



Elevating
Education
Everywhere



Introducing Etio

Our vision

Education elevated by evidence-based insight and action. This is the vision we aspire to make a reality everywhere we go. Whether we are working with policymakers or education practitioners, we have the experience and expertise to influence lasting change.

Our name

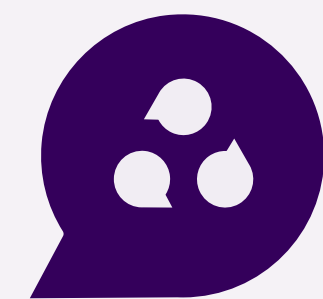
Etio is the new name for the government services arm of Tribal Group plc. Our rebrand is just one aspect of a series of investments intended to increase the reach, effectiveness and impact of our work, elevating education around the world.

Our name is a testament to our cause - because that's literally what it means, "cause". We partner with governments to support them to deliver large scale projects which improve the quality and impact of education. And because what we do is based on evidence and hard-won experience, understanding what causes change is central to what we do. Hence, "Etio".

Our mission is to effect positive change by elevating education, everywhere. That takes expert insight and the means to turn it into evidence-based action. And that's exactly what we have, what we can create, and what we do. For our clients and partners, we are the difference that turns ideas into realities.



What we do

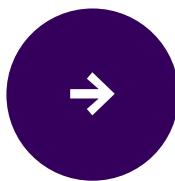


We review, evaluate, benchmark and support education services in institutions all over the world. We have the expertise, experience and energy that drives progress and elevates the quality of education for thousands of children and young people.

We achieve this through our four cornerstones:



Find out more

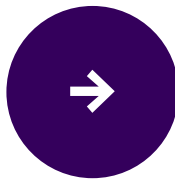


Supporting system-wide knowledge, accountability and quality improvement.

Our Education Review services enhance education systems by pinpointing areas for improvement and monitoring progress. We strive to ensure that public investments in education result in economic growth and increased social mobility. We tailor our services to different education levels, offering valuable insights and unbiased feedback to support professional development and elevate classroom education quality. Together, we work towards a brighter future for education.



Find out more



Accelerating impact through strategic planning, expanded leadership and enhanced capability.

Etio Education Transformation offers a comprehensive suite of services to overhaul educational environments in schools and their managing organisations. By integrating strategic planning, innovative learning design, and leadership development, we support schools in enhancing operations, learning outcomes, and professional growth. Our collaborative approach with school leaders ensures curriculum and instruction alignment, fostering excellence in classrooms and empowering educators to drive change, making transformed education a tangible reality.

What we do, *continued*



Find out more



Driving world-class financial performance and student experience through evidence and comparative insights.

Etio provides comparative benchmark analysis for post-16 education providers worldwide. Our Financial Benchmarking provides granular analysis and comparisons against sector benchmarks to improve financial performance and sustainability. Our student surveys provide insights to enhance the student experience and optimise institutions' international competitiveness. When combined, these services assess the impact of financial decisions on educational outcomes, providing a holistic view of investment returns against sector benchmarks. We unlock potential and drive success, ensuring your decisions are informed, impactful, and aligned with sector and global best practices.



Find out more



Preparing, equipping and empowering a high-performing workforce.

Etio provides innovative skills-based development programs for educators to adapt to the evolving demands of the labour market, with an increased focus on sustainability, diversity, and equity. Our aim is to equip educators with practical and relevant skills through personalised training and coaching, ensuring they thrive in the changing educational landscape, ultimately benefiting their students.

How we work

We are committed to *delivering with impact*. Evidence-based solutions and an enviable track record helping governments and education institutions globally secure better futures for the populations they serve mean you can be assured our shared success.

We are *a trusted partner*, leading the conversation but doing so within a culture of close collaboration with our clients and partners. Working together, we deliver programmes and initiatives that have the power to improve prospects and possibilities for communities around the world.

We always strive to *do the right thing*. We put people first, always, because we know that however smart our solutions, when it all comes down to it, it's people that make the difference.



Who we are

Headquartered in the UK, Etio operates through four business units: UK, Middle East, US and our Performance Benchmarking which operates truly globally.

Our people are drawn from all around the world to provide our clients and partners with the global capabilities and local understanding that turn insight into evidence-based action. Their expertise, experience and energy enable us to elevate education, everywhere.



Matt Davis
Managing Director

Matt has worked in education his entire career, collaborating with governments worldwide on significant education projects to enhance teaching and leadership skills. At Etio, he maintains responsibility for our global portfolio of programmes, ensuring we keep our promises to customers so that they in turn can deliver on their strategic ambitions.



Dan Palmer
Director of Business Development

Dan has significantly impacted global education, working in over 100 countries to design and implement large-scale educational and skills projects. His leadership at ICDL and Education Development Trust helped shape international education strategies. As a neurodivergent leader, he champions equitable access for autistic and special needs children.



Gordon Carver
UK Managing Director

Gordon’s 16-year career in education spans global and UK sectors, leading reforms, holding key leadership roles including CEO of United Westminster & Grey Coat Foundation, and co-founding Silverleaf Academy in Tanzania. He has also contributed to policy development and education system financing, with a focus on improving girls’ education and STEM.



Jo Cheadle
US Managing Director

Jo, a British-educated expert with a focus on culture and linguistics, has been making a difference in U.S. education for over 12 years. Through her roles as teacher, principal, and chief academic officer, she developed skills that aid in school and district transformation, particularly in ensuring equitable access for all students.



Ahmed Saeed
Middle East Managing Director

Ahmed, with over 24 years of experience, has advanced education quality in the Middle East by implementing transformative learning platforms and teacher development programs in countries like Qatar, UAE, KSA, and Egypt. His leadership roles with global and regional education firms have been pivotal in these enhancements.



Nick Pidgeon
Director – Performance Benchmarking

For over 20 years Nick has been providing the education sector with financial consultancy and granular student experience analysis to help optimise resource allocation and the financial health of universities and colleges, and enhance the end-to-end student experience.



Kathryn Harris-Gurner
Operations & Performance Director

Kathryn’s core expertise lies in business performance, operations, and transformation. With accountability for our overall operational service delivery and enabling high-quality delivery of our portfolio of programmes across our business, Kathryn oversees our people strategy, Governance, Risk and Quality Management.



Phil Walter
Director - Digital & Technology

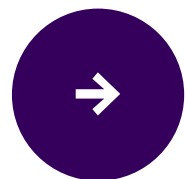
Phil’s two decades of IT experience has revolutionised Etio’s client services by aligning advanced technology solutions with business objectives. His dedication to providing top-tier technology services ensures client needs are met efficiently, modernising services for a more effective and impactful technology strategy.

Where we work

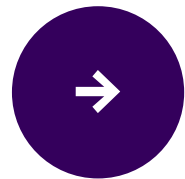
Etio works globally on projects to improve the quality and impact of education at scale.

- » In the UK, we have been a long-term partner to the Department for Education working on initiatives as diverse as the transformation of mathematics teaching nationally ([NCETM](#)), the assessment of leadership development impact (National Professional Qualifications) and ensuring high quality supply of tuition to schools as part of the COVID Recovery programme (NTP).
- » In the US we work in each of New York State’s 700+ public school districts, supporting leaders to improve learning outcomes in their schools. We accredit new teachers and ensure practice quality through Massachusetts’ PRPIL programme and evaluate the quality of pre-service teacher education for the Louisiana state government.
- » We have worked across the Middle East on projects to improve school quality for over 15 years. We have partnered with quality improvement agencies in the UAE to help drive the steady improvement in standards in schools of all types. We have helped the Government of Bahrain establish a National Skills Agency to ILO standards and currently offer support to all public school teachers in the UAE to attain professional certification.
- » We work extensively with universities and colleges around the world to help them understand their financial health and the experience of their students. We have worked with over 1600 institution over 20 years, receiving feedback from more than 4 million students via our market-leading International Student Barometer survey.

For more information on our projects and work with clients and partners, globally, visit our [Insights page](#).



If you need to maximise the impact from a potential project, or if you would like to discuss how Etio can help your organisation, let us know and we will put you in touch with our most appropriate specialist.





Elevating Education, Everywhere

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