

EMPLOYEE RECRUITMENT INFORMATION PACK

Why join the Chapter One team?

It all starts
with literacy.

At Chapter One, we want to create a world where all children have the literacy skills needed to thrive. That's why we bring one-to-one reading support to children 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 children facing disadvantage 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

37%

37% of 11 year-olds in England from disadvantaged backgrounds leave primary school unable to read to the expected standard (Department for Education, 2025)

43%

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

1 IN 3

Only 1 in 3 children enjoy reading (National Literacy Trust, 2025)

Reading has the power to transform futures. Yet the UK is experiencing a profound, generational decline in reading enjoyment that threatens children's life chances, particularly those facing disadvantage.

Many children facing disadvantage **don't regularly read with adults at home**, and schools continue to struggle to find the reading volunteers they need to support 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 flagship **Online Reading Volunteers Programme** puts that belief into action and the evidence speaks for itself: in 2024-25, **91%** of children made improvements in their reading knowledge and functional skills, **96%** of children developed more positive reading attitudes and behaviours, including increased confidence and **96%** of teachers reported that children enjoyed reading more.

Alongside this, we are expanding our **Early Literacy Intervention** - a targeted daily phonics programme for Reception & Year 1 children at risk of falling behind - it achieved a **95%** average pass rate in the Phonics Screening Check across ELI schools in 2025). We've also piloted **Book Clubs** for reluctant readers in Years 4 & 5, which were positively evaluated by the Open University's Reading for Pleasure unit.

£830 MILLION

Insufficient early literacy support generates economic costs to society of £830m over the lifetimes of each year group of under-fives – or £7,800 per child (Pro Bono Economics, 2024)

1 IN 6

1 in 6 children in receipt of free school meals don't own a single book (National Literacy Trust, 2025)



About Chapter One

Chapter One is a registered charity. We currently support children attending schools serving disadvantaged communities in Birmingham, Bradford, Cumbria, Doncaster, East Sussex, Edinburgh, Glasgow, Leeds, London, Manchester, Middlesbrough, Peterborough and Warrington.

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.



OUR LOCATIONS 2025-26



Our flagship Online Reading Volunteers Programme

For the whole academic year, corporate volunteers are paired with 5- to 8-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 reading enjoyment.



Our other programmes

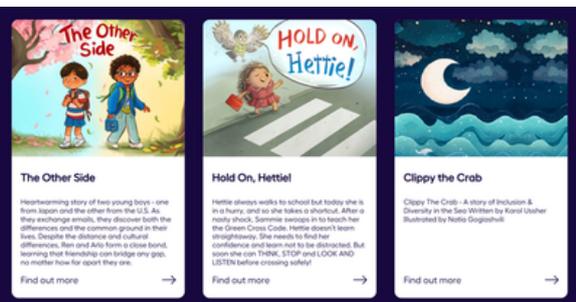


Our Early Literacy Intervention (ELI) Programme

provides daily, one-to-one, 7-minute phonics sessions for children who are not on track with whole class phonics teaching. Using a bespoke technology tool, a trained Early Literacy Interventionist works individually with target children to enable them to keep up.



Our Book Clubs Programme provides weekly 30-minute sessions for reluctant readers in Years 4 and 5. Led by trained reading facilitators, children choose books based on their interests and connect with corporate volunteers online for supportive one-to-one conversations about their reading.



Our Global Free Library offers an online collection of stories and materials that celebrate the world's diversity. To do this, we commission authors and illustrators from around the globe to create original stories, told in their authentic voices, that will inspire the children and adults who read them.

Our evaluation and impact

Read our 2024-25 Impact Report!

Our short films are a useful introduction to how our online reading programme works in practice and more information is available at chapterone.org and on our [LinkedIn](#).

Chapter One's values

We feel these words capture our culture:

- ambitious
- empowering
- energetic
- inclusive
- optimistic



A global family!

Chapter One UK is the 'sibling' organisation of Chapter One US and Chapter One Canada.

Employee benefits

At Chapter One we offer:

- **Flexible work:** part-time/flexible as standard.
- **Remote work:** £50 equipment allowance every 3 years, lots of virtual socials.
- **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:** enhanced paid sick leave and access to the Health Assured Employee Assistance Programme. Plus an annual £50 wellbeing voucher.
- **Family Leave:** enhanced family leave after 1 year's service.
- **Team away days:** all-staff away days/in-person social events three times a year.
- **Learning:** regular opportunities for individual/group training, as well as e-learning opportunities.

What our team has to say...

“Chapter One is made up of a community of people who want to be a part of something meaningful. The most awe-inspiring part of working at Chapter One is seeing how staff feedback is used to implement positive changes that continue to add up and make work an enjoyable place to be! We embody our values as people and as an organisation.”

“Chapter One is a warm and welcoming place to work, with a team of kind, supportive colleagues who are passionate about making a difference to the lives of children.”

“Chapter One is an incredible place to work, and it's wonderful to be around so many people who genuinely care and want to make a difference. I'm often asked how to get a job at Chapter One when I've shared how much I love my work, colleagues and our workplace culture.”

