

TUTORS
UNITED

Annual Report 2022-23





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Amy Whitelock Gibbs

CEO

I was honoured to take over the reins from our inspiring founder Joel Davis in January 2023, as we celebrated Tutors United's 10th birthday. And what a fantastic decade of growth and impact it has been! I'm so grateful to the TU team, trustees, tutors, families, funders, and partners for their passionate commitment to our mission – especially in the face of a challenging economic climate.

This was our biggest year yet! **We worked with more families and tutors than ever before, growing our footprint in the Midlands and North West – from Birmingham and Leicester up to Liverpool and Carlisle – and continuing to serve diverse, low-income, multilingual communities.** We were thrilled to win new National Lottery funding to support further regional growth over the next three years.

With our pioneering housing association partners, **we delivered weekly Maths and English tuition to 786 pupils in community centres and online** – up from 564 last year – providing regular feedback and support to their parents and carers, to build a legacy of learning.

And we hired, trained and paid 132 university students (103 last year), offering them paid work experience along with professional development to boost their careers.

Despite the ongoing challenges to learning post-pandemic, our superstar pupils continue to make impressive progress – especially those who access multi-year support – and this is sustained into Year 7. **My personal highlight was celebrating these successes and seeing the magic of TU come to life at our flagship graduation in June, generously sponsored by Clarion to mark the South London Partnership,** a new cross-housing association programme that deepened our impact across that patch.

I always say I'm very lucky to lead TU. It's been a tough year financially – for our families, partners, and us as a small charity. But we've pulled together to weather the storm, and we enter the new academic year more determined than ever to end the attainment and employability gap for young people through the power of community-based tutoring.





Laura Wilson

Chair of the Board of Trustees

It has been a real year of change for Tutors United. We saw **the departure of our founder and CEO for 10 years, Joel Davis, who's been at the heart of making TU the inclusive, ambitious, and incredibly fun organisation it is today** – years of work and passion we'll forever be grateful for. Losing a long-standing CEO can be tough, but we've been fortunate to have found such a brilliant leader in our new CEO, Amy Whitelock Gibbs. **Amy is a real asset to TU, championing our values and bringing a wealth of experience and energy to continue making this charity the great organisation it is.** On behalf of the board, I would like to take this opportunity to thank her for a fantastic first year with us.

This also marks my first year as Chair of the Board of Trustees, with Matt Corner stepping down in January 2023.

Having been a trustee for a few years, it's been a real privilege to have stepped into this role, giving me a greater opportunity to get more involved with the work we do. I would also like to thank Matt for all he has done to lead the board for a number of years. He's been a brilliant leader and, again, instrumental in making TU what it is today.

While, like many, we've faced a challenging year in the tough economic climate, I'm pleased we've been able to navigate difficult decisions together and, as reflected in this report, ensured another strong year of growth and impact for TU.

As a Board, **one of my highlights has been taking more time to scrutinise the impact of our tuition.** The Managing Impact Sub-Committee has been in place for almost a year and has acted as a brilliant space to delve into how our pupils learn and develop, whilst challenging ourselves to continuously improve. We're also increasingly hearing how our tuition would be valuable more broadly, for example, aiding the summer transition from primary to secondary school.

As a result, this year ahead, **our key focus is to develop a new strategy for TU which is even more ambitious and innovative, set to broaden our impact across the country, whilst maintaining our core values and principles.** With TU being in a strong position, supported by a brilliant and committed team, I have no doubt we will deliver against this and have even stronger years to come.



2022-23 Report Card



786

families supported



132

tutors hired, trained and paid



3,476

hours of tutoring delivered



63

online and community hubs



75%

average pupil attendance



134

parent sessions



24%

returning pupils from the previous academic year



1

creative writing competition



80%

of pupils felt more confident in English



81%

of pupils felt more confident in Maths



83%

of parents/carers noticed an increase in child's confidence in learning



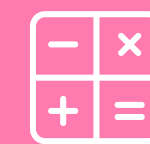
74%

of parents/carers agreed TU supported their child's transition to Year 7



1.1 sub-levels

average progress in English after 12 hours of tutoring



64%

average progress in Maths after 12 hours of tutoring

What we do

We're Tutors United. We're on a mission to end the attainment and employability gap through the power of community-based tutoring.

We support young people to thrive at two key transition points - from primary to secondary school, and from university to employment.

Working with housing associations and other local partners, **we run free programmes for primary school children and their families**, providing access to vital educational support to those who need it most. We're proud to serve diverse, low-income, refugee, migrant, and multilingual communities across London, the Midlands, and the North West.

We hire, train, and pay inspiring university students – most of whom also come from low-income households – as tutors, providing them with meaningful, paid work experience and support to boost their careers.

Each year, **our work gives hundreds of young people, parents and carers the knowledge, skills and confidence they need to maximise education and employment opportunities.**



Hire, train and pay university students as tutors to deliver our programme



Ongoing engagement and support with parents and carers to encourage learning at home




Specially-devised Maths and English lessons for primary school pupils



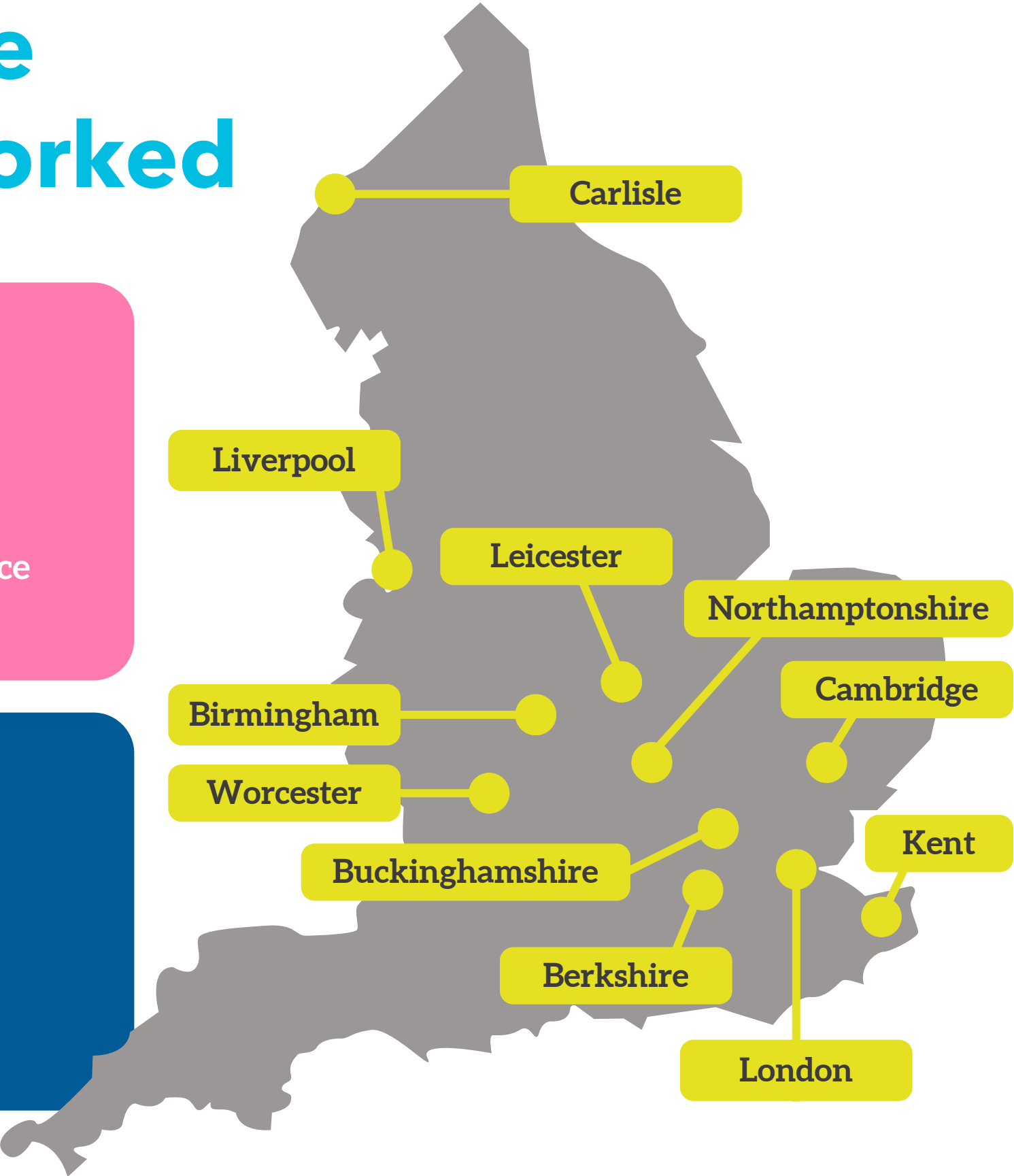
Bespoke training and development offer for our tutors to boost their skills and careers



Where we worked


34
face-to-face hubs


29
online hubs



Who we served

 **82%**

household income below £35,000

 **77%**

families on means-tested benefits

 **63%**

pupils eligible for Free School Meals

 **37%**

speak English as an Additional Language

 **46%**

single-parent household

Black or Black British

Asian or Asian British

White

Mixed

Other ethnic group

Prefer not to say

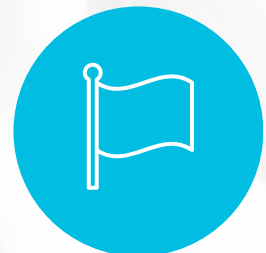
0% 5% 10% 15% 20% 25% 30% 35%

10 years of Tutors United



We worked with 72 families across London with our first housing association partners Metropolitan and Affinity Sutton

TUTORS UNITED FOUNDED



2013

Our total number of beneficiaries hit 250 families

WORKING WITH MORE FAMILIES



2015

We held our first big Graduation event, celebrating pupils' achievements at UEL

CELEBRATING GRADUATION



2018

We launched online during the pandemic to ensure our families continue to have access to tutoring

ONLINE INNOVATION



2020

Amy Whitelock Gibbs joined Tutors United as CEO, as founder Joel Davis steps down after 10 years of leadership

NEW CEO



2023

2014



EXPANDED OUTSIDE LONDON

Started delivery in Nottingham and Derby in partnership with Metropolitan

2016



WE BECOME A CHARITY

And we grew our partnerships to include A2Dominion, L&Q, Newlon, Notting Hill Genesis, and Peabody

2019



OUR CEO HONOURED

Founder and CEO Joel Davis named Rising Chief Executive at the Third Sector Awards

2022



RECORD GROWTH

We worked with 786 pupils and 132 tutors in the academic year, and the team expands to 10 permanent team members

South London Partnership

One of our primary goals is to bring learning into the home and contribute to supportive, cohesive local communities. We achieve this by developing partnerships across different housing providers to bring our services to key areas and target communities with the greatest need. In building these partnerships, we are able to broaden our reach and deepen our impact.

This year, we worked with Clarion Futures, L&Q, Lewisham Homes, and Peabody, with additional funding from the Postcode Society Trust, to work with families across Lewisham, Southwark, Merton, Bromley, and Croydon with a blended online and face-to-face model. The benefits of working in such a partnership are the ability to cross-refer services, utilise a variety of community assets, and to offer families additional experiences – like a bespoke Graduation!

To celebrate the hard work of our incredible South London Partnership pupil cohort, their supportive families, and our exceptional tutors, Clarion Housing hosted a wonderful Graduation event at their spectacular London offices, with the help of many Clarion staff. Pupils and their families were invited to celebrate their efforts, with some outstanding pupils winning awards. The event was marked by immense joy and pride, and we have no doubt that our families will forever remember this occasion.



97

young residents
accessed tuition



5

boroughs
represented



429

hours of
learning



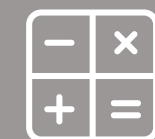
13

tutors hired,
trained, and paid



1.3 sub-
levels

average progress
achieved in English



24%

average progress
achieved in Maths



The partnership between Tutors United and Clarion is crucial for us. **Through the project we are able to reduce the barriers often faced by families with accessing additional education support for their children and young people.** It enables us to maintain our role as a collaborative partner in South London, working with essential charities like TU.

Through this partnership, we can provide vital and meaningful support to our residents, ensuring that we fulfil the mission of Clarion Futures, which is to make a difference and transform lives in communities.



Larry Evans

Communities Officer (London South Region)
Clarion Futures

Pupil Spotlight

Ezekiel, Best Progress Award Winner

Ezekiel joined the Tutors United programme in January 2023, as part of the South London Partnership, hoping to get some extra support ahead of starting secondary school in September. He has been committed to his lessons, achieving a fantastic 87% attendance this year.

In his Initial Maths Assessment he scored just 25%, placing him Below the Expected Standard. However, by his Final Assessment, he made **220% progress**, scoring an incredible 80%, placing him well into the Above the Expected Standard bracket! Ezekiel's progress this year was so impressive that he was awarded the **Best Progress Award** at the South London Partnership Graduation in July.

Ezekiel said, **"I enjoy the weekly face-to-face classes and also the learning and help with revising."** His Tutor, Mariam, describes him as often working quickly and independently through tasks and regularly contributing to class discussions, reflecting his good understanding of and confidence in both Maths and English.

When nominating him for the Best Progress Award, Mariam said she has witnessed first-hand his dedication and determination: **"He pushes himself to do a bit more every lesson. He began with completing the task to a basic level but gradually worked his way up to completing challenge and extension questions so that he can improve his knowledge."**

Ezekiel's parents have also noticed his progress, saying, **"Tutors United has helped Ezekiel improve in his learning by making more progress in his assessments. He is confident in answering questions and solving equations, especially in Maths."**





When asked if they wanted to say anything to L&Q, who were members of the South London Partnership, about the support provided through Tutors United, they said:

"The support L&Q are providing for my son has really helped him tremendously in his SATs. He was very confident in sitting his exams and has continuously shown great improvements in both Maths and English."

Not only has Ezekiel been making amazing progress in his lessons, but **his parent also feels it has helped prepare him for starting secondary school this September**, sharing that Tutors United's support will "allow him to settle well in his new classes with ease."

We think Ezekiel has been a fantastic pupil this year, making amazing progress and working hard across all his lessons. **We're certain he will keep achieving great things as he heads into Year 7!**



Building literacy and numeracy

The importance of numeracy and literacy extends far beyond the classroom. Yet, all too often, children, particularly those from low-income families, continue to fall behind.

Currently, children from statistically disadvantaged backgrounds are 20% less likely to achieve expected standards in reading, writing, and Maths by the time they complete primary school. In fact, **the attainment gap at primary school has increased from 9.3 months in 2019 to 10.3 months as of 2022.**

Among those pupils who are considered 'persistently disadvantaged' (those who are in-receipt of Free School Meals for at least 80% of their school life), the gap is even wider at 12.2 months.

Given this context, we are particularly proud of the strides our pupils made this year – in both English and Maths.

In Maths, our pupils went from an average 46.7% in their Initial Assessment to an average 57.7% in their Final Assessment, which brought them collectively from Below the Expected Standard to At the Expected Standard. **On average, they progressed by 64%!**

Making similar strides in English, **pupils progressed by an average of just over one sub-level, with 37% of pupils progressing by 2 sub-levels and 29% of pupils jumping 3 sub-levels** (the equivalent to a whole year-related expectation).



64%

average progress
in Maths after
12 hours of tutoring



1.1

sub-levels

average progress
in English after
12 hours of tutoring

Our approach to teaching

When they start at Tutors United, many of our pupils are significantly behind where they should be in Maths or English – and often both. In order to effectively boost their attainment, our curriculum has been specially-devised in consultation with trained teachers to build foundational skills, cover key topics, and boost confidence, while reinforcing the National Curriculum.

In Maths, the curriculum covers a range of topics that mirror what they will be doing in school and tackling in their Key Stage 2 SATs – from tricky fractions to prickly percentages. **The curriculum follows a spiral pattern, so that topics are covered multiple times throughout the year with increasing difficulty, building on pupils' understanding and creating opportunities for retention.**

In English, our curriculum asks pupils to look at a range of different text types and explore different styles of writing, all while keeping a solid focus on the vital spelling, punctuation, and grammar skills they will need for their SATs and beyond. **By engaging their creativity and imagination, our pupils are challenged to understand and utilise a range of literary devices to build confidence and proficiency with writing at length** – a key skill they will need to succeed at secondary school.

Here are just a few of the topics we cover:



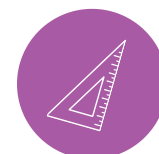
Tales from other cultures



Performance poetry



Persuasive writing



Fraction word problems

Maths progress

To track their progress across the year, pupils sit an assessment before their first lesson (Initial Assessment) as well as one at the end of the programme (Final Assessment). For Maths, the assessments are structurally identical, but the numbers are altered to measure and evaluate their progress.

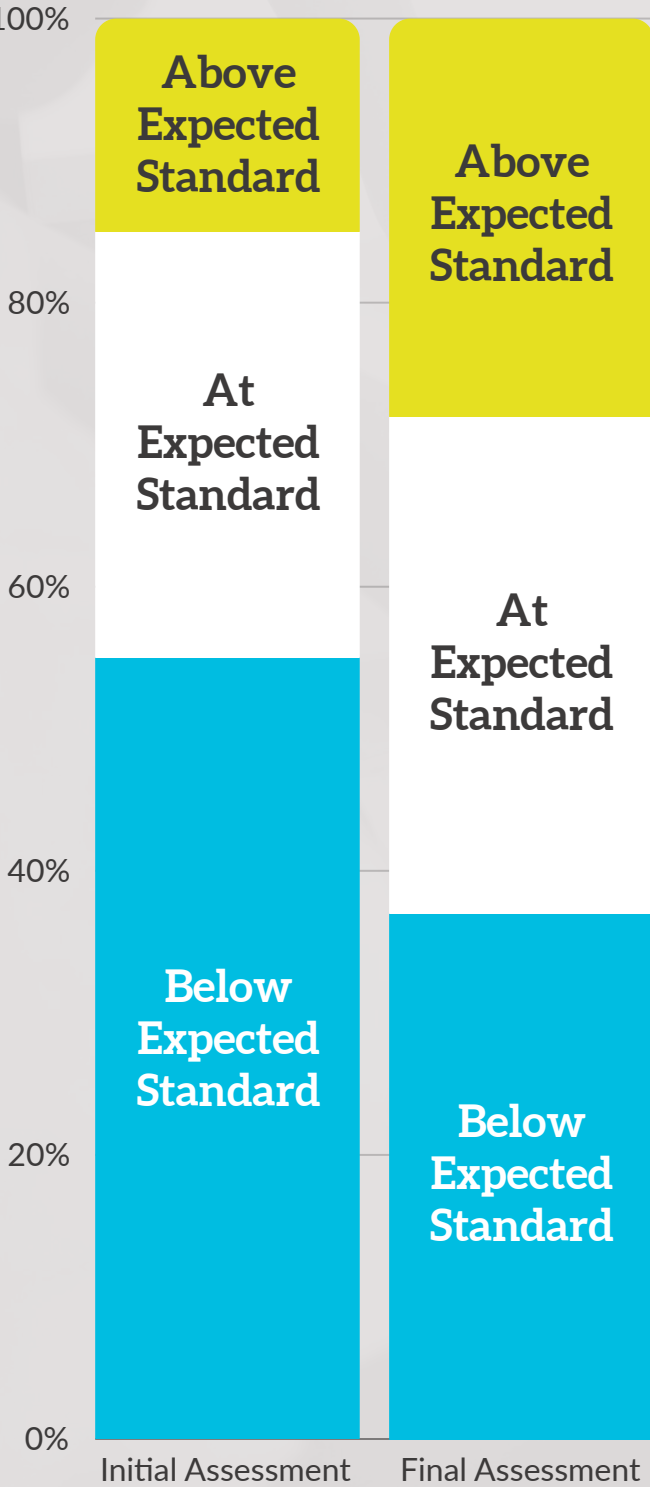
In their Initial Assessment, pupils scored an average of 46.7% with over half of pupils scoring Below the Expected Standard. However in their Final Assessment, **pupils scored an average of 57.7%, with the percentage of pupils scoring Below the Expected Standard decreasing by a third and the pupils performing At or Above the Expected Standard increasing to 62.8%**. No wonder 86% of our parents and carers have noticed an improvement in their child's Maths skills!

Here are some key highlights from these fabulous pupils' progress in Maths this year:

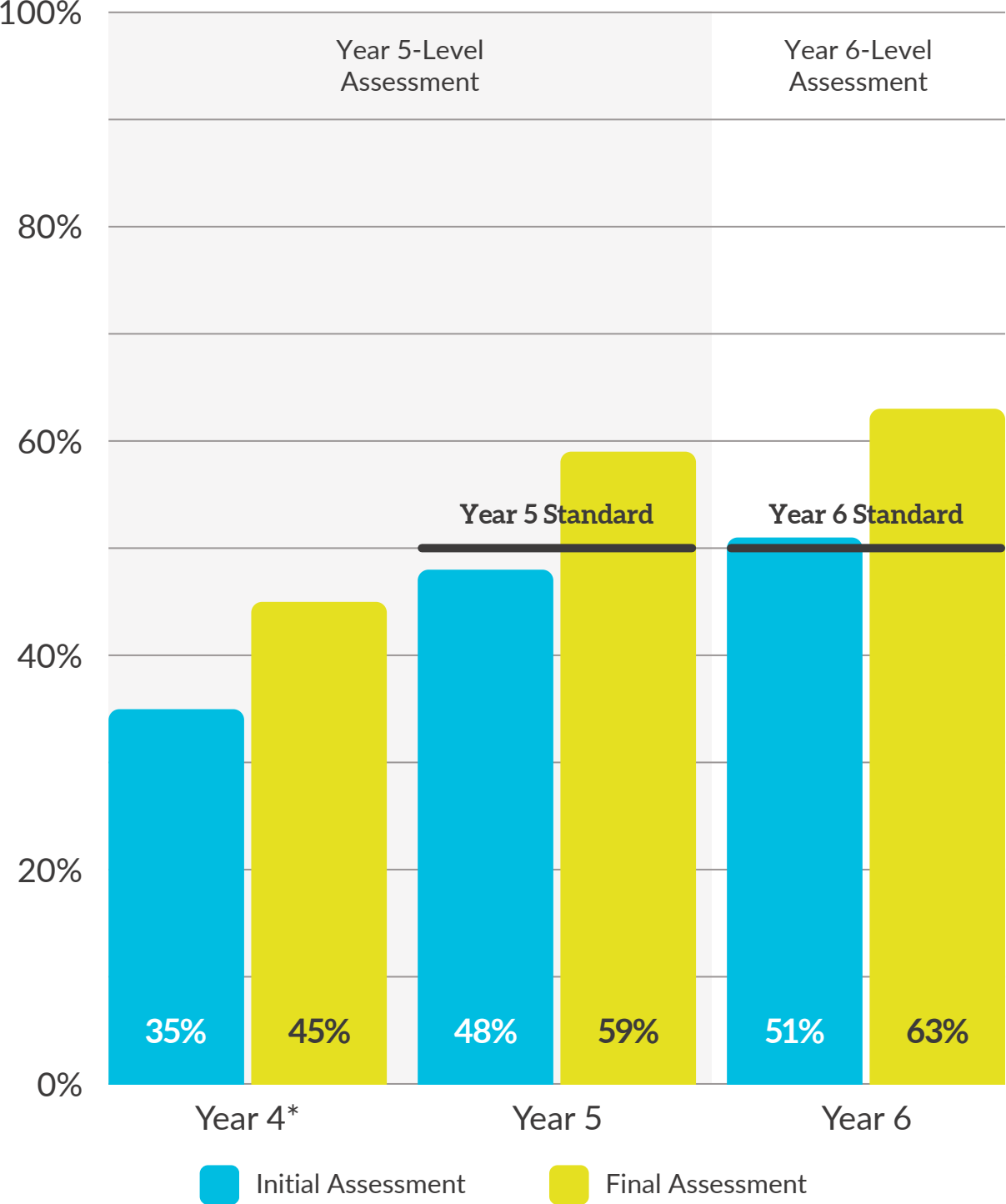
- 1** One of our core goals is to have our Year 6 pupils catch up to the Expected Standard by the time they finish primary school, and we're ecstatic that **72% of Year 6s are At or Above the Expected Standard in their Final Assessments!**
- 2** After sitting the Final Maths Assessments, an impressive **28% of all pupils are working Above the Expected Standard**, with an incredible **21% of pupils doubling their initial score** after only 12 hours of Maths tuition.
- 3** One superstar Year 4 Rosebery Housing pupil **progressed by 260% on his Final Assessment** – he only achieved 20% in his Initial Assessment, and then **shot up to an Above Expected Standard score of 72%** by the end of the academic year.



Pupils performing at each level in Maths



Average percentage attained in Maths assessments by year group



*Year 4 pupils complete the Year 5-level assessment, and are therefore not expected to be meeting the Year 5 Standard yet.

Maths grades explained

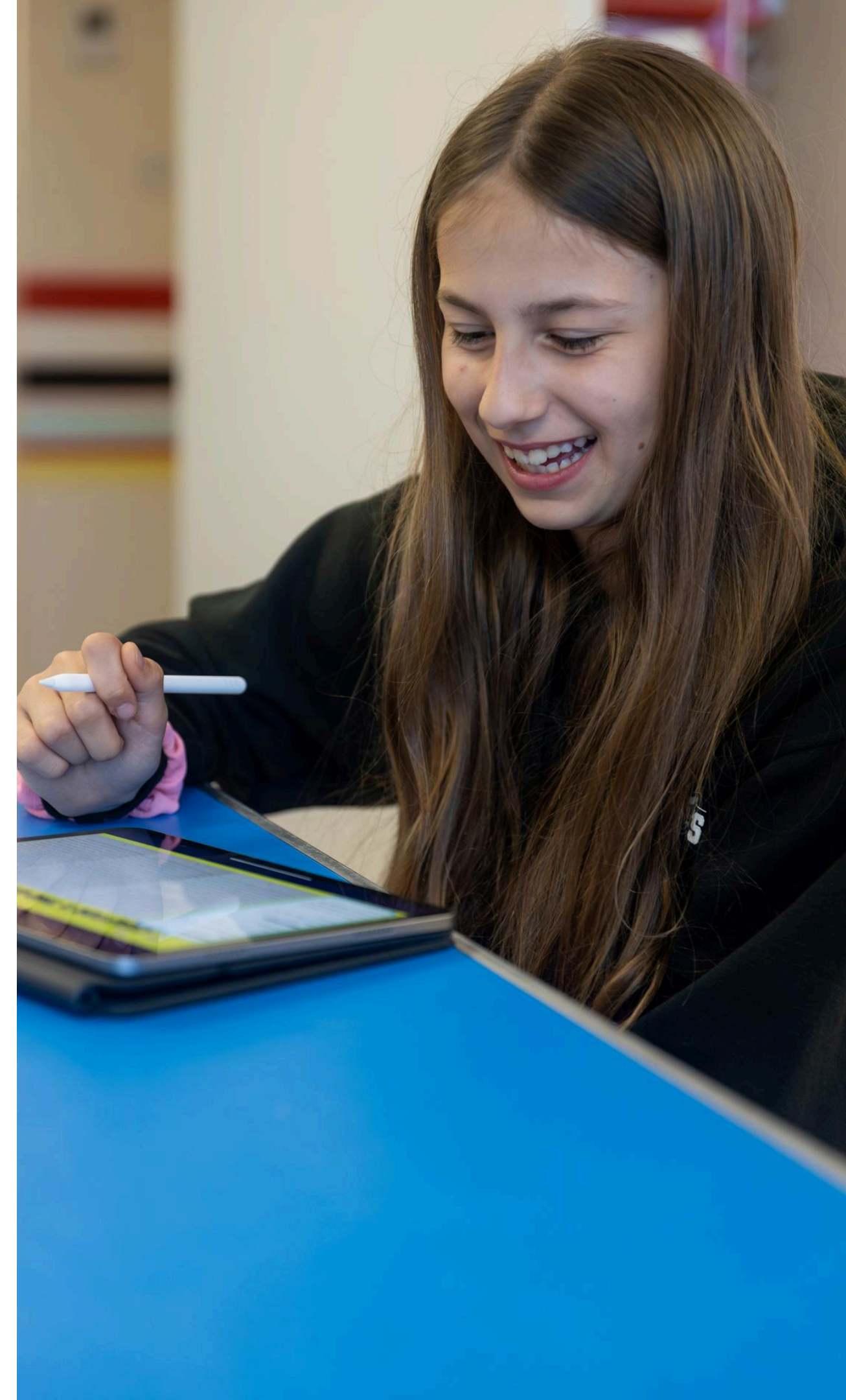
Year-Related Expectation	Assessment Percentage
Above Expected Standard	75-100%
At Expected Standard	50-74%
Below Expected Standard	0-49%

“

Tutors United lessons are exciting and I get lots of support. **My tutor is very supportive and helps me to do my best.**

Ellie

Year 4 pupil





English progress

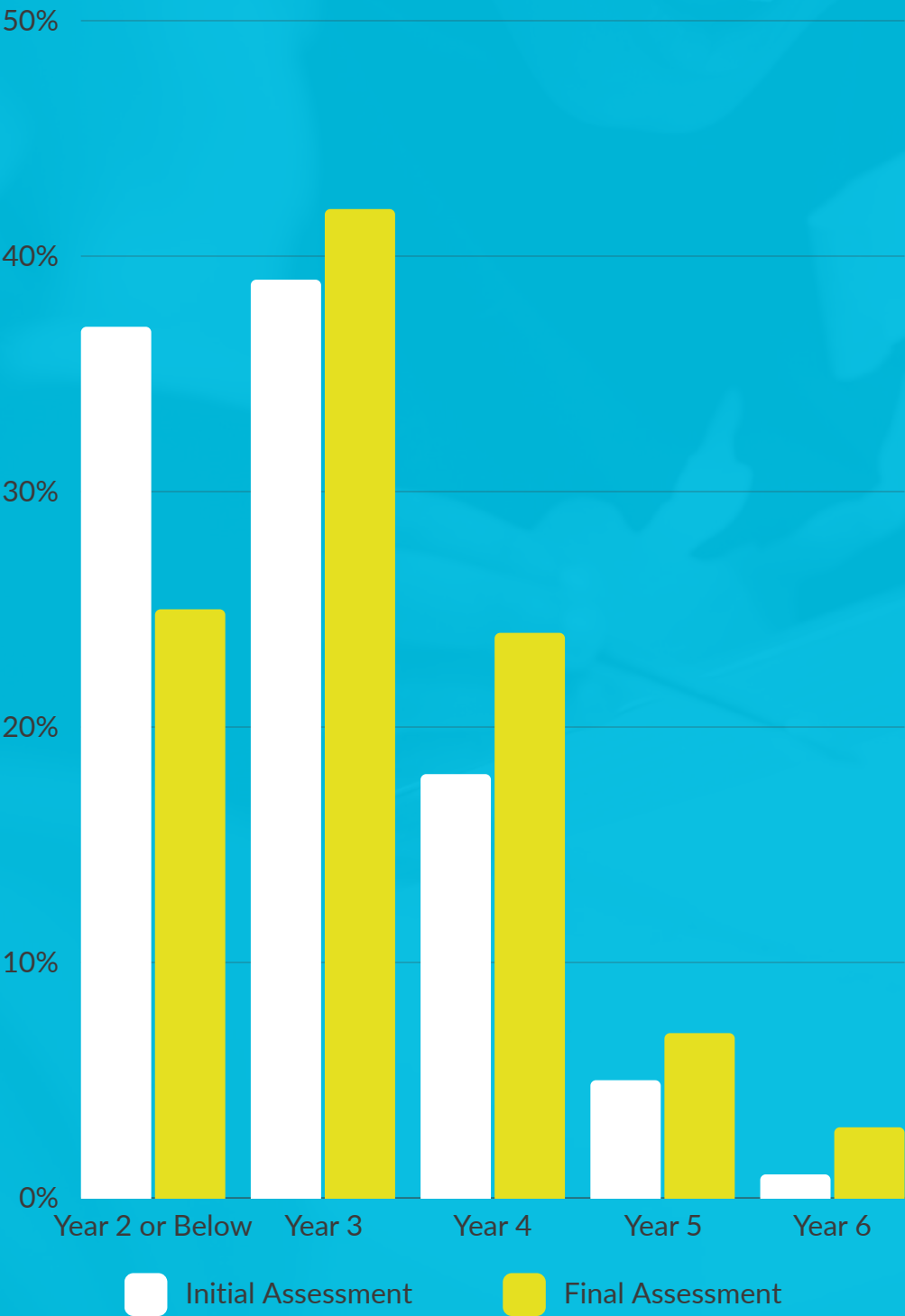
Our English lessons focus on writing – at length and in different forms – where we know children get less support at primary school, yet face the greatest jump upon starting secondary school. Pupils are given a writing prompt and our assessments follow a mark scheme that aligns with the National Curriculum. Pupils are assessed on features of text type, handwriting, spelling, grammar, punctuation, and writer's voice, and are accordingly given a Year-Related Standard of Year 2, 3, 4, 5 or 6. Within that Year-Related Standard, pupils are given a sub-level to define whether they are emerging (E), secure (S), or advanced (A).

This year, overall our pupils started at an average of 3E (at the bottom of the Year 3 writing standard), but finished the year at a 3S (securely in the middle of the Year 3 writing standard), **progressing by an average of 1.1 sub-level.**

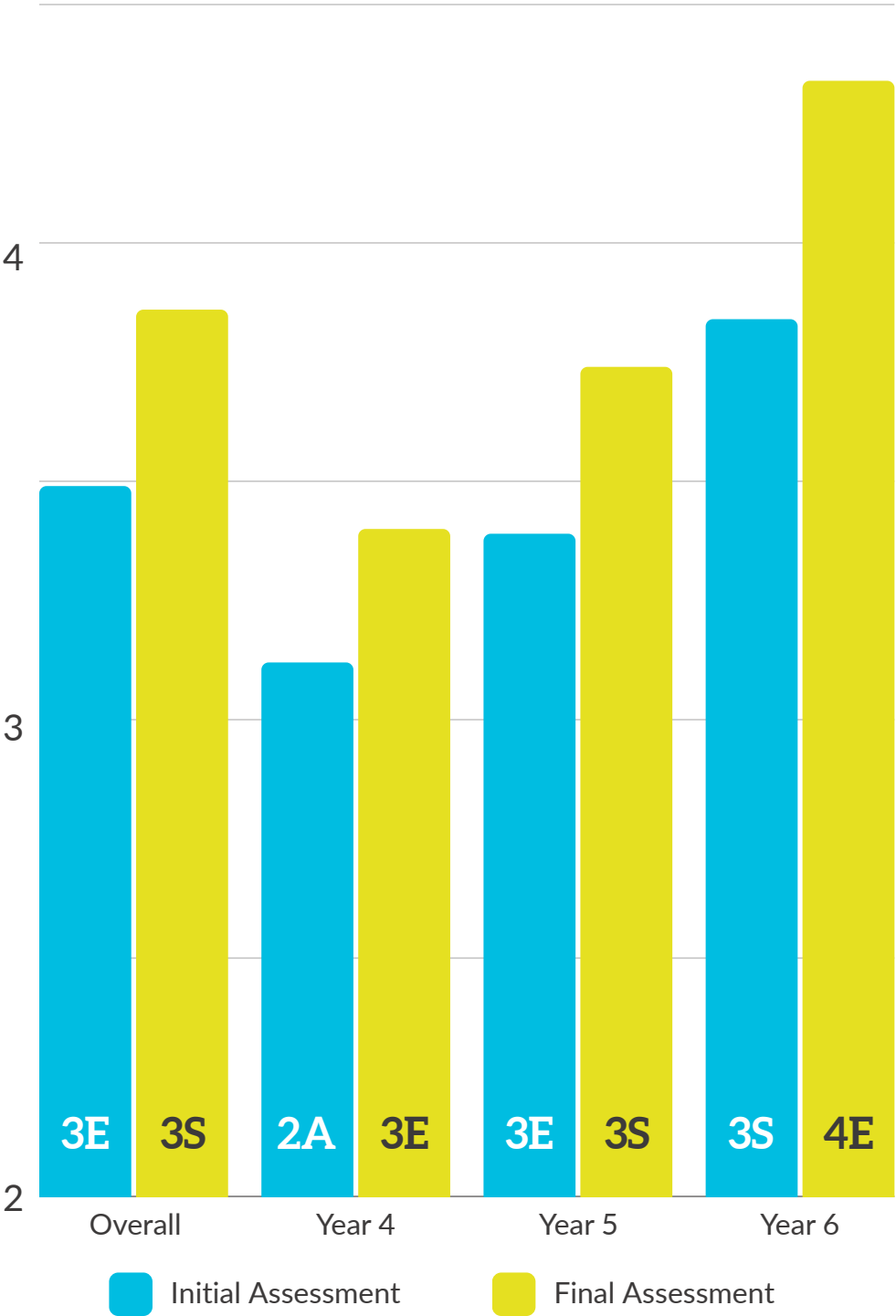
Here are some highlights of our pupils' incredible English achievements:

- A** From the Initial Assessment results, only 23% of our pupils were working at a Year-Related Standard of Year 4 or above, compared to **34% after completing their Final Assessments.**
- B** A fantastic **37% of pupils progressed by 2 or more sub-levels** with **29% progressing by at least 1 entire Year-Related Standard!**
- C** One superstar Lewisham Homes pupil at **went from a Year 2-Related Standard in his Initial Assessment to a Year 4-Related Standard in his Final Assessment.** That's some impressive progress!

Pupil attainment by Year-Related Expectation



Average grade in English in Initial and Final Assessments by pupil year group



English grades explained

Year-Related Standard	English Sub-Level
Year 6	Advanced
	Secure
	Emerging
Year 5	Advanced
	Secure
	Emerging
Year 4	Advanced
	Secure
	Emerging
Year 3	Advanced
	Secure
	Emerging
Year 2	Advanced
	Secure
	Emerging



“

I like that the curriculum focuses on writing and comprehension as the school only focuses on SPAG [Spelling, Punctuation, and Grammar]. **It has improved his writing ability and widened the literature he is exposed to.**

Fahrida
Parent

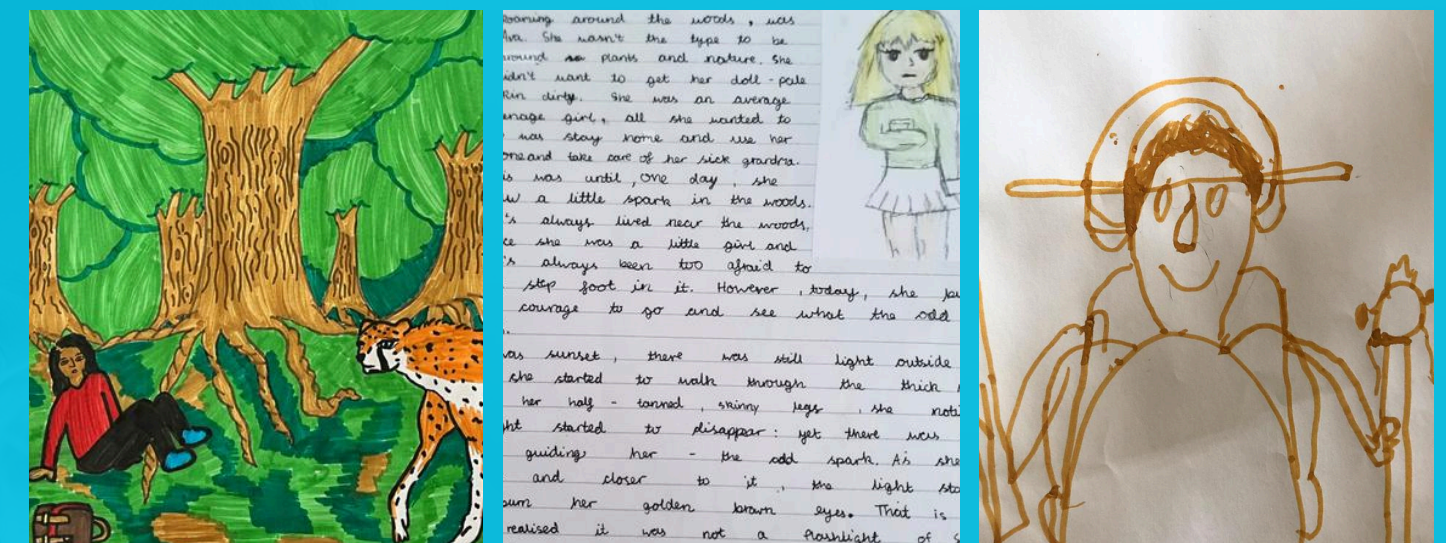
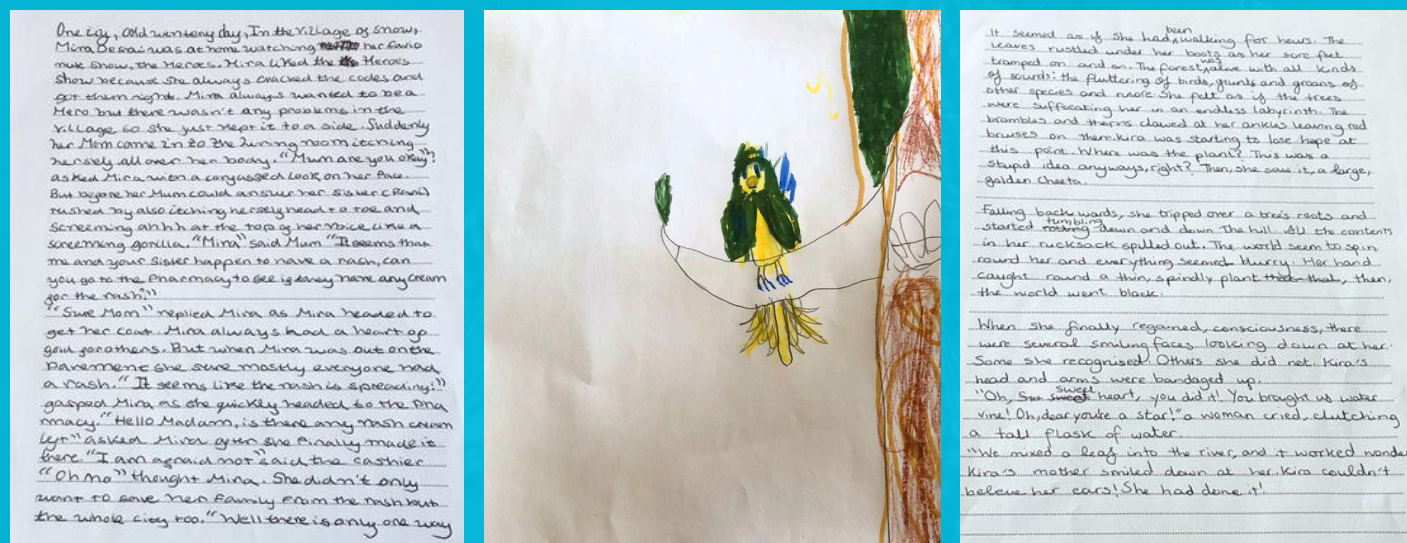
TU Young Authors Writing Competition

The ability to write and communicate ideas confidently and proficiently is a key life skill which in many ways determines the opportunities individuals have access to – from employment to self-advocacy. That’s why we’re determined to use best practice in English teaching to develop opportunities for pupils to engage with core writing skills, contributing to a strong foundation in literacy.

One of the ways we do this is by running a creative writing competition, newly dubbed the TU Young Authors Writing Competition. Our annual competition invites our pupils to not just showcase **their fabulous creativity, writing skills, and storytelling techniques**, but also practice planning, drafting, revising, and editing – all important skills in developing writing proficiency (as identified by the Education Endowment Foundation).

Pupils begin their entry in class with the support of their tutor and peers, and are then encouraged to continue their entry at home, together with their families. The TU Team shortlists the entries and selects the winners to be shared with our funders and partners.

This year, **the focus of the project was on science and exploration!** The goal for our imaginative pupils was to write an exciting story about an explorer who goes on a mission to find a plant that has power to heal or help people or society-at-large. As well as getting our pupils to utilise all the great knowledge that they have gained from their English lessons, we enabled them to lean into **the exciting world of STEM subjects** and geography, as their characters scoured the globe to make a ground-breaking discovery!



Building a love of reading: World Book Day 2023



One of the reasons why we at Tutors United like to share our love of reading is that **we know a lot of children haven't yet discovered their own love of reading yet.** We also know that enjoyment of reading is associated with higher attainment in reading.

However, according to the National Literacy Trust, "**Fewer than 1 in 2 (47.8%) children aged 8 to 18 said they enjoyed reading in 2022.**" This is back on a par with those recorded in early 2020, previously the lowest level since we first asked the question in 2005."

So for World Book Day on 2nd March 2023, we ran a fun competition for our pupils to win one of five £10 National Book Tokens. All they had to do was record and send a short video sharing a book they've recently read and why they loved it. **We had so many incredible entries, including some spectacular air guitar!**

As Manha, one of our fabulous pupils, said, "**Reading is very, very beneficial as you can learn so many things from it!**" We couldn't agree more, which is why we continue to look for fun ways to promote reading!

“

Kayleb enjoys the lesson[s]
and has made **massive
improvement[s]
with his confidence.**
It's lovely to see him
go up to the tutor
and show off his
work every time.

Augustina
Parent



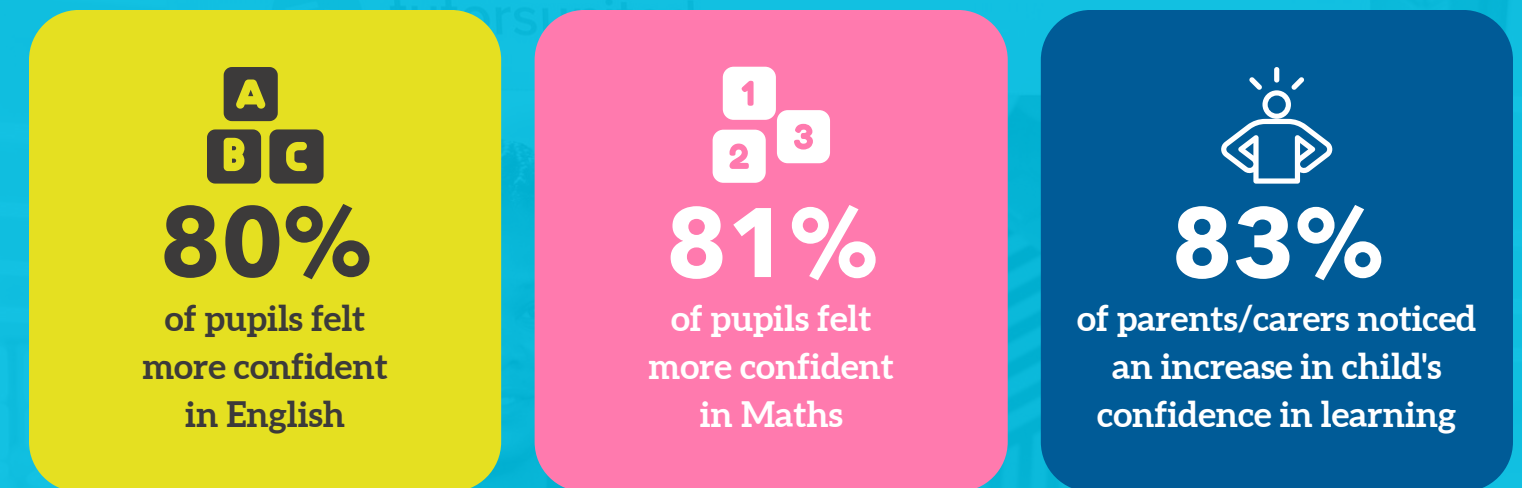
Building a legacy of learning

It would be impossible to teach our pupils everything they will ever need to know, but what we can do is **instil key skills to ensure that they are confident and resilient learners**. This is especially important for pupils making the transition to secondary school, which brings with it new social dynamics, different class formats, and unfamiliar curriculum topics.

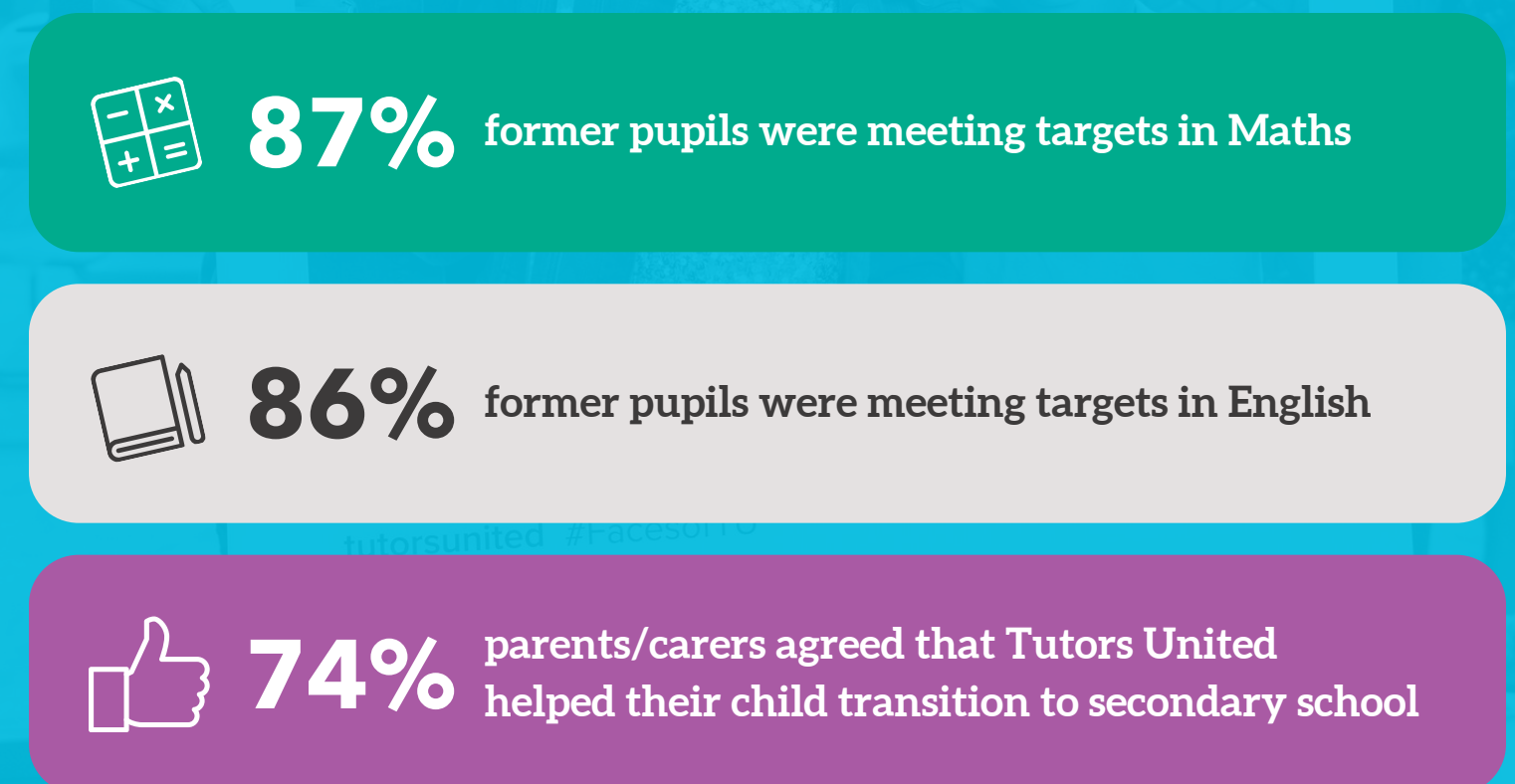
Our curriculum gives pupils opportunities to explore exciting new topics and challenges, and through targeted group work, tutor-led exercises, and independent assignments, pupils are aided to understand how to approach problems using different methods and identify gaps in their knowledge, **so they can confidently ask for help instead of feeling frustrated**.

We also aim to enable parents and carers to more confidently support their children effectively – **bridging the gap between school and home**. Our termly Progress Evenings give parents an insight into what is being taught, context to their child's assessment scores, and provides them with resources, tips, and games to help them support their children at home.

Building confidence at Tutors United



Following their first year at secondary school...



The importance of multi-year support

One of the unique aspects of our programme structure is that it is designed to support pupils right across their final years at primary school. Our curriculum follows a spiral pattern across our Year 5 and Year 6 curriculums, meaning pupils who remain on the programme for both years get the opportunity to revisit key topics and fortify their skills and understanding with increasing difficulty. This ensures that our brilliant pupils are always being challenged and expanding their knowledge.

From the 2021-22 academic year, **58.5% of eligible pupils returned to TU for 2022-23 – making up nearly a quarter of our total cohort!**

This speaks to the quality of our tutors, as well as the close relationship we have with our amazing families.

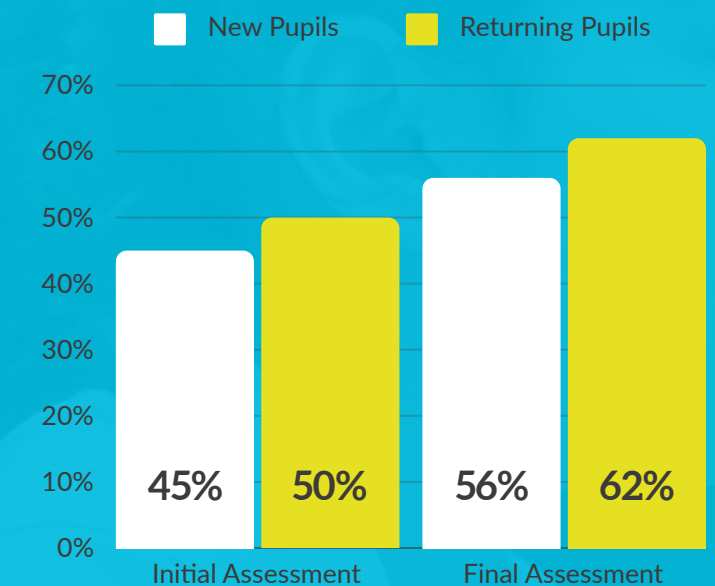
The impact of pupils receiving multi-year support is evident when comparing the performance of pupils returning to the programme to pupils who are in their first year. **Returning pupils outperform new pupils in both subjects.**

In English, on average, new pupils progressed from a 3E to a 3S, while our **returning pupils progressed from a 3S to a 3A, ending the academic year one sub-level higher than their new-to-TU peers.**

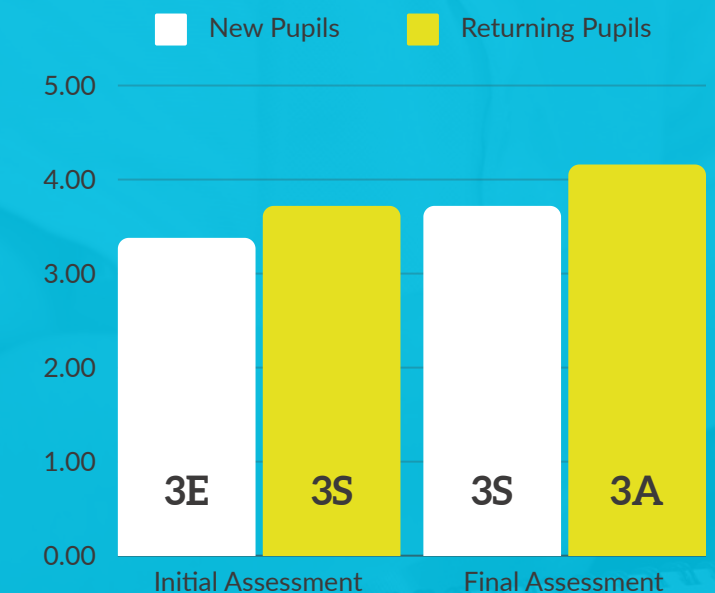
Likewise in Maths, new pupils went from an initial average of 45% to a final average of 56%, in comparison to our returning pupils who improved from an initial average of 50% to a final average of 62%. In fact, **68% of returning pupils were performing At or Above the Expected Standard in their Final Assessments**, compared to 60% among new pupils.

These statistics demonstrate how **access to multi-year support allows pupils to gain a deeper understanding and achieve higher levels of attainment** so that when they leave the programme at the end of Year 6, pupils have a strong foundation in Maths and English as they enter secondary school.

Average percentage attained in Maths



Average grade attained in English





“

As a person who has lived in South East London for all of my life now, **it's really good to see the people who are in my situation getting the help I never got.**

Daniils
Tutor

Developing tutor employability

Tutors United was founded by a young person struggling to find meaningful employment despite achieving excellent academic results. As such, since the start of TU, **we've always been committed to offering our tutors opportunities to develop key skills that will support their transition from university to employment.**

This year, we've worked with some new partners to offer our tutors unique insights and experiences, including a careers talk from leading law firm Stone King. **A particularly exciting opportunity was with Quintessentially Foundation, an innovative grass-roots funder of social projects in the UK. Our tutors were given exclusive access to apply to a new internship scheme they hosted in their offices.**

Two of our amazing tutors, Dan and Kunjal, applied, with the Tutor Team supporting them throughout the process.

Dan, who was brought in to work on the foundation's website, was particularly grateful to TU for the support with his CV. Not only did the team give him feedback on it, he also admitted he wouldn't have had anything to put on it without the TU role! **"Getting assistance on my CV developed my skill immensely."**


Kunjal's internship focused on developing marketing and communications for an upcoming Christmas event. Of the experience, she shared, **"Within this role, I believe I developed personally and professionally."**


We also ran a number of professional development sessions during our regular top-up training days with Francesca Louise from Change Blueprint – an expert in HR, learning, and inclusion. The topics covered included networking, using LinkedIn, and navigating career progression.


Who are our tutors?

 **54%**
come from a low-income background

 **31%**
were eligible for free school meals

 **56%**
speak English as an Additional Language

 **43%**
are the first in their family to attend university

 **54**
universities represented



Tutor Spotlight

Ruth

Ruth first joined Tutors United in 2019. Now, a second year Biochemistry student, **she describes her time at Tutors United as “transformative and invaluable.”** As well as providing Ruth with an opportunity to enhance her transferrable skills, the experience of tutoring has shaped her career ambitions.

“Being a tutor has helped me realise that I would love to be a teacher when I graduate.” We think her future pupils couldn’t be luckier! Throughout the year, Ruth has honed her teaching skills by tutoring both in-person and online lessons and, as a result, has “become much better at adapting my lessons to the pupils’ ability, [having] learnt different ways of explaining difficult topics that they are unfamiliar with. I hope to be able to bring this forward if I do (hopefully!) become a qualified teacher!”

According to Ruth, the experience of tutoring has been immensely satisfying, particularly the feeling of witnessing pupils’ progression throughout the year.

“I have had many proud moments as a tutor but one that sticks out in my memory is when I nominated one of my pupils for an end-of-year award. She won the award and was presented with her prize at the graduation ceremony. Her beaming face was a sight to behold! She and her family were so proud, as was I. I felt that my efforts to make the lessons fun and engaging had been worthwhile.”

Ruth’s amazing efforts to provide fun and engaging sessions for her pupils in the 2022-23 academic year have resulted in her being promoted to the Tutor Leader position for 2023-24.

In her new leadership role, Ruth hopes to encourage and support other tutors and continue to hone her “communication and leadership skills” through the increased responsibility that the role provides. We are immensely grateful for all Ruth’s hard work throughout the year and are proud to witness her ongoing development.

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Working as a tutor will increase your confidence – in teaching and in communicating more widely. At first, calling parents and covering sessions made me slightly anxious. Now, meeting new pupils and teaching different materials can be the highlight of my week.

Louisa
Tutor



Our partners





TUTORS
UNITED

The logo for Tutors United is centered on the page. It features the word "TUTORS" in a bold, white, sans-serif font, with the letters slightly slanted to the right. Below it, the word "UNITED" is written in a smaller, yellow, sans-serif font, with each letter spaced out. The background is a solid blue color with a faint, semi-transparent image of three students sitting at a table, looking at papers and writing. At the bottom of the page, there is a horizontal bar with four colored segments: yellow, pink, purple, and green.