

A photograph of a teacher with long braids, wearing a blue polo shirt with the "Explore Learning" logo, smiling as she helps a young boy with his schoolwork. The boy is sitting at a desk, looking down at a piece of paper. In the background, another student is wearing headphones and using a computer mouse. The scene is set in a classroom with blue desks and a computer monitor visible.

Explore Learning

Impact Report 2023

A message from our CEO

'Growing together' has been a theme for Explore Learning in 2023. We are proud to have supported the growth of confidence and skills in over 49,000 children, nurtured the knowledge and talents of 4,000 tutors and grown our reach in local communities through new, exciting partnerships and our Big Dream Programme.

We achieve growth in 5 ways:

- Dreaming bigger for your child's future
- Recruiting, training and developing excellent professional tutors
- Harnessing technology to deliver smart learning tools
- Providing unbeatable support for parents from passionate educators
- Celebrating each child's efforts and unlocking the joy in learning

In 2024, we will continue to shape the future of education in the UK amidst the ever-changing technological landscape. We are on a mission to build the most impactful learning approach in the world, backed by science and real intelligence. We believe that the future of learning is led by incredible people, supported by smart technology.

People will always be at the heart of the education that we deliver because we know there's no better way to boost confidence, resilience, and positivity - the key ingredients to helping children thrive in their education and beyond.

Thank you for your support,



Bill Mills, Founder and CEO



Dreaming Bigger



1. Dreaming BIGGER

At Explore Learning we are creating a generation of fearless learners!

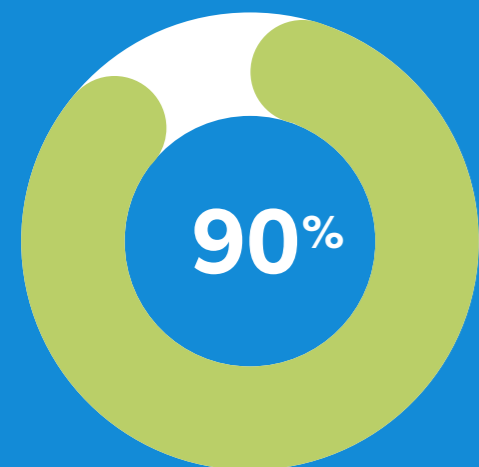
Professional tutors deliver learning with impact. Using smart learning tools to ensure every child is challenged at just the right level, our tutors focus on boosting confidence, building resilience and **nurturing each child's love of learning.**

49,000+

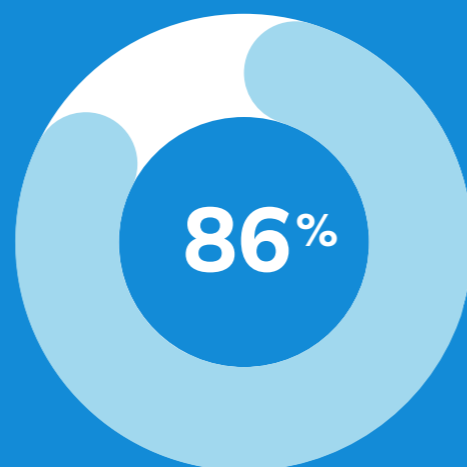
children supported in 2023



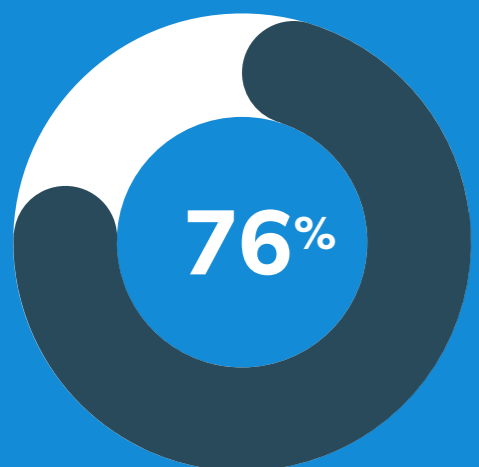
We deliver learning with **impact**



of students achieved their predicted grade or higher in their maths GCSE



of parents said their child feels more confident with their learning



of parents said their child enjoys learning more



At Explore Learning, children make 19 months progress each year*

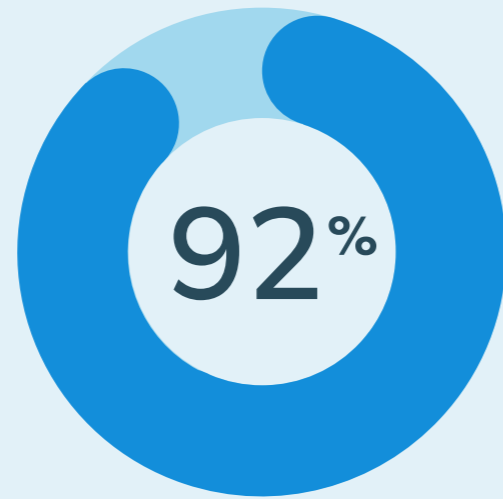


*Based on the average Explore Learning member doing 1 hour of tutored or independent learning per subject per week.



5,515,283

Mastered skills



Skills retained

What parents think

"Learning has always been extremely hard for my son and 4 weeks in the change in his attitude towards learning is amazing. Highly recommended." - *Samantha Harvey, Trustpilot*

What kids think

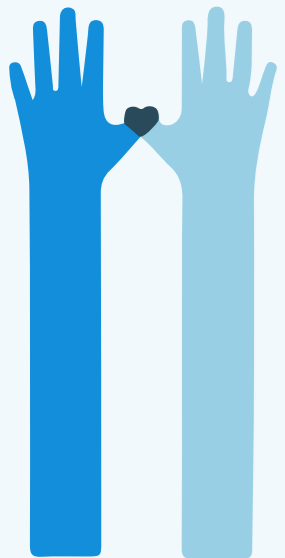


"My tutors always help me and help me overcome challenges in my work. I would definitely recommend this to a friend because it is a good learning environment and the tutors are always very kind also the learning points always motivate you to try your hardest." - *NPS feedback*

2. Professional tutors

We all remember a **person who inspired us**; a person who changed the way we saw things and **ignited a spark**. Here at Explore Learning we find those inspiring people and make them a tutor.

Incredible people are at the heart of our tuition.



2700+ tutors joined Explore Learning

50+ tutors promoted to managers

1,700,000 sessions held by our brilliant tutors

69% tutors hired from ethnically diverse backgrounds

Our expert managers delivered **19,000** hours of tutor coaching this year



Each session is led by highly qualified and experienced educators.

- CL





3. Smart Learning






Imagine a scenario where every child is able to learn the exact skills that they need, at a pace that works for them. No waiting for work to be marked or for the teacher to identify which activity they need to do next. This is how education works at Explore Learning.



This year we have improved our smart learning tools further with:

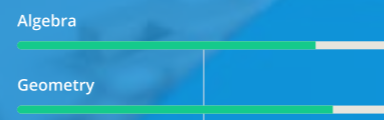
3 NEW
learning modes:

-  Topic practice
-  Exam mode
-  Quiz mode

20,000+
NEW
questions
added



NEW advanced
11 Plus reporting

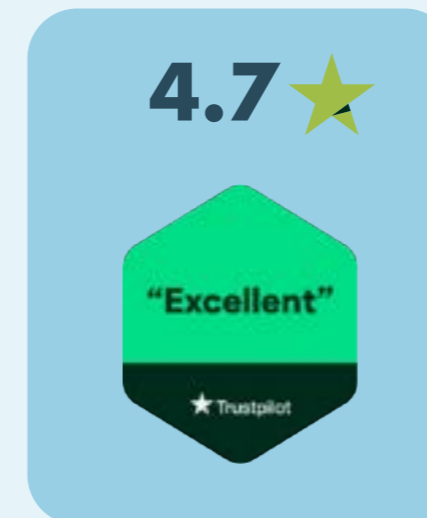
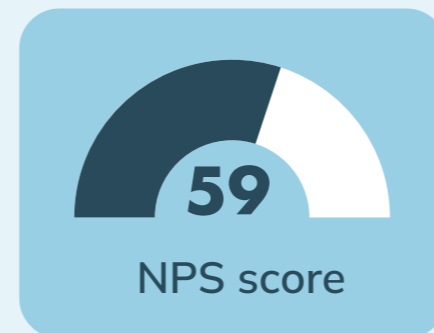


Wow, another skill mastered Sara!



4. Providing Unbeatable Support

We are proud to meet and exceed our customers expectations every day.



“
Just had our first parents feedback session with Explore Learning and I learnt more about my child's education in the half hour review than in the 4 years of his schooling.”
- Lynne Hunter Trustpilot



*In a poll of 90 Netmums members, 91% would recommend Explore at Home to a friend. *63 Mumsnet testers tried Explore Learning's Tuition Service: 76% would buy and 86% would recommend.

5. Unlocking JOY



Many children come to us struggling with their learning or feeling disengaged with their lessons at school. We are so proud to make a difference not only to their academic success but to their attitude towards learning. **We unlock joy!**

What our members say: How do you feel about lessons after 6 months?

75%

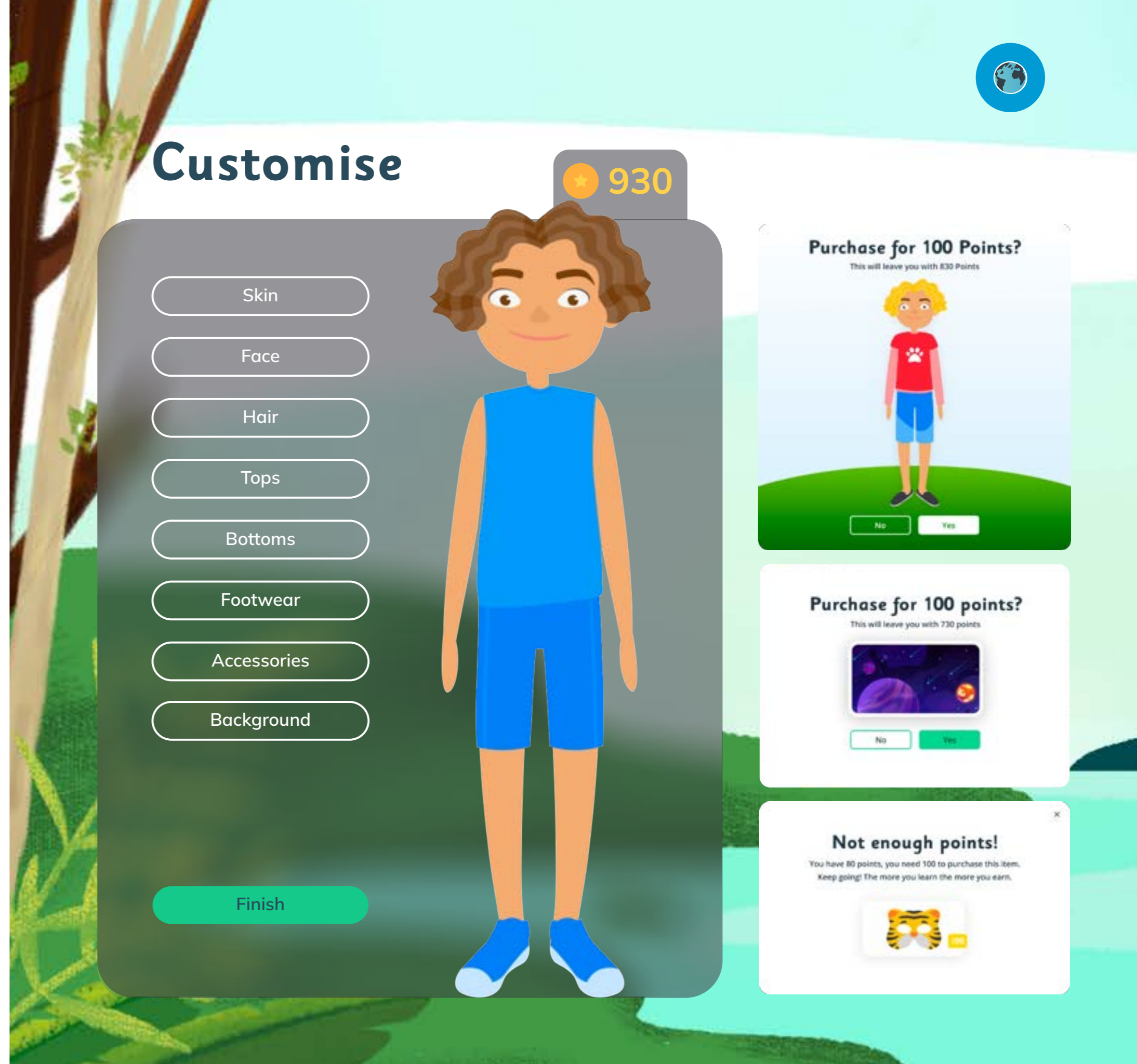


New Rewards

We are excited to share that in 2024 we are introducing new ways members can earn Fearless Learning Points!

Following feedback from families, children will now:

- ✓ Be rewarded when they use Compass independently.
- ✓ Have the ability to customise their characters.
- ✓ Access more environmentally friendly rewards.



6. Making a difference to our communities



Big Dream Programme

Our Big Dream Programme is giving even more access for under-resourced families to experience the benefits of Explore Learning tuition.

We are partnering with donors, trusts and charities including Buttle UK's Chances for Children Grant and Refugee Education, to offer 500 subsidised memberships in the next 2 years.

£6000 raised

for charities 'CHAS' and 'Young Minds'



400+ hours

spent by Explore staff volunteering in their communities



4772 children

on free school meals supported through our scholarship scheme



280+ children

supported through subsidised tuition in 2023

Explore LEARNING
BIG DREAM PROGRAMME





Working together with schools

Horton Park Primary School Case Study

“We have worked with Explore Learning for a number of years. Initially they delivered a range of school workshops for us which were always run well with high quality content.

It gave us confidence to try a new partnership with them which involved a cohort of our students attending the centre for tuition once a week for a term and then receiving online lessons in school from the Explore Learning tutors once a week for another term.

Our goal is for our children to be well-rounded pupils by the end of Year 6, articulate in their reading and writing, good mathematicians but we also want them to showcase resilience and problem solving qualities.

Explore Learning has proved to be the perfect partner to support us with our goals.

I've seen the progress the children have made throughout the year. They started as reluctant learners with low resilience, a lack of confidence in talking in class and engaging with problem-solving skills. As a result of the tutors rewarding, praising and challenging them across the year they have developed incredibly.

We've had amazing SATs results this year which shows that this partnership with Explore Learning is working. All children have benefited from the programme. We had a number of students who were really reluctant to participate in class and they are now putting up their hands and sharing ideas which is a direct result of the coaching they've had with the tutors at Explore Learning and having this bespoke learning programme. Through this they've discovered an inner confidence to now speak to adults and participate in class.

It's been an amazing experience for us to see our children grow. More than anything the children really enjoy it and look forward to it.

Our classroom staff already go above and beyond but to have them able to work side by side with Explore Learning we've been able to take that growth to the next level and really develop the skills that the children need for their next phase of their lives.”

- Hamza, Year 6 Teacher, Horton Park Primary School (Exceed Academies Trust).





7. Caring for our people



Wellbeing days



"So grateful to Explore Learning for implementing wellbeing days. These are days to take and use however you choose, focused solely on your mental health and switching off."

Improved wellbeing resources and support for line managers and individuals



Advancing inclusion



We continue to make inclusion a priority for our people and members. In 2023 we have improved our resources for staff and members, and sparked some meaningful conversations.

35 new staff & member resources developed this year

- ▶ Guide to Ramadan
- ▶ Black History Month Paper Doll Puppets
- ▶ Panel discussions for Children's Mental Health Week & Pride Month.

Top Talent



13 centre leaders joined our Top Talent scheme.

Each year we nurture aspirational leaders of our education centres to access new development opportunities and the chance to work with a mentor.

Reward & recognition



In October all our managers came together for our Night of Celebration & Appreciation to say thanks to our people and spotlight brilliance.



...the location of your breaks so you have time away from your work.

...ask Yoga or Breathing Exercises – there are lots online!

...kettle and work in a centre? Make sure your kettle is on. Don't have a kettle? Buy one and either expense or use your credit card.

...your own time' to read/pray/do whatever you like to do on work.

...of your well-being day(s) to ensure some time for 'me time'.

✔ Cycle to work scheme is available - see the HR page for more details.

✔ Try something new! Here are some activities you can do in their breaks:

- Deep listening exercises
- Origami
- Games
- Learning a new language
- Bullet journaling

Improving your MENTAL HEALTH & WELLBEING

CONNECT **LEARN MORE**

Resources

Improving mental health and wellbeing

Download



START

This is a chance to learn more about Ramadan and how you can support your staff and our members. This guide has been created in collaboration with members of our Diversity & Inclusion group, operations and Muslim staff members.

Throughout the resource there will be opportunities to jump out to other useful information and support. Today you'll be learning about:



Tessa Sanderson

Charles R. Drew

Javelin Thrower & Heptathlete (born March 14, 1956)

Surgeon (June 3, 1904 – April 1, 1950)



What's next?

What's next?

We have ambitious plans and goals for the year ahead. In 2024 we will continue to grow and achieve exciting new milestones.



Our Families

In 2024 we will welcome our **400,000th member to Explore Learning!** We are so proud to have supported so many families throughout the UK over the last two decades.

Our Communities

We will **support 500 under-resourced families** through part or fully subsidised tuition through our Big Dream Programme by 2025.

Our People

We will continue to **invest in our brilliant people** and will strive to enrich our proposition and culture.

Our Courses

In 2024 we are expanding our GCSE programme to offer GCSE maths tuition in all of our 95 learning centres as well as online.

Our Technology

We are always striving to make our member experience as **user-friendly and enjoyable** as possible.

In 2024 we will continue to evolve our smart learning tool, Compass, so that it delivers maximum progress and impact for each learner. We will also optimise processes for our managers and tutors so that they can spend time on things that **really make a difference to each child.**

