What it's like to work at Action Tutoring

(for the foreseeable, these may change in the future)

We asked our team how they would describe Action Tutoring's culture in one word:

Working style 👷

- We'll give you the warmest welcome and provide you with a great **induction and training**. As an ambitious charity, sometimes you'll have to dig into projects or tasks right away, but there's plenty of support from our brilliant team.
- It doesn't matter which kind of barriers and challenges we're facing, we are **adaptable** and strive to make things work so that our pupils get the best quality tutoring.
- At times, it can be really busy, but we believe in our mission and **we work as a team** to ensure that the show goes on.
- If you're based in, or close to, one of our main regions **outside of London**, you'll have the opportunity to join a **co-working space** with other team members on a **monthly** basis. For staff based **in London, you have one designated office day per week.** Depending on the availability of desk space, there may be options to come into the office more often. We do expect people to do their absolute best to attend these office days as it's important to our organisation's culture and bonding.
- Again, if you live in, or near, one of our main regions, we'll encourage you to get together for a **social event** at celebratory times (e.g. the festive period, end of academic year). If not, we'll have some virtual fun!
- **The whole team meets virtually once per month** to ensure that everyone is up to date with what the charity has been up to.
- One of our highlights of the year is our **team days** when the entire team comes together for a few days in person. A great moment to connect, update and learn from each other. Additionally, your team will meet twice per year for their own team days.
- We encourage people from **different departments to chat and connect**. Having time to get to know colleagues is highly valued. We do this through our 'buddy' systems, optional lunchtime catch-ups or (optional) randomly created chat roulette.
- We use Slack to share updates, ask questions and **stay connected** as a geographically dispersed team. Some of us love sharing our photos on Slack: whether pictures of our pet, your child's first day of school, or a snapshot of our weekend - if you're happy to share it, we want to see it!
- We love sharing our skills, passions and interests with colleagues.
- Learning and development doesn't end at your team; ranging from wellbeing to data, inclusion and diversity to policy, we've got a variety of **working groups** you can join to expand your wider skills and knowledge.
- Need an extra pair of eyes? Our **proofreading team** is here for your grammar and formatting needs.

Work from anywhere 🚂

- If you need to work from somewhere else for a few days, to visit family or for other reasons, we're happy to see if we can accommodate you working from anywhere.

Working hours ⏰

- Core hours are 9.30-4. This means you must be working during these hours (of course, you can have lunch during this period!)
- A number of the team work 4 days per week, and some work compressed hours. Let's discuss what works best for you and us.