



team^{up}

Information for
Secondary Schools
Offering affordable
inspiring tuition

Evidence indicates that in areas like reading and mathematics, tuition can enable learners to catch up with their peers and reliably provides benefit. Regular sessions over a set period of time appear to result in optimum impact. The evidence is consistent and strong, particularly for younger learners who are behind their peers, and for subjects like reading and mathematics.

I believe that Team Up's project is just the kind of proven, effective and high return programme that we should all be working with to make a difference to our least advantaged children.

Sophy Blakeway,
Former Director of Education,
Ark Schools

Sutton Trust 2013

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What do we do?

Knowing the household income and postcode of a school pupil, you can predict their academic and social success with frightening accuracy. In a society that strives to provide fair and equal opportunities for all, we feel it's unacceptable that a lack of wealth should prohibit achievement and aspiration.

Team Up uses tuition, delivered by inspirational role models, to enable pupils from low income backgrounds to meaningfully increase their academic attainment, in order to improve the choices open to them.

What do we provide?

We provide tuition in Maths and English to Key Stage 3 and Key Stage 4 pupils who have the potential to achieve a good pass at GCSE, but who are at risk of underachieving. We focus our work on pupils who are from low income backgrounds. Tuition is delivered to small groups over the course of a term and can be delivered for all three terms of the school year.

Who are our tutors?

Our tutors are bright and inspirational role models who have received high quality training that prepares them to significantly improve the attainment of school children.

They fall into one of three groups:

1. University students: the majority of our tutors come from Russell Group universities in London.

2. Sixth form students: we provide a route for sixth form students to be trained as tutors.

3. Professionals: professionals and retirees make up 25% of our tutor base.

Our tutors deliver high quality and inspiring tuition as part of their participation in our Leadership Development Programme, which is accredited by the SSAT. To participate, they must first pass a rigorous selection process, assessing their subject knowledge, leadership competencies and attributes.

Once they are on the programme, our tutors continue to develop their practice to ensure they can achieve real impact for your pupils. They do this by participating in:

- A comprehensive programme induction and safeguarding training.
- Teaching and leadership training modules.
- Lesson observations, 1:1 mentoring and feedback sessions.

Our tutors also receive access to our training and mentoring opportunities, delivered in collaboration with some of the UK's most prestigious employers.

How does the programme work?

Tuition is delivered during school hours, after school or on Saturdays.

Each programme lasts for fifteen weeks, with start dates as follows:

Autumn: September

Spring: January

Summer: March



Week	1	2	3-13	14	15
Activity	Set up	Kick off and baseline test	Tuition	Progress test	Celebration and feedback
Description	<p>You can choose the pupils you want on the programme and invite stakeholders such as parents to attend the kick off.</p> <p>Meanwhile we are placing, DBS clearing and inducting your tutors.</p>	<p>We'll put on a kick off session for your pupils ensuring they understand the programme and are raring to go. We'll also do a baseline test with them in order to create their curriculum.</p> <p>Your tutors are doing their safeguarding training and preparing for their first session.</p>	<p>We'll deliver interactive, fun and engaging sessions for your pupils and report weekly about attendance and progress.</p> <p>Tutors work towards their leadership qualification through completing training modules over the programme.</p>	<p>We'll test your pupils to see the progress they have made.</p> <p>Our tutors use this data to prepare feedback for your pupils on what has gone well and what needs further focus.</p> <p>You'll also receive your end of programme report detailing the impact of the programme.</p>	<p>At the end of the year, everyone is invited to our end of programme celebration event where we recognise the efforts of those involved in the programme and give feedback to your pupils.</p>

What are the benefits?

Evidence from the Sutton Trust¹ suggests that tuition – based on strong feedback loops about pupil performance relative to clear targets – can accelerate the progress of pupils by 6-9 months.

At Team Up, our goal is to support your pupils to progress by a minimum of one grade over the next year. In addition to this, evidence suggests that pupils who work with us benefit in many additional ways:

- Pupils raise their aspirations and understanding of what it takes to get to university by working with tutors currently studying. 69% of pupils on our programme said that they wanted to go to university at the start, but this rose to 81% by the end.

- Pupils grow in confidence and self esteem. 81% of pupils on our programme felt the programme had helped them to grow in confidence.
- Pupils enjoy the additional learning opportunities – of the pupils who completed our feedback questionnaire 90% would like to continue with the programme.
- Parents back the programme: ‘Simon has recently been moved up a set in maths – he understands the subject so much better. Thank you.’ Parent.

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Our pupils have really enjoyed the Team Up programme. As a school we have seen some real transformations in the way many students perceive the subject they are receiving tuition in. A key driver in its success has to be the commitment and energy that the tutors provide. The impact on grades has been excellent, and the pupils have benefited greatly from the small group support that has been offered. I have no hesitation in recommending Team Up

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Andy Lazarevic, Deputy Headteacher,
Oak Wood School

1. Sutton Trust 1 - The Teaching and Learning Toolkit 2012

How much does it cost?

One fifteen week programme costs just £200 per pupil/subject. For this we will:

1. Recruit, train and DBS-check tutors as well as cover all of their expenses.
2. Hold a kick off event to engage pupils and their parents in the programme.
3. Match small groups of pupils with subject-specific tutors.
4. Baseline test all of your pupils and test them again at the end of the intervention to be able to assess the needs of your pupils and measure progress.
5. Use the baseline assessment to develop a tailored ‘mastery’ based curriculum specific to each pupil and aimed at helping them to develop fluency in the core knowledge and skills they need to progress.

6. Provide a Programme Manager who will work closely with you, your pupils and your tutors to ensure the intervention works in your school, and to manage the weekly sessions.
7. Monitor and report on pupils’ progress, including academic progress and attendance.
8. Run a celebration event to acknowledge everyone involved in the programme at its conclusion, and give feedback to pupils on their development and next steps.
9. Deliver enrichment events with our corporate and university partners wherever possible.

This works out to be around £10 per hour, which is far cheaper than the cost of most private tuition (found to average £29 per hour in 2015*)

*Sutton Trust 2015



What makes our intervention unique?

Our senior leadership team and advisory board reflect all of our stakeholders: young people from low income backgrounds, teachers, educationalists, tutors and parents. This means that everything we do is led by people who fully understand the people we work with. We are extremely interested in finding out 'what works' to ensure high quality tuition. All tuition sessions include the following core elements:

1. Inspirational tutors who develop the aspirations of their pupils: many of our tutors are recruited from the most selective universities in the UK. They have studied the subject they teach to A Level, often obtaining an A or A*.

They are driven by our social cause and are ambitious – the programme is an opportunity to further develop their skills and talents. We find that this attitude is one that rubs off on the pupils they work with.

2. A mastery intervention curriculum developed by our experienced Team Up staff and external consultants including Trinity Academy, a national maths hub. Our curriculum is based on three key principles:

- A front loaded curriculum – in other words we focus on the basic content and skills that underpin learning in English and Maths.

- Mastery of a few, rather than familiarity with many: this key principle ensures that students spend time on fewer topics which allows them to build a depth of understanding.
- Proof before progression – the idea that a student should show that they have mastered key content and skills before they move on. Many students try and build knowledge on insecure foundations and the mastery approach tries to ensure that students have a solid grasp of key topics before they move on.

3. Close monitoring and supervision of impact: all Programme Managers are qualified teachers and will review the progress of pupils weekly with the supervision of a senior manager to ensure that the programme is making a difference.

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It has been a pleasure to see how much pupils at Hampstead School have benefited academically in Maths and English as a result of being on the Team Up programme. We began working with Team Up in 2015 and have been impressed with the thorough data analysis that Team Up provides on pupils' progress. Our own in-school analysis also validated that Team Up has a positive impact... The Team Up programme is one that I would recommend to other schools, as we have been very pleased by how the programme has helped to boost pupils' confidence.

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Adrian Sherriff, Assistant Headteacher,
Hampstead School



What next?

The next step is simple. All you need to do is contact our team to tell us you're interested in working with us.

Email: school-partnerships@teamup.org.uk

Phone: 0203 286 9941

We can answer any questions you have, book a meeting with you if you would like to discuss our programme further, and also provide you with a referee from a similar or local school.

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We have worked with Team Up for the last three years and have been really impressed with the support they have given our students. It has given our students an opportunity to consolidate their understanding of key topics that they were not fully secure with in class. The small group teaching meant that their individual needs could be more precisely met. Students who have attended the programme have become noticeably more confident

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Janet McAuley, KS4 Maths Co-ordinator,
Holy Cross School

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