percentage points** away from being above average!

And that isn't all! In English, he made the astounding **achievement of improving his initial score by one whole level and one sub-level, which is nearly three times the national average!**

Vlad's Mum has commented that she has found the programme very useful and helpful and that Vlad has, "...improved a lot during this programme." We couldn't agree more and are so proud of the amazing achievements Vlad has made, including **winning the Best Progress award at this year's graduation**. Go Vlad!

Jayeola



Jayeola joined us at the start of 2018 whilst studying Mental Health Nursing. It was clear from the jump that she would become a huge asset.

When asked why she decided to apply for Tutors United, she responded, “I felt like tutoring will allow me to build and develop skills that I would not have the opportunity to gain at university alone.”

In her time with us, Jayeola has demonstrated a range of skills including excellent communication and energy and a real ability to adapt and perform under pressure.

Whilst working at one of our Summer Challenges, she showed she could handle far more than the standard six

pupils and managed to make sure everyone was not only safe, but never without a smile on their face.

With all that energy, it’s no surprise that her favourite TYR lesson was performance poetry. “It was amazing to see that the kids came in hating poetry and left considering it as a form of expression.”

She’s gone on to get a first in her degree and while we’ll miss her booming energy, we can’t wait to see what she does next!

Special shout out

This report would not have been possible without the contribution of our talented Data Science interns, Sofia Karydi and Bilal Siddiqui, who worked with us as part of the City University Micro-Placements Programme. The programme allows City students to build employability skills through real-life experience. For us, it has been a fantastic way to bring fresh perspectives and energy on key projects.

As part of their placement at TU, Sofia, who studies Mathematics, and Bilal, who studies Accounting and Finance, were tasked with processing and analysing our data from the 2018-19 academic year and putting it into a coherent narrative we could use for developing our end of year report. Needless to say the smashed it!

Both Sofia and Bilal impressed us with their professionalism and hard work. The presentation they gave to the whole team at the end of their time with us demonstrated a high ability to find the story in the data and pull key learnings that we were able to take forward.

Thank you to you both and hopefully we see you again soon!



Looking Forward

While there's tons more that we would like to do, we have set ourselves three specific priorities over the next year to improve our work.

1

We kept our word from last year and looked at ways we could make our English curriculum even more engaging for our pupils. After countless research and lesson planning sessions, over the next year, we will be implementing our changes to diversify the curriculum, making it more accessible and relatable for the wide range of pupils we support. From SLAM poetry to tales from other cultures, our new English topics are going to shake up our pupil's experience of English lessons!

2

London and Cambridge can't be the only cities to benefit from our curriculum changes. We'll be steaming ahead with researching and planning a thrilling Midlands expansion. How does TU-Midlands 2021 sound? 😊

3

One-year later, we have much more data on our tutors and have found ways to measure the development of their soft-skills through tutoring. We now have over 300 former tutors out there doing incredible things after graduating from university and Tutors United. We don't like to say goodbye here at TU, so let's just say we want to harness the power of our growing pool of amazing alumni to help us in this battle against educational inequality.

Sound interesting? Look out for our next steps on social media...



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Tutors United



@Tutors_United



www.tutorsunited.org



TUTORS UNITED

