

EMPLOYEE RECRUITMENT INFORMATION PACK

Why join the Chapter One team?

Like all good books, with Chapter One, the best is yet to come.



At Chapter One, we want to create a world where all children have the literacy skills needed to thrive. That's why we want to bring one-to-one reading support to children from less advantaged communities at the time they need it most. It's the combination of the technology our programmes use, and the way we enable a personal, human connection between a caring adult and a child, that sets us apart.

It's an exciting time to join us and be part of our expanding team with ambitious plans! We have grown rapidly since our inception in 2018 and are already making a difference to the lives of more than 3,000 disadvantaged, struggling young readers in England and Scotland. We pride ourselves on our flexible, open culture, and have a diverse staff team which is based all over the UK. We'd love you to be part of enabling Chapter One's proven, scalable solutions to help thousands of children create the "first chapter" of their own success story.

Why does Chapter One exist?

THE READING GAP

40%

40% of 11 year-olds in England from disadvantaged backgrounds leave primary school unable to read to the expected standard (DfE, 2023)

43%

43% of English adults can't read well enough to understand basic health information (NHS)

x3

Three times as many 6- to 7-year-olds are now very low attaining readers than before Covid (NFER, Nov 2022)

7 million adults in the UK struggle with literacy

7 million adults in the UK struggle with literacy and this costs the UK around £80 billion each year (World Literacy Foundation 2018). In 2023,40% of 11-year-olds from disadvantaged backgrounds in England left primary school each year not reading to the expected standard. The disruption to schooling caused by the pandemic was devastating for these children. A November 2022 study by the National Foundation for Educational Research found that three times as many 6- to 7-year-olds are now very low-attaining readers than before Covid.

Schools devote significant time and resources to ensuring that children read fluently in their early primary years, actively encouraging parents to read aloud with their children to develop and cement literacy and oral skills. However, many disadvantaged children don't regularly read with adults at home, and schools were already struggling before the pandemic to find the numbers of reading volunteers they needed to support the efforts of overstretched teachers.

At Chapter One we believe that the ability to read is the fundamental skill that underpins every child's future educational attainment and helps them to fulfil their potential, to contribute to their community and ultimately to gain employment. Our online reading volunteer programme, which uses a unique, online platform to pair corporate volunteers with children in need of reading support, has been proven to improve the reading enjoyment, ability and confidence of young children.

We are also an organisation that is about innovation and development. We work closely with our sister organisations in the US and Canada, learning from what works in their environments and adapting it to the UK setting. We're piloting a phonics intervention in several schools year and are keen to develop our capacity for to innovate and experiment with new ideas and models.

£80 BILLION

£80 billion is the annual cost of illiteracy to the UK economy (World Literacy Foundation)

1 IN 8

1 in 8 of the nation's disadvantaged children don't own a single book



About Chapter One UK

Chapter One (U.K.) Ltd is a registered charity established in 2018 as Innovations for Learning/TutorMate. In February 2023, the organisation rebranded and renamed to Chapter One. We currently support children attending schools serving disadvantaged communities in Birmingham, Bradford, Doncaster, East Sussex, Edinburgh, Glasgow, Leeds, London, Manchester, Middlesbrough, Peterborough and West Cumbria.



OUR MISSION

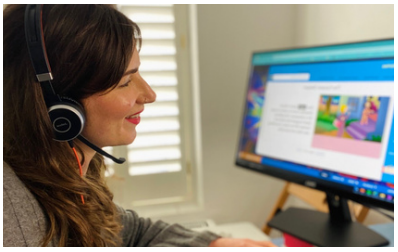
A world where all children have the literacy skills needed to thrive.

OUR VISION

To close the reading gap by providing children with one-to-one support at the time they need it the most.

How online volunteer reading works

For the whole academic year, corporate volunteers are paired with 5- to 7- year-old pupils who need additional reading support.



The pair enjoy a weekly 30-minute reading session online via the secure, bespoke, Chapter One reading platform.



All our stories and literacy activities are fun and engaging, and focus on fluency, comprehension and expanding vocabulary.



Our online reading volunteers come from our partner businesses who sponsor and recruit their employees as readers. Volunteers use a sophisticated internet platform and a voice connection to link - from their workplace or home – to a dedicated classroom laptop for weekly reading sessions with selected pupils.

Since our launch in 2018 Chapter One's online reading volunteer programme has achieved an impressive rate of growth

We have:

- increased the number of children we are able to support with critical reading practice (from 380 in the academic year 2018-19 to over 2900 in 2023-24)
- established the programme in 11 geographical areas – Birmingham, Bradford/Leeds, Doncaster, Edinburgh,Glasgow, East Sussex, London, Manchester, Middlesbrough, Peterborough and West Cumbria
- increased the number of corporate partners who support us financially and with volunteers:
- expanded the age range of the children we support (now including Year 2 and 3)

For 2024-25 we have 140+ corporate partners, and hope to deliver 25,000 reading hours (that's nearly 3 years!)

OUR LOCATIONS



Chapter One's programme offers a flexible, time-efficient online volunteering opportunity for busy professionals who want to make a direct impact on the lives of disadvantaged children.

See this short video for an introduction to our work at http://tiny.cc/yu24vz.

You can also scan the code to watch the video.

Chapter One

Our evaluation and impact

Evaluation of Chapter One's work (as TutorMate) from 2018-22 showed strong results. More details, and a downloadable impact report, can be found here on our website.

Our short films are a useful introduction to how our reading programme works in practice and more information is available at chapterone.org and on our Twitter and LinkedIn.

Chapter One's Values

We feel these words capture our culture:

- ambitious
- empowering
- energetic
- inclusive
- optimistic

A global family of Chapter One's!

Chapter One UK is the 'sibling' organisation of Chapter One US and Chapter One Canada. Our software platform is licensed from Chapter One US, where the IT development team is largely based, and the three organisations collaborate on specific projects, such as the recent rebrand. Chapter One UK is financially independent of Chapter One US with its own Board of Trustees.





Chapter One's employee benefits

At Chapter One we offer:

- Flexible work: part-time/flexible, remote working as standard
- Pension: 4% contributory pension with NEST
- Annual leave: 24 days of annual leave, plus bank holidays, with a bonus three days between Christmas and New Year
- Health and wellbeing: paid sick leave and access to the Health Assured Employee Assistance Programme
- Team away days: all-staff away days/social events 3 times a year
- Learning: regular opportunities for individual/group training, as well as e-learning opportunities. Some staff have external coaches or mentors.