



Education
Mutual

Staff Absence Protection
for Schools and Trusts.

**Health &
wellbeing
services.**

feefo ®01.2026



EXCEPTIONAL - 4.9 OUT OF 5



A mutual approach to health and wellbeing.

We understand the ripple effect a single staff absence can cause - disrupted routines, added pressure, and strained student support.

Education Mutual delivers health and wellbeing services designed specifically for schools, with a clear focus on preventing and reducing staff absence.

Our comprehensive offering empowers members to adopt a whole-school or trust-wide approach to wellbeing, ensuring that your staff members are supported.

You get these at no extra cost
- just for being a member!



School Business
Leaders/Managers



School
Pupils



Teaching and/
or Support Staff



Trust Leaders/
COO/CFOs

Elaine K
★★★★★

“Competitively priced and the customer service is always fantastic.”

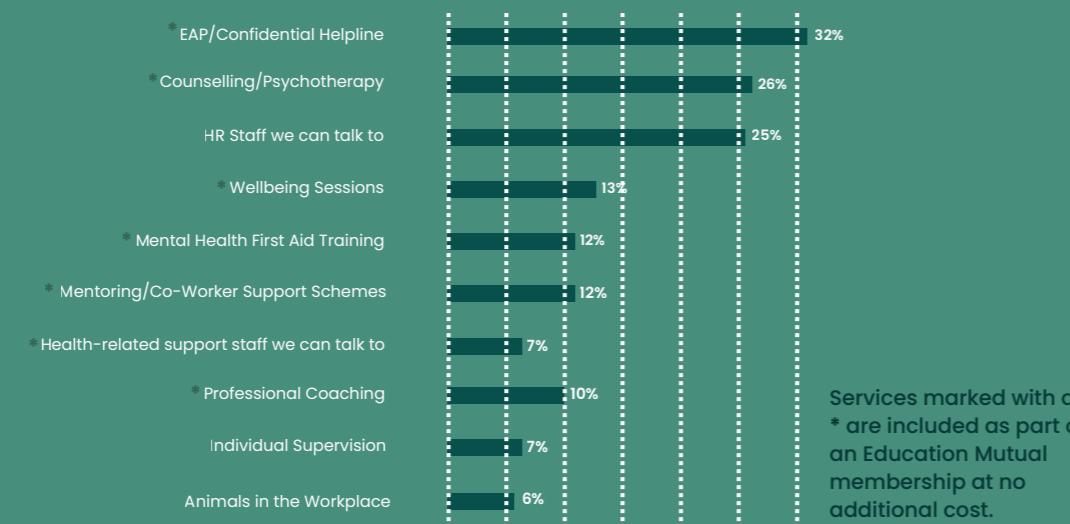
Date of purchase: 26/03/2025

A closer look at wellbeing in the education sector.

The educational settings that currently provide mental health and wellbeing services for their staff members

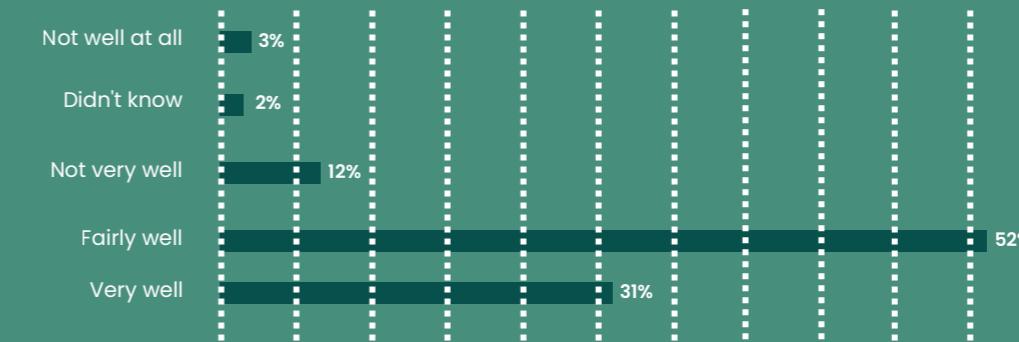


The mental health services to be of most benefit when dealing with work-related factors impacting on wellbeing

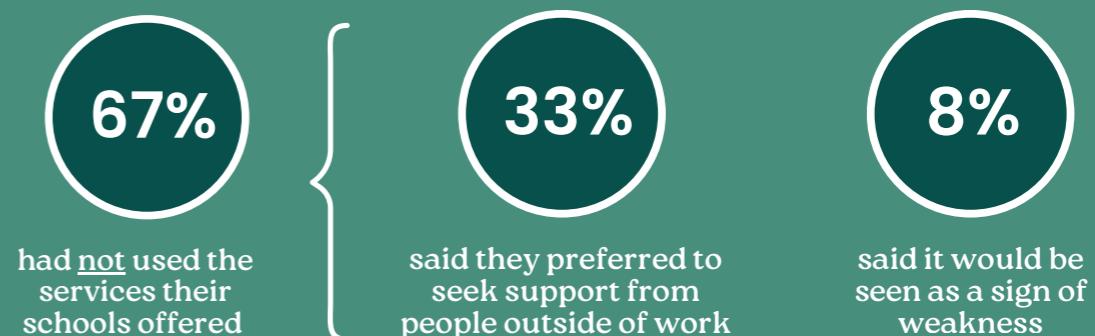


The chart above shows the top 10 services of benefit

How well schools support their employees who experience problems with their mental health and wellbeing



Many individuals face barriers that prevent them from using any workplace mental health and wellbeing services



*Data taken from the 717 responses via Education Mutual School Business Leader Wellbeing Index 2025 & School Business Leader Wellbeing Index 2025 - MAT Edition

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#1

New for 2026

We're evolving our offering with smarter services and proactive support



Menopause coaching

Mentally healthy school community



New for 2026



Menopause coaching

Experiencing the change of menopause doesn't have to be a solo journey. Our new Menopause coaching service, [created in collaboration with Sharon Worth Coaching](#), helps you to live in sync with your hormones, to unravel, understand and influence their powerful impact.

Delivered in collaboration with Sharon Worth, a Level 5 EMCC accredited transformational coach specialising in women's wellbeing, this offering provides targeted guidance for individuals navigating the complexities of menopause, with additional support for particularly where it intersects with neurodivergence. Hormonal shifts during menopause can do more than trigger hot flushes and mood swings – they can even unmask or amplify traits associated with neurodivergence, such as ADHD, autism and sensory sensitivity.

Drawing on her expertise, this coaching will explore:

- The intersection of menopause and neurodivergence
- Fluctuating oestrogen levels
- Impacted cognition and identity
- Emotional regulation



Scan this QR Code to explore **Sharon Worth Coaching** in further detail



Mentally healthy school community

This newly developed session is accessible to all members of the school workforce to embed mental health awareness into daily practice, with particular emphasis on behaviour management and support for pupils with special educational needs and disabilities (SEND).

With many schools experiencing a shortage of specialist SEND professionals, staff in non-teaching roles—such as school business leaders, administrative teams and pastoral support—are often drawn away from their primary responsibilities to assist with behaviour and inclusion needs. Designed as a whole-school approach, the session equips staff with the practical tools, confidence and shared understanding needed to respond effectively to pupil behaviours, while being mindful of individual SEND needs. To alleviate the wellbeing pressures faced by school staff due to SEND provision gaps, this service was developed in direct response to the School Business Leader Wellbeing Index 2025.



working in an academy, reported that their wellbeing had been impacted by a lack of provision for pupils with special needs



said that problems with staffing negatively impacts their mental health and wellbeing at work

\\ \\
#2

Healthcare Services

Services designed for working
life in education



Flu vaccinations

Nurse support service

Physiotherapy

24/7 GP service

Voice care

Surgical assistance

Balancing parenthood



24/7 GP service

Our 24/7 GP service gives you the freedom to access expert medical advice whenever and wherever you need it. Whether you're at home, at work, or on the move, you can connect with a qualified general practitioner in minutes – no appointments, no waiting rooms.

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



Flu vaccinations

We understand that healthy staff means fewer absences, stronger teams, and better outcomes for pupils. That's why 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.

This service is simple to access and designed to help schools protect their teams during flu season. It's part of our broader commitment to proactive health support and reducing disruption in education settings.



"Just wanted to feedback how easy and efficient the flu booking system is! I completed my form yesterday, had a voucher by the afternoon and booked it for Sunday last night!" *2024

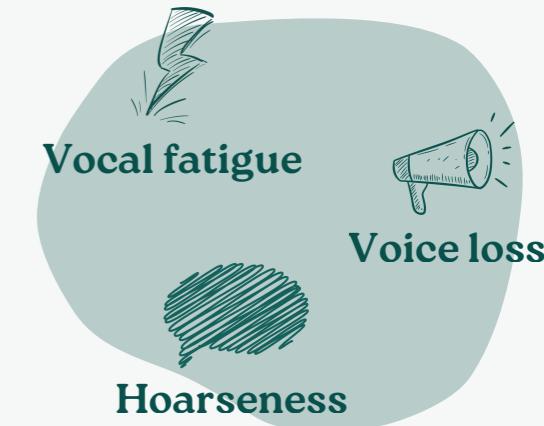
- St John's CE Primary and
Woodlands CE Primary



Voice care

In the education sector, your voice is one of your most valuable assets. It's the key to communicating effectively and engaging with staff and students.

With the right techniques and self-care habits, our voice care service empowers you with proven techniques and practical self-care habits to protect and enhance your voice. Communicate clearly, manage behaviour effectively, and maintain authority and connection in every interaction.



Physiotherapy

Our nationwide network of highly qualified physiotherapists provides face-to-face treatment for a wide range of physical injuries. Whether it's a sports injury, repetitive strain, or post-operative recovery, we help employees get back to full strength quickly and safely, reducing time off work and restoring their ability to enjoy everyday life.

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 physiotherapy sessions

are delivered within a 5-mile radius of the staff members home address

*Data received by our healthcare provider via Referral to Supplier percentage for 2025



Nurse support service

At the heart of our Nurse support service is a team of experienced registered nurses. Whether navigating illness, recovery, or personal hardship, their support and guidance are provided during life's most difficult moments, helping members feel heard, cared for, and never alone.

Accessible, confidential, and tailored to individual needs, this service helps ensure that every member receives the right care at the right time.



Surgical assistance

Long NHS waiting lists for routine surgical procedures can leave employees sidelined for weeks or even months. Our surgical assistance programme involves coordinating and overcoming obstacles you and your employees face relating to the healthcare system.

We help to accelerate the timeline for surgery by coordinating access to private treatment options and provide guidance through complex healthcare pathways. This aims to reduce the risk of complications and help employees return to work faster, healthier, and with greater peace of mind.

Our dedicated nurses offer steadfast encouragement during some of life's most challenging moments, such as:

- Cancer
- Stroke
- Cardiac conditions
- Mental health illnesses
- Medical trauma
- COVID-19
- Life-changing conditions
- Life-limiting conditions



Balancing parenthood

This specialist service has been introduced to help provide expectant parents with the guidance, resources, and care they need to navigate this remarkable time in their lives.

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.

Helping parents share and explore the ups and downs of early parenthood during:



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



Trusted Customer



"Their services are easily accessible for all staff and beneficial to us as an employer to be able to offer as extras.

Date of purchase: 17/06/2025

3

Mental Health and Wellbeing Services

Tailored mental health support for your workforce



Face-to-face counselling

Mental health first aid training

Stress management

Financial wellbeing coaching

Grief & resilience

Men's mental health

Sleep therapy



Face-to-face counselling

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 the process is as easy and accommodating as possible.



Mental health first aid training

Just as physical first aid equips you to help in a medical emergency, this course provides practical tools to assist someone in emotional or psychological distress. Think of it as CPR for the mind: a practical, evidence-based approach to supporting mental wellbeing in the workplace and beyond.

This training is ideal for school staff seeking to build resilience and reduce the personal stigma around mental health. Participants gain confidence in having supportive conversations, understanding risk factors, and promoting wellbeing for themselves and others.

Each member is free to choose the counselling approach that works best for them:

90%

of our member schools prefer to use our face-to-face counselling sessions

10%

of our member schools prefer to use our virtual counselling sessions

*Data received by our healthcare providers monthly usage volumes for 2025



Sleep therapy

This service provides the opportunity to make meaningful changes that will positively affect an individual's personal health and professional performance.

Facilitated by a leading sleep consultant, with over 20 years' experience in the field, this service equips your staff with practical advice and actionable insights to help improve their sleep quality.

Whether you're battling insomnia, stress-related sleep issues, or simply want to optimise your rest, reclaim your nights, and re-energise your days with this session.

Staff will be educated on:



Common sleep barriers & how to beat them



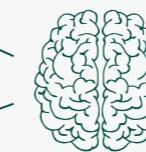
The importance of sleep for stress management, cognitive function, and emotional resilience

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

The identification of early indicators

Recognising symptoms of mental ill health

Providing effective intervention strategies



Equipping school teams with empathetic communication



Grief & resilience

Navigating bereavement is a deeply personal and often complex experience. It's important to remember that everyone grieves differently, and the grieving process is not a one size fits all.

To better reflect our commitment to personalised care, we've evolved our previously named 'Bereavement' service. We provide a safe, non-judgmental space for individuals to explore their feelings, access tailored resources, and build coping strategies that honour their personal experience of loss whether they're facing the immediate impact of bereavement or dealing with long-term grief.

In addition to year-round support, this service offers tailored guidance for significant times, such as:



Blue Monday, Valentines Day, Mother's Day, Father's Day and Christmas



Financial wellbeing coaching

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

Whether you're navigating debt, planning for major life changes, or simply seeking more control over your financial future, our efficient 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 coaches will share tips and resources to:

- #1 Access to a 24/7 digital content library
- #2 Customise a personal financial plan
- #3 Support your wellbeing via talking about money worries
- #4 Review any financial concerns



Stress management

Our newly enhanced 'Stress coaching' service offers tailored, compassionate support for individuals and schools of all sizes and experience levels.

The session is led by a dedicated therapist with extensive experience supporting school staff and employers, who also adheres to the highest standards of ethical and therapeutic practice. Stress affects everyone differently and our service is designed to meet you where you are on that journey, with practical support that makes a real difference.



Men's mental health

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

Men receive confidential access to mental health professionals who provide tailored support for managing mental wellbeing. The service is specifically designed to help men navigate the unique pressures of working in education.

This includes assistance with:

Maintaining a work-life balance

Overcoming burnout

Providing men with the tools to take control of stress, anxiety, and depression

\\/ #4 **Occupational Health Services**

Caring for your team's mind and body,
every step of the working journey



Occupational health assessments

Staff reputation legal protection

Occupational health support line

Neurodiversity training

New employee assessments

Risk management protection

Occupational health hub



Occupational health assessments

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

Our assessments are conducted by Specialist Occupational Health Practitioners (SOHP) who bring expertise and understanding to each case. These can be requested by employers at any point during the absence management process.



Occupational health hub

Our occupational health hub is a dedicated resource to promote a healthy, safe, and supportive working environment across our member schools. Our hub is designed to prioritise the wellbeing of educators and staff specifically within the education sector.

In a sector where demands are high and resilience is essential, having a central hub of occupational health resources can help schools respond to challenges with clarity and consistency. It reinforces a culture where staff wellbeing is embedded into the wider people strategy, helping school leaders take a more strategic, consistent approach to creating a sustainable working environment.

Dive into the hub for insights on:

- #1  Managing absence & presenteeism
- #2  Workplace health promotions
- #3  Mental health awareness
- #4  Professional development
- #5  Managing a return to work



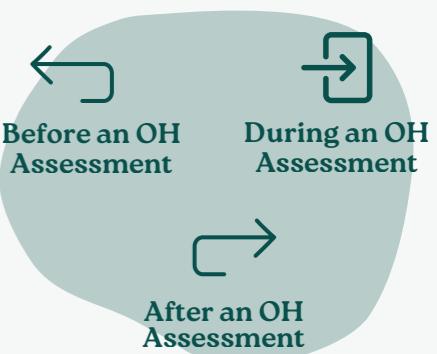
Occupational health support line

The support line offers a confidential space to empower managers, employees, and HR professionals alike. Whether you're seeking advice on how to approach a sensitive health issue, need help interpreting occupational health recommendations, or want to understand the next steps following a report, our experienced advisors are here to help.

Any user can utilise this service to discuss a variety of topics on this supportive help line, including:

- Questions to ask before a referral
- Clarification of points raised in the final report
- The suitability of a referral

This resource can be used by member schools to provide expert guidance:



New employee assessments

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.



Risk management protection



Our new service is designed specifically to reduce risk management overheads while ensuring the safety and wellbeing of students, staff, and visitors.

Access to this dedicated website equips schools and academies with access to essential resources by offering ready-to-use templates and working examples tailored to common scenarios.

This means less time spent drafting documents from scratch and more confidence in meeting compliance requirements.



Staff reputation legal protection

Reputation is invaluable, and threats to it can emerge unexpectedly, often with far-reaching consequences. We help provide essential protection for school staff against the financial and emotional impact of defamation.

We stand by you to help safeguard your reputation, ensuring you can focus on what matters most, educating and inspiring your pupils. This service covers the initial legal costs to help you take swift and effective action on damaging statements made about you arising from your professional duties.

Access essential tools tailored to support your schools' statutory duties, such as:

- ✓ Model health and safety policies
- ✓ Framework templates
- ✓ Authoritative guidance
- ✓ Safe systems of working (SSOW)
- ✓ Risk assessment templates
- ✓ Termly safety bulletins and newsletters

“While it is never a situation you hope to face, having access to this level of service as part of our policy proved invaluable. We are extremely grateful for their assistance and for being such a valuable addition to an already comprehensive policy.”^{*2025}

Zest Academy Trust



Neurodiversity training



Creating an inclusive school environment means recognising that neurodivergent staff, those with conditions such as autism, ADHD, dyslexia, and others, may experience and interact with the workplace differently. Yet, without appropriate understanding and support, these individuals may face barriers to thriving professionally. Drawing on principles from the SEND framework used in education, we bridge the gap between school-based support and adult workplace inclusion. This ensures that neurodivergent professionals are not left behind and their potential is recognised.

We offer two focused training sessions:



Neurodiversity training - For employers

The lived experience of neurodivergent employees can enhance understanding when working with neurodiverse pupils. Their first-hand understanding contributes to identifying gaps in your school's SEND provision to ensure it is both inclusive and responsive. We show how these inclusive strategies can be extended to support adults working within the school community—whether they are teachers, teaching assistants, administrators, or support staff.

This training session is designed to provide:

- Practical tools for building an inclusive work culture
- The unique strengths and talents of neurodivergent individuals in the workplace
- Understanding the effects of stigma in the workplace
- How neurodiversity can drive innovation, creativity, and success



Navigating your neurodiversity - For individuals

Whether you've received a formal diagnosis or identify with traits associated with neurodivergent profiles, this training helps you understand your strengths, advocate for your needs, and access reasonable adjustments.

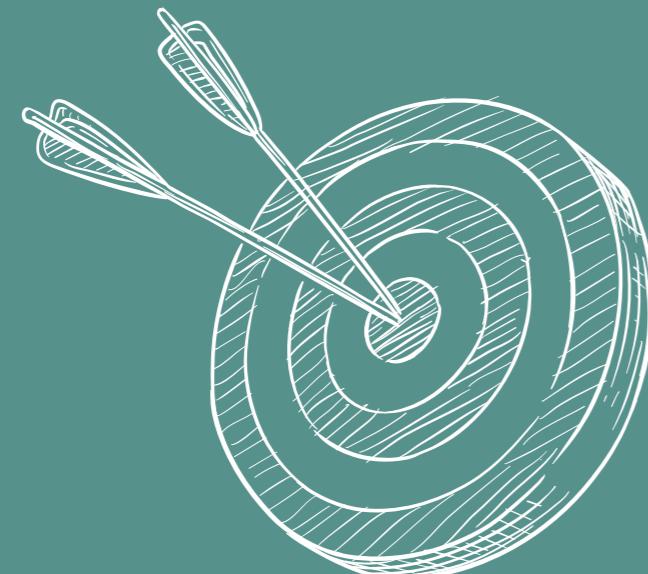
This training session is designed to provide guidance on:

- How to communicate with managers about support needs
- Understanding your rights under workplace legislation
- Building strategies for managing sensory sensitivities and executive functioning challenges

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#5

Leadership development

Strengthening leadership and professional development



CPD-accredited courses

Over 140 module topics

Access included at no additional cost

Designed for Trust leadership

Enhancing professional growth

Open to Trust CFOs, COOs and others

An overview of our Leadership development service



Education Mutual now provides a comprehensive Leadership development support service. This platform is designed to enhance professional development, serving as an enhancement to your Education Mutual membership at no additional cost.

**Designed for Trust
Leaders, COOs,
CFOs and others!**

Upon completing each course, participants receive course notes and an action plan, helping them to apply their learning directly to their roles. Employers can also review the action plans to support strategic development within their trusts.



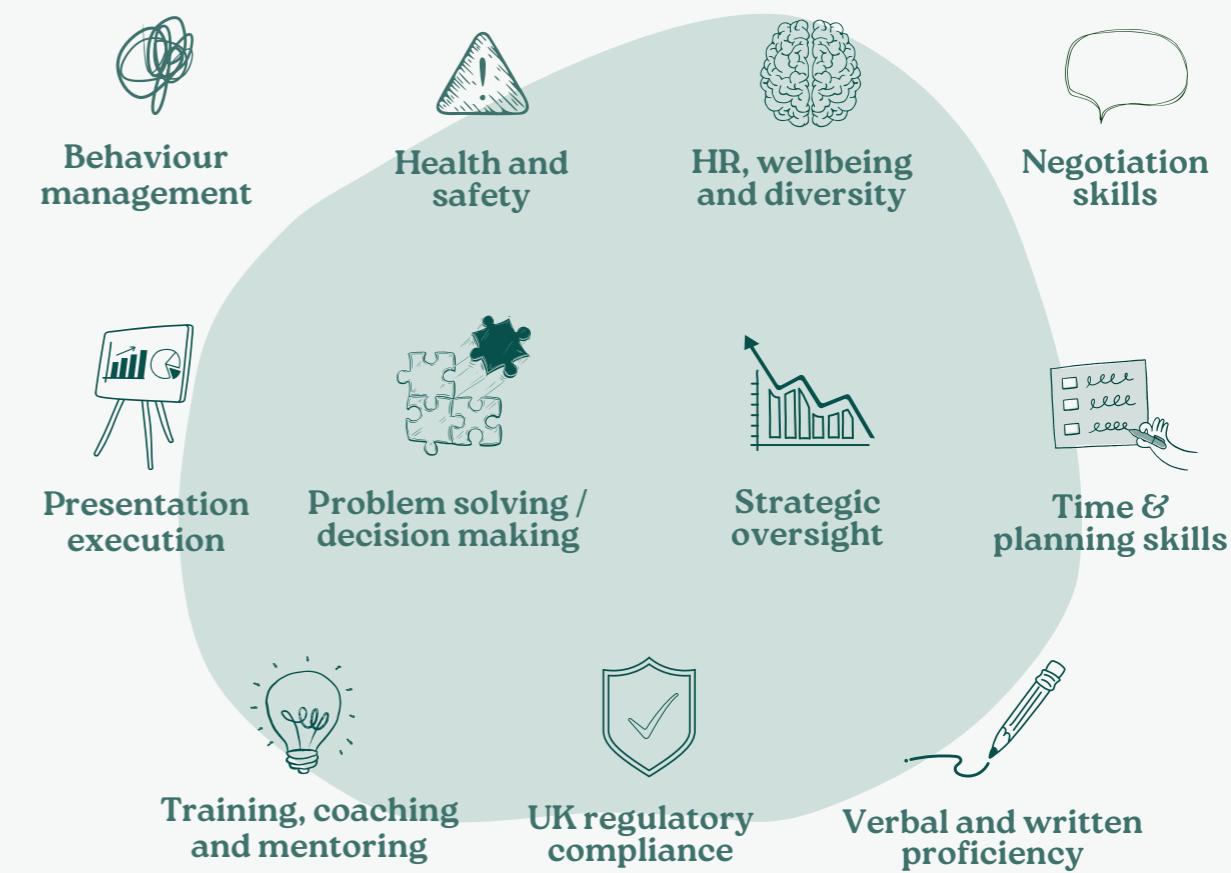
CPD certified development

Each module, consisting of four interactive lessons, is accessible to all staff. Participants receive certification upon completion, along with course notes to embed learning into their roles.

Actionable development for Trust leaders

Providing strategic, hands-on guidance

Our Leadership Development provides over 140 CPD-accredited courses designed to enhance professional growth for members in categories including:

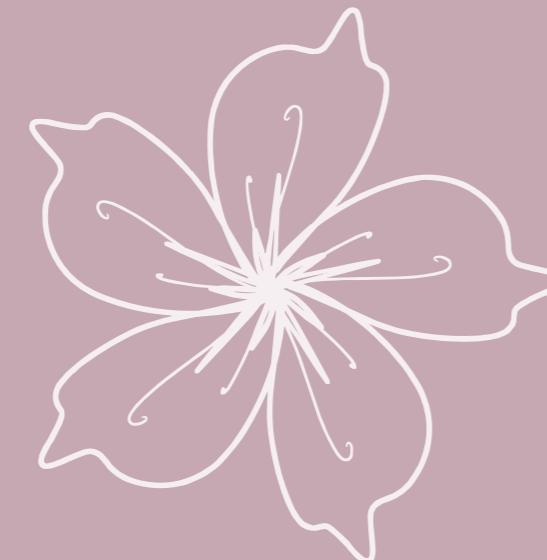




#6

Menopause support services

Empowering you through an inevitable
phase in every woman's life



Menopause counselling

Supporting staff in the workplace

Menopause symptoms tracker

Navigating your personal journey

Guidance for partners

Menopause blog



Menopause counselling

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

Our counsellors are trained to address the emotional and psychological aspects of this transition. We believe that open dialogue and professional support are essential in helping individuals embrace this new chapter with confidence and resilience.



Supporting staff in the workplace

Our practical, evidence-informed session is tailored for managers, HR professionals, and colleagues to create a menopause-inclusive culture within their schools and academies. By addressing both the physical and psychological impacts of menopause, the session helps participants recognise signs, initiate supportive conversations, and implement meaningful adjustments in the workplace.

The sessions aim to provide attendees with practical tools and strategies to champion menopause inclusivity in their teams. Whether you're shaping organisational policy, developing your people-strategy or simply want to be a more supportive colleague, this webinar empowers you to take meaningful action that promotes wellbeing, retention, and a healthier, more equitable workplace for all.

Responding to the need for Menopause support:

43%

73%

of UK menopause specialists say their patients with mood symptoms would benefit from psychological support

of UK women said that they found therapy helpful

*Data taken from UK Government's official report 'Shattering the Silence about Menopause: 12-Month Progress Report' 2024 & The BACP's UK counselling and therapy trends 2025



Navigating your personal journey

Whether you're just beginning to notice symptoms of the menopause or are deep in the throes of them, this session offers a safe, supportive space to explore what menopause means for you.

Led by an experienced professional, you'll receive up-to-date information on treatment options – from hormone replacement therapy (HRT) to natural remedies. The session also includes open discussion, giving you the chance to share experiences and ask questions in a judgment-free environment. We'll also guide you on how to access further support, whether through healthcare providers, workplace resources, or community networks.

The service provides a collaborative environment for attendees to:

- #1  Explore tips for getting through challenges
- #2  Exchange personal self-care strategies
- #3  Assess the nature and severity of their symptoms
- #4  Utilise emotional or practical support

We guide individuals through menopause by discussing:

Recognising colleagues symptoms



Self-help suggestions for your colleagues

How to develop an effective menopause policy/plan for your school or trust

What menopause, perimenopause, and post-menopause are

Guidance for partners

Partners can empower their loved ones to provide the compassionate, informed, and practical support need during the menopause transition.

Our guidance is designed to help individuals navigate the changes that menopause can bring to a relationship.

We provide compassionate advice on how to understand and respond to symptoms, while fostering empathy and open communication.

Menopause blog

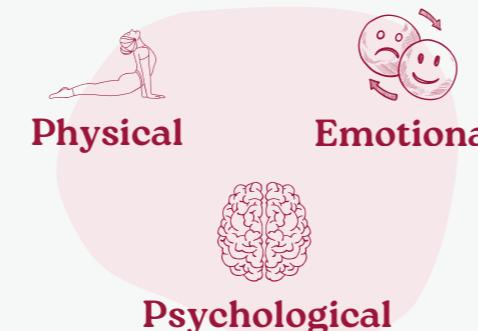
This newly introduced blog is a dedicated space offering valuable insights, tips, and personal stories related to menopause.

The blog's purpose is to cultivate a supportive community—one built on shared stories, expert guidance, and honest conversation around menopause. By blending informative content, practical advice, and authentic personal stories, the blog aims to empower readers with knowledge and invite open-hearted contributions from anyone ready to share their experiences at any stage of the menopause journey.

Our content is created by:

- Dedicated healthcare providers
- Education Mutual staff
- Qualified menopause coaches
- Education Mutual member schools

The resource is tailored to help partners understand various aspects of menopause:



Symptom tracker

The menopause symptom tracker helps individuals monitor and manage their menopause symptoms effectively.

This tool allows users to keep an ongoing record of how their symptoms evolve, alongside helping individuals reflect hormone replacement therapy (HRT) options they may be exploring.

Importantly, bringing your symptom tracker to GP or specialist appointments can significantly enhance the quality of your care. It allows healthcare professionals to see a clear picture of your experience, making it easier to tailor advice and treatment plans to your specific needs.

You'll find discussions on topics such as:



Our tracker enables you to keep track of both your



Menopause-related symptoms



Genitourinary symptoms

EXCEPTIONAL



4.9 OUT OF 5

Product Rating **feefo** 2026

\\\\/
#7

Pupil Wellbeing Service

A whole school approach to health and wellbeing



Accessible online portal

12+ modules available

Staff & pupil customisation

Online avatar guided

Integrate existing frameworks

Additional printable resources

An overview of our wellbeing service for pupils



Education Mutual's Pupil wellbeing service is designed to support schools and trusts in nurturing the mental, emotional, and social health of their students through a digital-forward solution that meets pupils where they are.

Our online wellbeing platform offers an easy-to-use, accessible service. Once set up, educators can assign specific wellbeing modules to each pupil through their own custom account, ensuring that each child receives personalised support.



Wellbeing as learning foundation

Each module is designed to integrate seamlessly into your school's existing framework, aligning with national curriculum standards and supporting key educational priorities. Mental health is embedded throughout - making wellbeing not a separate initiative but a natural part of everyday learning.



Post module resource access

Upon completing the module, pupils will gain access to a comprehensive suite of supplementary resources, all of which are conveniently downloadable and printable.

Support topics and modules

Wellbeing, the fun way

Think of this hub as your wellbeing toolkit full of smart ideas with a variety of topics available to help you support every child.



Confidence and body language



What is mental health?



The art of meditation



Coping with emotional triggers



Practicing gratitude



Coping with challenges

Integrate this content
into your existing
PSHE frameworks!

More topics are currently available, plus additional topics added every month

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with your mobile
device to complete a
quote request form



**Education
Mutual**

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4.9/5
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*012029

Rated 'Exceptional'
★★★★★

