



CASE STUDY

DELOITTE: ENHANCING LEARNING IN SCHOOLS

This case study outlines the partnership between Deloitte and the National Tutoring Programme.

In March 2020, when the first lockdown closed schools in the UK, Deloitte initially funded care packages of coffee and chocolate for teachers at Deloitte's [5 Million Futures](#) (5MF) partner schools. The company also donated funding to Teach First's Time to Teach programme, which helped 11 career changers become new teachers.

The UK Government announced an initiative to provide funding to schools to subsidise the cost of one-to-one and small group tutoring to help disadvantaged young people catch-up and prevent further widening of the educational attainment gap. Deloitte wanted to contribute in-line with its broader ambition to support people to get to where they want to be through access to education and employment as part of its social impact programme 5MF.

Deloitte contacted the [National Tutoring Programme \(NTP\)](#) to offer support and volunteers for the new tutoring scheme. The company provided strategic pro bono support as the scheme was set up at pace, helping NTP to:

- Map its funding portfolio to ensure sufficient regional subject and year group coverage.
- Track potential suppliers progressing through the due diligence process.



- Set up agreements and milestones for the selected Tuition Partner organisations.

Following this, Deloitte spoke to Action Tutoring and The Access Project as prospective NTP Tuition Partners to offer support through employee volunteers. Deloitte had already been looking for virtual volunteering opportunities, so virtual tutoring was a good fit. Deloitte began

5 MILLION FUTURES (5MF)

5MF seeks to address inequality by overcoming barriers to education and employment, empowering individuals with the skills needed to succeed in today's economy. Focused on inclusion and aligned to the UN's Sustainable Development Goals, 5MF is part of Deloitte's global [WorldClass](#) commitment to empower 50 million people by 2030. This is one of the ways Deloitte is bringing the firm's purpose to life to make an impact that matters.



working with The Access Project and Action Tutoring in October 2020.

What did Deloitte do?

Deloitte has so far provided 43 volunteer tutors to deliver virtual tutoring in small groups with children in schools across the UK.

Before Alice Cole, Marketing Executive at Deloitte, was matched with the students, Action Tutoring conducted a baseline assessment to identify what support the students would need. Over ten weeks, Alice then worked with the students using the schoolwork supplied by Action Tutoring via an online platform where Alice and the students meet virtually on a weekly basis. For the two students matched with Alice, engagement and confidence in maths were key objectives.

After receiving training from Action Tutoring, Alice was matched with two students aged 10. The first priority for Alice was to build rapport, using 'getting to know you' exercises. Alice worked with the two students on a weekly basis via a virtual online platform where all the work is stored and can be accessed by both the student and the tutor. Alice talked about her job initially as part of the 'getting to know you' stage and asked the students about what they may like to do when they leave school.

Alice engages both students in helping each other to work out a problem as well as showing their workings as they progress through a maths problem.

Benefits to Deloitte volunteers

The partnership between Deloitte and the National Tutoring Programme also has benefits for the volunteers who take part. Reported benefits include:

- Improved communication skills
- Pride in working for Deloitte
- Breaking up routines and improving wellbeing

"IT CONTINUES TO IMPROVE MY COMMUNICATIONS SKILLS AND IT MAKES ME FEEL REALLY POSITIVE, ESPECIALLY AT THE MOMENT (DURING THE THIRD COVID-19 LOCKDOWN), IT'S THE HIGHLIGHT OF MY WEEK. IT'S SO NICE TO INTERACT WITH CHILDREN AND DO SOMETHING DIFFERENT FOR A SHORT TIME WHICH IS VERY REWARDING. IT MAKES ME FEEL REALLY GOOD ABOUT WORKING FOR DELOITTE."

Alice Cole, Deloitte

Challenges of delivering online

One of the biggest challenges of delivering tutoring during the pandemic was lack of access to technology or Wi-Fi during periods of school closures. Action Tutoring experienced difficulties due to some families not having access to a computer or where one family is sharing a computer between everyone.

"IT CAN BE TRICKY ONLINE AS ONE STUDENT CAN MAKE PROGRESS QUICKER THAN THE OTHER"

Alice Cole, Deloitte

In some cases, parents were juggling work and home-schooling, so it wasn't always possible for them to be present during a tutoring session which is mandatory for safeguarding purposes. Regardless of these difficulties, Action Tutoring reports still managing to reach 70% of students with virtual tutoring at home and now that schools are open, it can engage with all students once again. Access to technology continues to present a barrier for disadvantaged learners. To this end and separately to the volunteer tutoring,

Deloitte also donated laptops and made cash donations to its 26 5MF school partners.

"IT'S REALLY EASY TO SLOT IT INTO MY WORKING DAY AS I DON'T NEED TO TRAVEL."

Alice Cole, Deloitte

Outcomes and impacts

Those who have participated in the tutoring scheme see an uplift in attainment of 12-14% which can make an overall subject grade difference in the longer term.

2,600

Laptops have been donated by Deloitte to its 26 partner schools

£8,000

Donated to each partner school for its COVID-19 requirements and to support remote learning

ENJOYED THIS CONTENT?

You might also like to:

- [find out more about our skills content](#)
- [learn more about our advisory services](#)
- [join us for one of our upcoming events](#)



Talk to one of our expert team [today](#) to learn how membership of BITC can help take you further on your responsible business journey and drive lasting global change.