



# Health and Wellbeing for Schools and Trusts



# Our Impact

Our 'Trusted Friend to the Sector' commitment offers a solution to safeguard your school to prevent and reduce staff absences


Members rate our  
**Health and  
Wellbeing Services**



We've supported over  
**10,000**  
members with  
our health and  
wellbeing services



We have invested over  
**£2.5m**  
into our Health and  
Wellbeing Services

In 2023,  Education  
Mutual  
**2,500**

helped over  
members of  
staff with their  
mental health



**100%** of  
service  
appointments are made  
within 1 day post triage



Education  
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# Mental Health Services

At Education Mutual we are committed to supporting the mental health and wellbeing of colleagues within our member schools.

We've developed a range of services specifically designed to protect your team and their mental wellbeing allowing them to focus on providing the highest standards of education to our next generation.



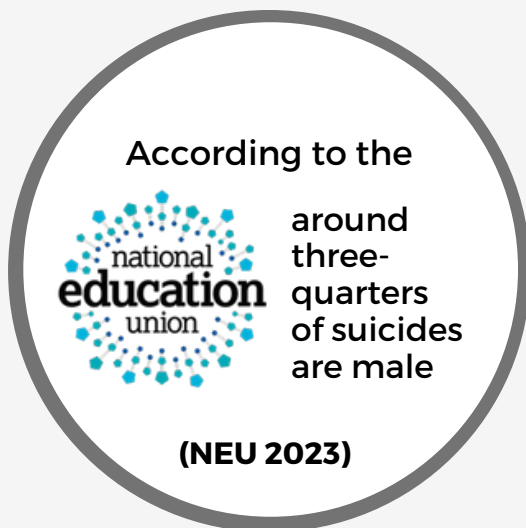
NEW

# Men's Mental Wellness

Break the silence and shatter the stigma

Education Mutual are committed to promoting mental wellbeing and resilience amongst men in the education community.

Each service is designed to break down the stigma surrounding men's mental health issues and provide a safe space for open conversations and support.



68%

of men in teaching felt stressed from work

42%



of male teaches reported working in a culture that negatively affects staff mental health and wellbeing



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[Healthcare Services](#)

[Occupational Health Services](#)

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NEW

# Stress Management

Focusing on the mind, not just the body

Our service, formally known as Stress Coaching, has been meticulously updated to further provide comprehensive support to individuals and schools of all experience levels and sizes.

This popular service allows you to receive support from a qualified and trusted professional who adheres to the highest standards of ethical and therapeutic practice.

## The service will cover:

- Finding harmony in work and family life
- Strategies to reduce & manage stress
- Setting realistic expectations



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NEW

# Bereavement

Navigating grief and finding strength

Coping with bereavement and grief is an intricate and deeply personal journey, and practical advice can be invaluable during this challenging time.

It's important to remember that everyone grieves differently, and the grieving process is not a one size fits all.

**40%** of people have difficulty getting support from those close to them and feel isolated in their grief

## The service will cover:

- Gain an understanding of both the emotional and physical impacts associated with bereavement.
- Develop insights into the grieving process, offering support not only for yourself but also for your loved ones.
- Receive practical advice to navigate the next steps after a loss, aiding in the management of various challenges.
- Foster a positive mindset to facilitate moving forward, embracing healing and personal growth.



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# Face-to-face Counselling

You are not alone - it's time to talk

We take pride in offering face to face counselling sessions to our member schools and their staff.

Our extensive network of quality checked counsellors, which spans the entirety of the UK, ensures staff members can schedule appointments at dates and times that suits their individual needs. Reaching out for counselling services can be a big step, so we are committed to ensuring that process is as easy and accommodating as possible.



of our member schools  
prefer face-to-face  
sessions



of our member schools  
prefer to use our virtual  
counselling sessions



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[Healthcare  
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[Occupational  
Health Services](#)

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# Financial Wellbeing Coaching

Financial freedom starts here

In today's economic landscape, managing finances can be an overwhelming task. Our coaching services provide an opportunity for a "fresh start", redefining the approach towards positive financial wellbeing.

Our coaches do not simply focus on the numbers, they delve into financial mindsets and habits to help create a comprehensive plan for a brighter future.

## Our efficient coaches will share tips and resources to:

-  Access to a 24/7 digital content library
-  Customise a personal financial plan
-  Discuss any financial concerns
-  Support your wellbeing by talking about your money worries



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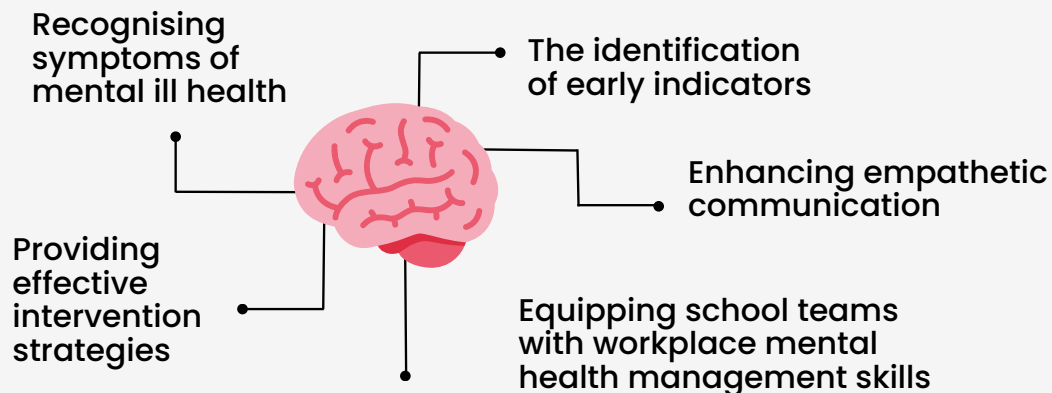
# Mental Health First Aid Training

Keep your mind healthy

Mental health is just as crucial as your physical health, however it often goes unnoticed. Mental Health First Aid is like CPR for the mind – a set of tools and knowledge that can make a real difference in someone's life.

This informative training session is designed to equip you with the knowledge and skills needed to identify the signs of mental health issues among yourself and your colleagues.

## Our training program encompasses a wide array of critical areas including:



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[Healthcare Services](#)

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# Useful Wellbeing Resources

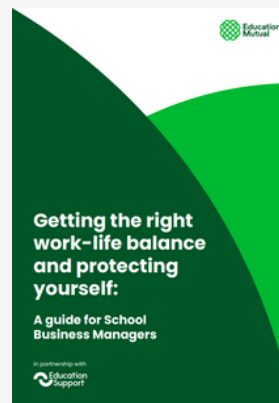
Fuel your wellbeing, empower your mind



## 1. Supporting each other with mental health and wellbeing: A guide for School Business Managers

Use this guide to help your colleagues maintain positive wellbeing in your professional role.

<https://www.educationmutual.co.uk/wp-content/uploads/2022/11/Resource-1-Mental-health-and-wellbeing.pdf>



## 2. Getting the right work-life balance and protecting yourself: A guide for School Business Managers

Use this guide to aid the creation and management of a healthy work-life balance.

<https://www.educationmutual.co.uk/wp-content/uploads/2022/11/Resource-2-Work-life-balance.pdf>



## 3. Ofsted inspections and wellbeing: A guide for School Business Managers

Use this guide to help uphold your own mental health, as well as that of your colleagues, throughout Ofsted inspections.

[https://www.educationmutual.co.uk/wp-content/uploads/2023/03/Resource-3-Ofsted\\_3.pdf](https://www.educationmutual.co.uk/wp-content/uploads/2023/03/Resource-3-Ofsted_3.pdf)



[Mental Health and Wellbeing Services](#)

[Menopause Support Services](#)

[Healthcare Services](#)

[Occupational Health Services](#)

[Pupil Wellbeing Service](#)



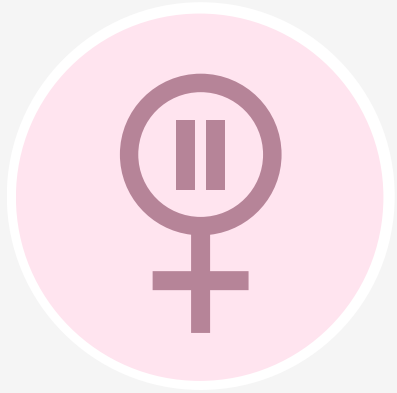


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# Menopause Support Services

The menopause is an inevitable phase in every woman's life and each journey is unique and often challenging.

At Education Mutual we understand the significance of the transformative period. Our dedicated team have crafted a tailor made package of support services to help your staff navigate their way through their own menopausal journey.

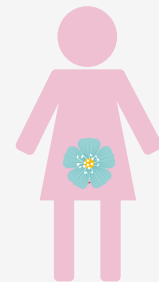


# Menopause Counselling

Embrace change, embrace you

Menopause Counselling provides a safe and confidential space for individuals to explore their feelings, concerns, and questions.

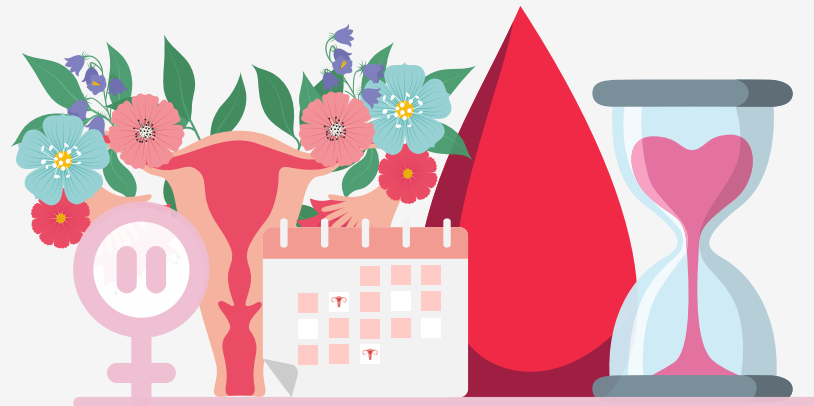
Our expert counsellors are trained to address the emotional and psychological aspects of this transition, offering guidance on managing anxiety, mood swings, and other emotional challenges that may arise. We believe that open dialogue and professional support are essential in helping individuals embrace this new chapter with confidence and resilience.



# 90%

## of UK workplaces

have no formal support for women experiencing the menopause



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[Healthcare Services](#)

[Occupational Health Services](#)

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# Menopause Webinars

Embrace educational empowerment

We host specialised webinars for those managing menopausal symptoms and supporting others in this phase of life.

## Navigating Menopause: Your Personal Journey

Our menopause webinar empowers individuals with practical guidance and personalised strategies to navigate their unique experiences during this life stage.

 **18th June @ 4pm**

 **20th June @ 10am**

## Menopause: Supporting Staff in the Workplace

Our workplace support webinar provides insights and strategies for both employees and employers to foster a supportive environment for those who may need it.

 **5th March @ 4pm**

 **12th March @ 10am**



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 [Menopause Support Services](#)

[Healthcare Services](#)

[Occupational Health Services](#)

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# Healthcare Services

Becoming an Education Mutual member school doesn't just enhance your absence protection; it opens doors to a wide range of health and wellbeing services, included in the membership at no additional cost.



NEW

# Maternity & Paternity Support

Helping you to navigate parenthood

This new specialist service has been introduced to provide expectant parents with the guidance, resources, and care they need to navigate this remarkable time throughout periods of pre-leave, during and post-leave.

From expert advice on pregnancy health to assistance in planning for your period of leave and a return to work, our Self Development & Career Coaches are here to provide a smooth and empowering transition.

An opportunity for new mothers and fathers to discuss all things relating to the challenges parents may face

## Session Dates:

- 20th March @ 11am
- 17th April @ 11am
- 15th May @ 11am
- 12th June @ 11am
- 16th October @ 11am
- 13th November @ 11am



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[Menopause Support Services](#)

[Healthcare Services](#)

[Occupational Health Services](#)

[Pupil Wellbeing Service](#)





# Flu Vaccines

Shielding you throughout the winter

We believe in supporting those who support their staff, and this initiative is just one of the many ways we demonstrate our commitment to our member schools.

Staff members who are not already eligible for a free vaccination through the NHS, and are named on the membership, can access free flu vaccines through Education Mutual.



*“We’re so delighted that Education Mutual offered the flu vaccination to all our covered employees this year.*

*Compared to last year, the level of sickness has also dropped for this time of year which has relieved the stress of trying to cover any absences.”*

**Denise Stratfull**

School Business Manager



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[Menopause Support Services](#)

 [Healthcare Services](#)

[Occupational Health Services](#)

[Pupil Wellbeing Service](#)







# Physiotherapy

Restoring motion and revitalising lives

At Education Mutual, we take pride in our expansive nationwide network of highly skilled physiotherapists.

We prioritise your staff by arranging face-to-face sessions at times, dates, and locations that align with their schedules and preferred locations.



# 95%

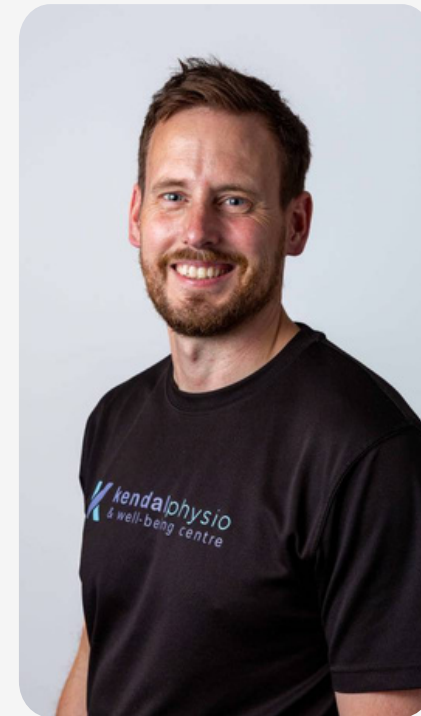
of our physiotherapy sessions are delivered within a 5 mile radius of the staff members home address

*“As part of the Education Mutual physiotherapy network, we are experts in treating musculoskeletal injuries that affect your joints, muscles, nerves and tendons. Our approach is based on listening and taking the time to understand your problem.*

*Following a thorough assessment, we develop a treatment plan that details your journey from where you are now to where you want to be so you know what to expect and when”.*

**Richard Clarke**

Part of the Education Mutual Physiotherapy network



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[Menopause Support Services](#)

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[Occupational Health Services](#)

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# Nurse Support Service

Here to listen, here to encourage

Education Mutual's Nurse Support Service embodies compassion and expertise, driven by a team of registered nurses who possess a wealth of knowledge and a strong understanding of the physical, mental, and emotional needs of individuals.

Our dedicated nurses serve as pillars of strength during some of life's most challenging moments. They each extend their invaluable assistance and unwavering support to those in need.

**Our Nurses support those going through various circumstances, including:**

-  Cancer
-  Stroke
-  Medical Trauma
-  COVID-19
-  Cardiac Conditions
-  Mental Health Illnesses
-  Life-Changing Conditions
-  Life-Limiting Conditions



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[Menopause Support Services](#)

 [Healthcare Services](#)

[Occupational Health Services](#)

[Pupil Wellbeing Service](#)





# 24/7 GP Service

Managing your health doesn't always fit into the 9 to 5

Our service is a valuable resource that offers individuals the utmost flexibility when it comes to accessing expert medical advice. Connect with a qualified general practitioner from the comfort of your home, office, or wherever you are. Prioritise your health on your terms.

We understand that medical concerns can arise at any moment. That's why our team of experienced and compassionate general practitioners are available 24/7, ensuring you have access to quality healthcare whenever you need it.



Staff can choose telephone or video consultations to suit their preference



Advice around the clock, whenever you need it



GPs can organise private prescriptions for collection at your local pharmacy



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[Menopause Support Services](#)

▶ [Healthcare Services](#)

[Occupational Health Services](#)

[Pupil Wellbeing Service](#)





# Surgical Assistance Programme

It's time to cut out NHS wait times

There is often a lengthy NHS waiting list for common surgical procedures, meaning employees can remain out of work for a considerable amount of time.

Our surgical assistance programme involves coordinating and overcoming obstacles you and your employees face relating to the healthcare system. Research has found that the sooner a procedure is carried out, the shorter the recuperation period.

## Our Case Managers help by:



Facilitating private specialist surgical procedures



Ensuring that all procedures are carried out in private local hospitals to you



Providing useful advice after seeing a specialist



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[Healthcare Services](#)

[Occupational Health Services](#)

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## Occupational Health Services

Education Mutual is committed to offering beneficial services to our members.

Occupational Health services were introduced to the membership as a direct response to member requests. Our Occupational Health service is 5\* rated by members, and provides a suite of services to support your school.



NEW

# Neurodiversity Training

Embracing the uniqueness of diverse minds

In today's diverse workplace, recognising and embracing neurodiversity is not just a matter of inclusion; it's a strategic advantage.

Our Neurodiversity Training allows employers to gain insight into a diverse range of neurological conditions such as ADHD, Autism and Dyslexia, and highlights the strengths neurodiverse individuals bring to a team. This training focuses on fostering an inclusive workplace culture, offering effective communication strategies and exploring reasonable accommodations.

## Session Dates:

- 🌐 24th April @ 11am
- 🌐 19th June @ 11am
- 🌐 25th September @ 11am
- 🌐 20th November @ 11am



All sessions are available via webinar



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[Healthcare Services](#)

▶ [Occupational Health Services](#)

[Pupil Wellbeing Service](#)





# Occupational Health Assessments

Workplace wellness starts here

These can be requested by employers at any point during the absence management process.

Our assessments are conducted by Specialist Occupational Health Practitioners (SOHP) who bring expertise and understanding to each case.

The primary aim of the report is to advise management of issues affecting the employee's health and to make recommendations on reasonable adjustments that could be made to ensure a safe/healthy working environment for the employee.

Our member schools rate our Occupational Health Services



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[Menopause Support Services](#)

[Healthcare Services](#)

 [Occupational Health Services](#)

[Pupil Wellbeing Service](#)





# New Employee Assessments

Building teams, assessing excellence

We understand the importance of welcoming and supporting new staff members. This is made possible through our comprehensive assessments for new employees.

Once completed, this will be reviewed by a fully trained Specialist Occupational Health Practitioner (SOHP). They will identify any underlying medical conditions that may affect the new employee's fitness to work and issue the school with a Fit-For-Work certification.



This service supports the employers' obligations under

  
The Equality Act 2010



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[Healthcare Services](#)

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[Pupil Wellbeing Service](#)







# Occupational Health Support Line

Expert guidance, anytime you need

Our occupational health support line can be used by member schools to provide expert guidance before, during and after an Occupational Health Assessment, users can discuss a wide number of topics.

## Users can discuss:

- 🌐 The appropriateness of a referral
- 🌐 What questions to ask prior to a referral
- 🌐 Clarification of any points raised in the final report



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[Menopause Support Services](#)

[Healthcare Services](#)

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# Occupational Health Hub






Connect. Care. Thrive

This resource is dedicated to fostering a healthy and supportive learning environment for our member schools.

Our hub is designed to prioritise the wellbeing of educators and staff within the education sector.

This comprehensive resource has been crafted to empower schools with the knowledge and tools they need to create a thriving, healthy, and productive educational environment.

## Explore topics including:

-  **Managing absence & presenteeism**
-  **Workplace health promotions**
-  **Managing a return to work**
-  **Mental Health Awareness in the Workplace**
-  **Professional Development**



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[Menopause Support Services](#)

[Healthcare Services](#)

 [Occupational Health Services](#)

[Pupil Wellbeing Service](#)





Education  
Mutual

in partnership with

# Deloitte. Legal Services

Guiding schools to ensure compliance

Member schools access exclusive rates to for support and guidance from the UK's highest quality legal teams.

2,500  
legal experts



## What makes Deloitte Legal unique?

The Deloitte Employment team work directly with schools offering comprehensive support to enhance their capabilities in the following areas:

- Liaising with trade unions
- Negotiating exits and severance arrangements
- Monitoring and mitigating potential employment law risk
- Building the blueprints to enforce their legal rights in a timely manner
- Address employment litigation
- Reacting to adverse events when they occur to minimise damage and disruption



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[Menopause Support Services](#)

[Healthcare Services](#)

▶ [Occupational Health Services](#)

[Pupil Wellbeing Service](#)





**NEW**

# Pupil Wellbeing Service

Your path to pupil success

Education Mutual has supported the mental health and wellbeing of our member schools and their staff for a number of years. We are passionate about providing tools to ensure a happy and healthy workplace.

This year we have created a package to support pupil wellbeing within our member schools. Our pupil wellbeing services enable members to deliver a whole school wellbeing approach.



## The type of topics we will cover are:

- Confidence and body language
- Emotional regulation
- Grief and loss
- Building resilience



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[Menopause Support Services](#)

[Healthcare Services](#)

[Occupational Health Services](#)

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**We're the UK's largest member owned  
provider of staff absence protection**



**Education  
Mutual**



01623 287840



[www.educationmutual.co.uk](http://www.educationmutual.co.uk)



[learnmore@educationmutual.co.uk](mailto:learnmore@educationmutual.co.uk)

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To access the services included  
in your cover, scan this QR Code  
with your mobile device to fill  
out a Healthcare Request Form



**Gold Trusted  
Service Award**  
2023

feefo<sup>oo</sup>



**Gold Trusted  
Service Award**  
2024

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