

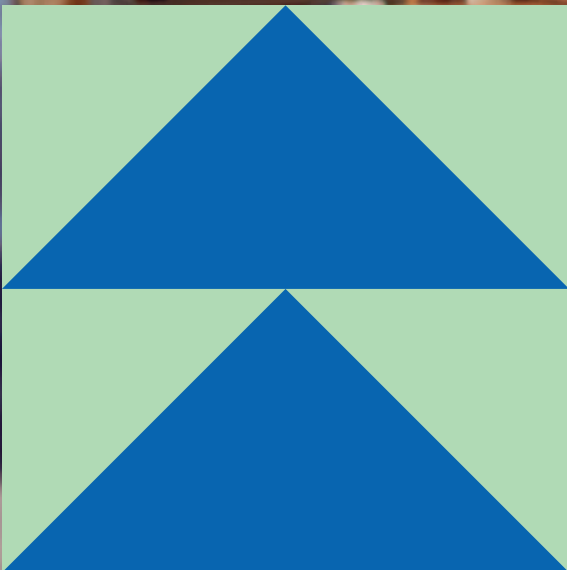
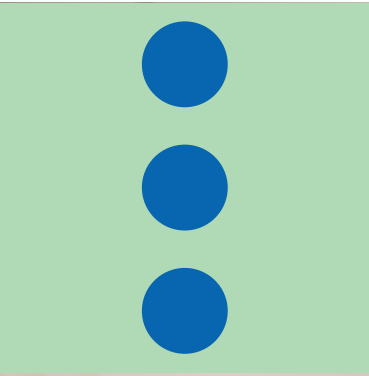
# Teachers' Guide



Sutton Trust support for  
students and teachers



[SUTTONTRUST.COM](https://www.suttontrust.com)







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# Who We Are



**The Sutton Trust** has been fighting for social mobility from birth to the workplace since 1997. We believe every young person – no matter who their parents are, what school they go to, or where they live – deserves the chance to succeed in life. Every aspect of our work is directly informed by research to ensure we are striking at the heart of the problems disadvantaged students face today.

- ✓ **Our student programmes** are completely free and have both in-person and online versions. We provide a choice of three different programme areas aimed at supporting less advantaged students into accessing universities, careers, or apprenticeships depending on their chosen next steps.
- ✓ **Our Teacher Champions programme** provides free training and skills workshops for teachers like you who want to learn more about how to support students as they progress into further study, work or training.
- ✓ **Our research and policy work** identifies the root causes of low social mobility - from birth, through the education system and into the workplace. In the school system, our recommendations look at how teachers, schools, MATs and government can increase the opportunities available to young people from lower income homes.

**Teachers play a pivotal role** in improving outcomes for their students. We are therefore very keen to work in tandem with you.

- ✓ **Promoting** our free programmes to your students (pages 8-16)
- ✓ **Attending** our Teacher Champions sessions (page 17)
- ✓ **Engaging** with our latest research and recommendations for schools on basic practise (page 18)



## Social mobility in Britain is low:

- ▣ Promising primary school pupils from disadvantaged households fall one grade per subject behind equally talented affluent peers at GCSE.
- ▣ Eight top schools send as many pupils to Oxbridge as three-quarters of all other schools in the country.
- ▣ Private school students are 4.5x more likely to become top earners than those from disadvantaged backgrounds.

## With our intervention:

**3x** as many of our summer school participants accepted a place at a high tariff university

**92%**

of our graduates move from the lowest to the highest socioeconomic groups after leaving university.

Over

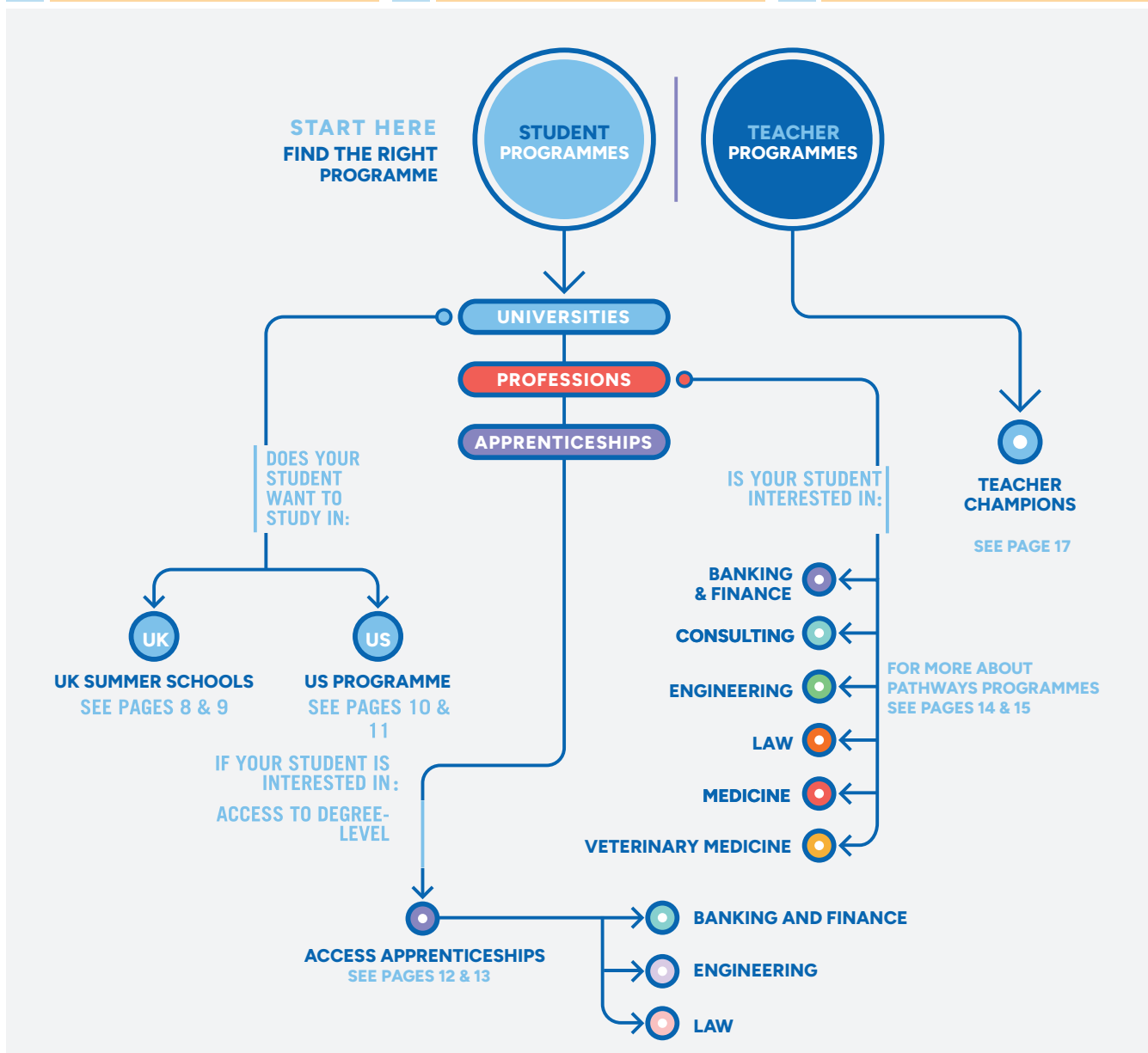
**30**

of our policy recommendations have been adopted by successive governments

# Our Programmes

Our programmes aim to provide students with:

- 1** increased confidence
- 2** the ability to make an informed post-18 choices
- 3** the skills to navigate post-18 options



Eligible applicants and students on our Apprenticeship, Pathways or Summer School programmes will be offered access to our digital platform Sutton Trust Online. Visit p16 to learn more. Students can now also directly apply to STO.

# Who We Target

**Our programmes are designed** to support students from low socioeconomic backgrounds to access leading universities, apprenticeships, and careers.

To support those aims, our eligibility criteria is targeted to ensure we are supporting those students who would most benefit from our intervention. Therefore students must:

- ✓ Have always attended a state (*non-fee paying*) school
- ✓ Be in Year 12 (*England*)  
Y13 (*Northern Ireland*)  
S5 (*Scotland*)

We also look at social mobility criteria and prior academic achievement. The more criteria an applicant meets, the more likely they are to be accepted. The average successful applicant will meet at least 3 of these:

- ✓ Have achieved a minimum of 5 grades 6-9 (A\*-B) at GCSE or equivalent.
- ✓ Have been eligible for Free School Meals during secondary school.
- ✓ Be the first in their family to attend university.
- ✓ Attend a school or college with below-average A-Level or Highers points score and/or a low rate of progression to higher education.
- ✓ Live in an area of socio-economic deprivation or a low rate of progression to higher education.
- ✓ Have been looked after or in care – If so, they only need to meet the mandatory and academic requirements.



# Application Process

**The application process for students is very quick and easy. All students need to do is:**

- ✓ Check they meet eligibility criteria.
- ✓ Choose a specific programme and look at deadlines
- ✓ Fill out an application form.
- ✓ Nominate a teacher to verify the application details supplied are correct (*yourself or a colleague close to the student*).

**All you need to do is:**

- ✓ Promote our programmes to any eligible students.
- ✓ Fill out a short form to confirm students' eligibility and application information (*no reference required*).

# Resources to Promote Our Programmes

We have put together a variety of supporting documents to make this as easy as possible for you. These include email templates, an assembly presentation, videos and a poster.



For more information, scan here.



#SuttonTrustStories

**“My student returned to us telling stories of the friends he made, places he visited and new experiences he enjoyed. This is a fantastic opportunity which has really opened his eyes to the opportunities out there and made him think about his future.”**



# UK Summer Schools



## OVERVIEW

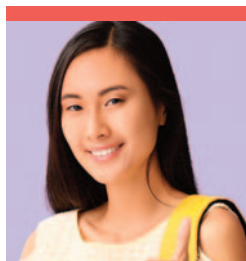
### The Sutton Trust Summer School Programme

offers school-age students the opportunity to immerse themselves in university life. This programme provides students with the confidence and skills needed to: choose where to apply and what to study, be competitive applicants wherever that is, and find support with a network of like-minded peers.

**Students will apply to one of our 12 top-tier UK university partners where they will take part in:**

- ✓ **Social activities**
- ✓ **Taster academic sessions**
- ✓ **Application skills workshops**

Alongside the in-person programme, every student will have access to long-term support with university applications via our online portal STO (page 16).



## CASE STUDY

I feel so much more confident about going to university. Coming to the Sutton Trust summer school has helped me immensely and I now know that university isn't a big scary place that I should be afraid of.

**Student**  
UK Summer School alum

**Programme length:**  
1 week

**Recruitment area:**  
Nationwide

**Application window:**  
January – March

# 2x

**STUDENTS** are two times more likely to attend a Russell Group university after attending our summer school programme.

# 8%

**OF STUDENTS** go on to Oxbridge.



For more information,  
scan here.





#SuttonTrustStories

**“The Cambridge Summer School busted a few myths, especially the one that students who study there are from elite backgrounds. You realise they are ordinary people. The mock trial was the most inspiring moment. I enjoyed the rigour of the preparation and the cross examination of witnesses. There was that single moment when I realised that I wanted to study law. Ive always wanted to know what it feels like to be a barrister. I hope to do a Masters at Oxford, and after that, to train as a commercial barrister.”**

**Josiah**  
UK Summer School alum

# US Programme

**Programme length:**

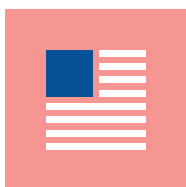
**2 years**

**Recruitment area:**

**Nationwide**

**Application window:**

**November – January**



## OVERVIEW

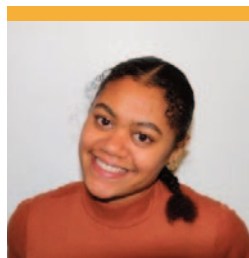
**Our US Programme** is designed to support students in exploring the American university experience, financial aid options, and

application process. From the UK residentials to a trip to the US to visit different American colleges, students get an in-depth look into what it's like to study in the USA.

**The programme provides students with:**

- ✓ **A week-long trip** to explore US universities
- ✓ **Two residentials** which cover the US admissions process.
- ✓ **Expert advice** throughout the application process via the Fulbright Commission.
- ✓ **In-depth** admissions test preparation.
- ✓ **Training and guidance** for teachers about supporting students applying to the US.

All costs including travel, residential events and accommodation are paid for by The Sutton Trust and run in partnership with the Fulbright Commission.



## CASE STUDY

I feel so privileged to have experienced such unwavering support from programme staff, access to professionals in the field of university admissions, tuition in core areas of the application process,

and transformative mentorship which I realise students even from the most elite schools in Britain may not have such access to.

**Nabrisa Badu**  
US Programme alum

# 64%

**OF STUDENTS**

that applied, secured places across...

# 85

**...US COLLEGES,**  
accessing over...

# \$185M

**...OF FINANCIAL AID.**



**For more information,**  
scan here.



AGASSIZ HOUSE



Harvard College  
Admissions  
Visitor Center

**“The Sutton Trust US Programme is a fantastic opportunity for students to engage in truly amazing university chances. The support that the staff offer is incredible, and our students have received help from the programme that is genuinely life-changing. I would recommend them to all state schools without hesitation.”**

Jeremy Dudman Jones  
Greenford High School





# Access Apprenticeships

## OVERVIEW



### High-quality apprenticeships

apprenticeships not only offer young people the opportunity to earn while they learn but also ensure they gain valuable skills and get a foot

on the career ladder. Sutton Trust Access Apprenticeships Programme supports students to meet leading employers and like-minded peers and learn more about how to access top apprenticeships.

### At the end of the programme, students will walk away with:

- ✓ **An in depth understanding** of apprenticeships and whether it could be the right route for them.
- ✓ **Networking** opportunities for future career opportunities.
- ✓ **Access to our online portal STO** for ongoing application-support and career advice (page 16).
- ✓ **Application guidance**, including a personal mentor who will teach you where to find apprenticeships and understand different application processes.
- ✓ **Work Experience**, on their CV and an understanding of whether an apprenticeship is right for them.



## CASE STUDY

All three companies I ended up applying to were from the programme, and they provided me with all the information I needed. I think every young person deserves the opportunity to feel what it's like to

achieve something they once thought was impossible, and I have, thanks to the Sutton Trust.

**Suzi**  
Apprenticeship alum

### Programme length:

18 months

**Banking & Finance** - London

**Law** - London

**Engineering** - Manchester and surrounding areas.

### Application window:

Sep - Nov

# 146

## STUDENTS

have attended the Apprenticeship programme.

# 20

## EMPLOYERS

from a range of sectors have delivered sessions on the programme.



For more information, scan here.





**“Where should I start?  
The programme has really helped  
me gain skills from interview  
techniques to answering my  
general apprenticeship questions  
and worries. I would recommend it to  
everyone and I’m looking forward to  
seeing where I end up in a  
year’s time!”**

Student  
Apprenticeship programme alum

# Pathways Programmes

**Programme length:**

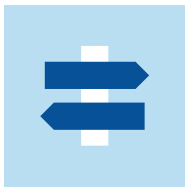
**18 months**

**Recruitment area:**

**Local and nationwide**

**Application window:**

**September – December**



## OVERVIEW

**The Sutton Trust Pathways programmes** support students in the last two years of school to explore opportunities in Banking & Finance, Consulting, Engineering, Law, Medicine and Vet Med. Too often

these careers require professional connections, the ability to take on unpaid internships, or soft skills which aren't taught at schools in order to break in.

### Students will walk away with:

- ✓ **Work experience** within their chosen field where they can learn practical skills, increase their professional connections, and gain a greater knowledge of the day-to-day workings of the sector.
- ✓ **Employability** skill sessions and workshops with valuable insight into how to find, apply, and succeed in their chosen careers. Sessions will cover everything from personal statements to CVs and interview skills to public speaking.
- ✓ **Access to our online portal STO** for ongoing application support and career advice (page 16).

Our offering also includes a fully online strand of the Banking and Finance, Consulting, and Law programmes, making this offer accessible to students across the country.

# 3x

**PATHWAYS** to Law students are 3 times more likely to accept an offer from a leading university and...

# 2.5x

**MORE LIKELY** to apply to a top university.



**For more information**



## CASE STUDY

The Pathways to Law programme supplied so much. On the intellectual front, masterclasses and residentials meant I was regularly meeting with passionate academics. On the practical front, networking events and work placements meant I had the opportunity to meet a wide range of industry professionals. Six years on, I still use many of the lessons taught on the programme on a day-to-day basis.

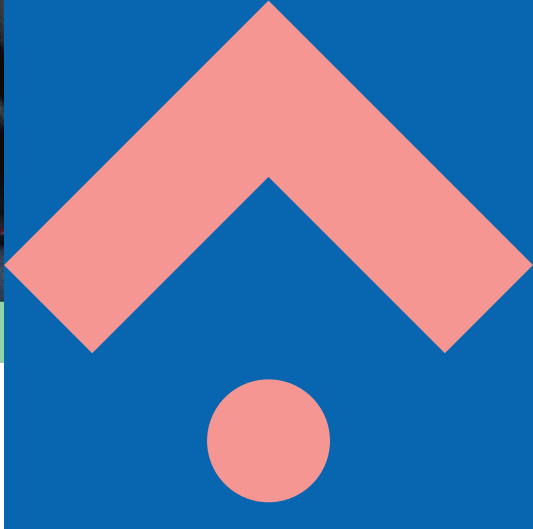
**Muzammil Malamji**  
Pathways to Law alum





**"Throughout the programme, they answered all of my questions and have supported me not only in applying to university, but also in how to go about pursuing a career in finance."**

Umut  
Pathways to Banking and  
Finance alum



# Sutton Trust Online (STO)



## OVERVIEW

**Sutton Trust Online** is our digital platform providing support to students on their journey to university or an apprenticeship. Over 18 months, students will be guided through all the information, skills and advice

they need as they explore their options, apply to, prepare for and succeed at university or in apprenticeships.

Sutton Trust Online has been designed utilising our 25 years of experience running programmes supporting students into leading and apprenticeships, helping students access all the information they need.

### Over this 18-month programme, participants will be able to:

- ✓ **Gain** the knowledge and skills to get into their dream university, career or apprenticeship.
- ✓ **Access** exclusive events and webinars.
- ✓ **Get** insights from current students and Sutton Trust alumni.
- ✓ **Receive** personal statement and UCAS support including the opportunity for a mentor.
- ✓ **Browse** university and course specific content.
- ✓ **Use** interactive resources to set and achieve goals.

**Programme length:**

**Up to 18 months**

**Recruitment area:**

**Nationwide**

**Application window:**

**April - August**



Eligible students gain access to STO after applying to any of our other programmes, or from April students can apply to STO directly.

**“I learnt so much from Sutton Trust Online. I...gained a better understanding of my future pathways and opportunities through course specific advice. I continue to use the skills I learnt on the programme all the up in a year’s time!”**

Ella  
STO alum

# 68%

of students said STO helped them make their decisions about university and courses.





# Teacher Champions

**Should you want any support** in advising students on university applications, we provide in-depth webinars and workshops in partnership with Causeway Education. From structuring your programme of support for students, to writing UCAS references to interview skills, experienced former teachers will walk you through step-by-step how to support your students in submitting successful university applications.

Webinars for 2024-2025 will include:

- ✓ **Personal statements**
- ✓ **Admissions Tests**
- ✓ **Apprenticeship options**
- ✓ **Writing student references**



[See the calendar for more details.](#)

For more information, scan here.



# Supporting Student Progression



**We know that as a teacher** you are always advising and guiding your students to ensure they get the best out of life. However, sometimes it can be difficult to fit it all in amongst everything else.

The Sutton Trust has partnered with Causeway Education to give teachers access to free and easy to use tools including OSCAR (Online System for Completing Applications & References). OSCAR allows students to input a variety of different experiences, interests, and accomplishments to effectively build a powerful personal statement and provides unique insights for teachers into what universities are looking for in a teacher recommendation.

# 100%

100% of the students who used OSCAR were made an offer by a Russell Group University compared to less than  $\frac{3}{4}$  of students who didn't

**“With OSCAR, our subject references are a million times better—the programme has significantly up-skilled our staff”**

Katie  
Director of Sixth Form

For more information, scan here.



# What More Can Your School Do?

The Sutton Trust's research looks at the root causes of low social mobility. Our evidenced-based recommendations give practical advice for schools to help them narrow the attainment gap and ensure equality of opportunity

## Support low-income students with tutoring.

Tutoring is an evidence-backed intervention to narrow the attainment gap. It's most effective in small groups of no more than 6 to 7 pupils. Content should be linked to the wider curriculum, with a course ideally made up of seven sessions up to an hour, over a period of 6 to 12 weeks. *Tutoring, the new landscape (2023)*.

## Encourage the develop of non-academic 'life-skills' in your school,

by embedding these skills throughout your curriculum and ensuring extracurricular activities are accessible to all students. *Life Lessons (2017)*.

## Embed careers education throughout your school.

There should be clear responsibility for careers guidance within your school's senior leadership team and on your board of governors. The member of SLT with responsibility for careers should work closely with your school's Pupil Premium Lead. *Paving the way (2022)*.

## Ensure you identify highly able pupils from all socio-economic backgrounds.

All methods have limitations but testing is likely to have fewer issues than identification by teachers. Due to the difficulties in identifying highly able students, wherever possible, interventions should be available to all students. This should include stretch activities in classes and extra-curriculars. *Social Mobility: The Next Generation (2023)*.

The Sutton Trust - EEF Teaching and Learning Toolkit supports schools by providing accessible summaries of education research with a focus on how best to improve learning outcomes for disadvantaged students. Scan here to find out more



Small group tutoring can help pupils make up to 4 months of additional progress (EEF). But there are big gaps in access. 39% of pupils in the best-of homes had ever received private tutoring, compared to 22% in the worst-of.



There are big gaps in access to extra-curricular activities, with pupils from disadvantaged backgrounds less likely to take up activities (46% compared to 66%).



36% of secondary students do not feel confident in their next steps in education and training, and more pupils in state schools report not being confident in their next steps than in private schools (39% vs 29%).



Disadvantaged high attainers at Key Stage 2 are more than twice as likely to fall out of the top third of attainment by GCSE than their better off peers

We know many schools are operating in challenging circumstances and most of our recommendations focus on national policy change. To learn more about our research and policy recommendations, scan here



# Alumni Support

**Our support** doesn't stop once our students graduate. Following the programme's end, students will gain access to a range of exclusive ongoing support via our 50,000 strong alumni platform.

## This includes opportunities to:

- ✓ **Networking opportunities** with highly successful alumni.
- ✓ **Take part** in our alumni leadership board.
- ✓ **Receive ongoing career support** from the Sutton Trust (*including permanent jobs roles via our partners*).
- ✓ **Take part** in an internship at one of our partner companies.
- ✓ **Attend exclusive alumni-only events** (*both careers focused and social*).
- ✓ **Access online resources** to support career planning and success.
- ✓ **Access mental health support**
- ✓ **Apply for bursaries** of up to £5,000 towards projects or programmes which will increase their employability.

# Our Partners

## Universities:

We work with leading universities across the country, reaching communities and students who most need our support:

### London and South England

University of Exeter  
Imperial College London  
London School of Economics  
Queen Mary University of London  
Royal Veterinary College  
University College London.

### The Midlands and Wales

University of Cambridge  
Cardiff University  
University of Leicester  
University of Nottingham  
University of Warwick.

## North England and Scotland -

The University of Edinburgh  
Durham University  
University of Glasgow  
Hull York Medical School  
University of Leeds  
University of Liverpool  
University of Manchester  
Newcastle University  
University of Sheffield  
University of St. Andrews.

## Employers:

We work with over 100 employers, allowing us to offer students more opportunities to engage with different workplaces. Our delivery partners are committed to improving social mobility, and include leading names in professional sectors such as:

## Banking & Finance

JP Morgan, Deutsche Bank, BNY, Capital One, First Sentier Investors, PwC.

## Media & Tech

Bloomberg, Arm.

## Law

DLA Piper, Hogan Lovells, Lewis Silkin LLP, Eversheds Sutherland, Mishcon de Reya LLP, Wilberforce Chambers.

## Consulting

Boston Consulting Group  
Bain & Company  
McKinsey & Company  
Oliver Wyman.

## Engineering

Mercedes-Benz AMG F1  
Ramboll.

# The Fair School Admissions Pledge

## Overview

The Fair School Admissions Pledge is a 2 month programme which supports school leaders, like yourself, in reviewing the socio-economic diversity of their school and whether their admissions processes promote or reduce this diversity.

## What are the benefits of fairer school admissions?

- ✓ **All** children deserve equal access to the best possible education.
- ✓ **We** know how impactful educational outcomes are on long- term social mobility.
- ✓ **Acting** can improve the diversity and inclusion of schools and create a more representative community
- ✓ **It** secures a fairer, equal playing field for schools to secure the best outcomes and recruit and retain staff.
- ✓ **Improves** parental engagement.
- ✓ **It** is a cost-effective strategy to tackle the attainment gap.

## What might Fair Admissions Look Like?

1. Annual Fair Access review
2. Reducing cost for parents
3. Clear support for families
4. Fair Admissions Policies

**Programme length:**  
**2 months**

**Recruitment area:**  
**Nationwide**

**Application window:**  
**Autumn** – deadline for application is 13th September 2024

**Spring** – deadline for application is 10th Jan 2025

**Summer** – deadline for application is 20th April 2025



## Why this?

The top performing schools in the country have a lower average proportion of children eligible for Free School Meals than the national average and in many cases lower than their local average.

For more information, scan here.



## Impact

# 50

Almost 50 schools have completed the Pledge and committed to improving the fairness of their admissions processes.

# 80

Almost 80 schools have been awarded the Fair School Admissions Award.

# 78%

78% of parents believe schools should have a fairer mix of pupils from different backgrounds



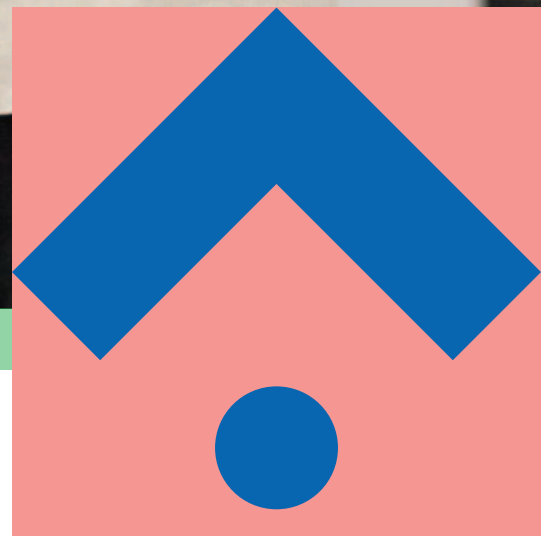


**Where should I start?**

**The programme has really helped me gain skills from interview techniques to answering my general apprenticeship questions and worries. I would recommend it to everyone and I'm looking forward to seeing where I end up in a year's time!"**

Student

Apprenticeship programme alum





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