



**Education
Mutual**

Health and Wellbeing for Schools and Trusts



**Gold Trusted
Service Award**

2024

feefo^{es}



**Platinum Trusted
Service Award**

2025

feefo^{es}



A whole school approach to health and wellbeing

The UK's largest member owned provider of staff absence protection

Becoming an Education Mutual member provides access to a wide range of health and wellbeing services which are all included at no additional cost.

Unlock smarter budget management for your school while gaining access to comprehensive health and wellbeing services designed to prevent and minimise teacher absences.



Members rate our **Health and Wellbeing Services**



4.9/5



Rated **Exceptional**



Members rate our **Occupational Health Services**



Since our inception,



has paid

100%

of all valid claims



New Services
for 2025

Mental Health and
Wellbeing Services

Healthcare
Services

Menopause
Support Services

Occupational
Health Services

Pupil Wellbeing
Service



Discover our New Services for 2025

At Education Mutual, we believe that a healthy school environment is a thriving one. We're introducing an array of new health and wellbeing services for the new year to further support our member schools and their communities. We're committed to ensuring that these new offerings seamlessly integrate into The DfE Education Staff Wellbeing Charter, offering flexibility, and lasting impact.





Sleep Therapy

Sleep is a cornerstone of physical and mental health, and yet it is often overlooked when working a role within the education sector.

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

Through practical advice and actionable insights, your staff will be equipped to improve their sleep quality.

Facilitated by a leading sleep consultant, with **over 20 years** experience in the field

Staff will be educated on:



Identifying common barriers to good sleep and how to overcome them



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



Proactive strategies to improve sleep hygiene and create an environment conducive to rest

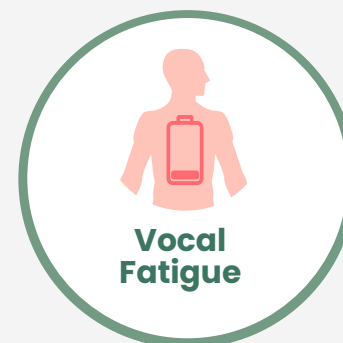


Voice Care

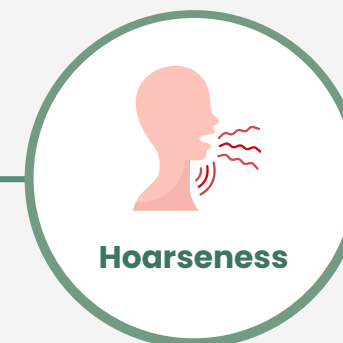
In the education sector, your voice is one of your most valuable assets. It's the key to communicating effectively and engaging with staff and students.

With the right techniques and self-care habits, our new service will ensure that your voice remains strong and reliable throughout your career.

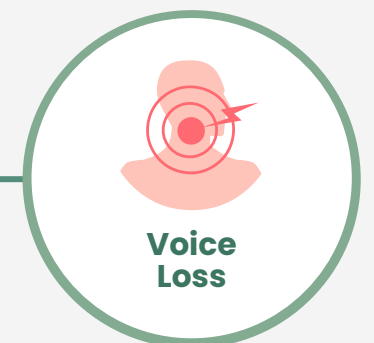
Staff will learn how to develop essential techniques to care for their voice and speech, ensuring long-term vocal health against:



Vocal Fatigue



Hoarseness



Voice Loss



Staff Reputation Legal Protection

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

We stand by you to 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.

Our service includes access to:



Expert legal counsel



A dedicated helpline



Proactive support to manage reputational risks



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 up-to-date documents, templates, and checklists, fostering a proactive approach to risk management.

Our member schools gain access to essential tools and resources tailored to support schools in meeting their statutory duties such as:



Model health and safety policies



Authoritative guidance



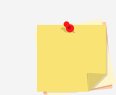
Safe systems of working (SSOW)



Risk assessment templates



Framework templates



Termly safety bulletins and newsletters



New Services for 2025

Mental Health and Wellbeing Services

Healthcare Services

Menopause Support Services

Occupational Health Services

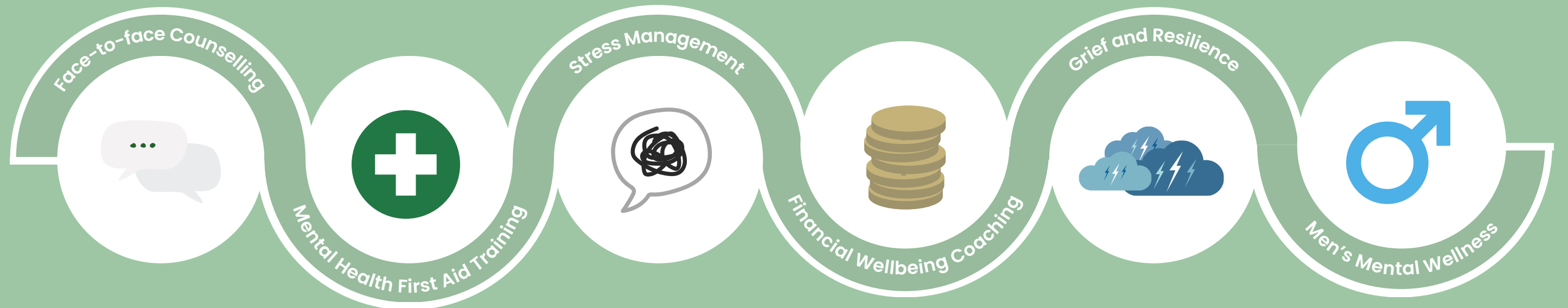
Pupil Wellbeing Service



Mental Health and Wellbeing 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.





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.

90% of our member schools prefer face-to-face sessions



10% of our member schools prefer to use our virtual counselling sessions



*Data received by our healthcare providers monthly usage volumes for 2024



Stress Management

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 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

Hosted by an experienced accredited

bacp | counselling changes lives

registered therapist



Grief and Resilience

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.

Our previously named 'Bereavement' service has been further updated to better reflect our commitment to providing compassionate and personalised support during times of loss.

The service will cover:

- Practical advice to navigate the next steps after a loss, aiding in the management of various challenges.
- Understanding both the emotional and physical impacts associated with bereavement
- Developing insights into the grieving process, offering support for yourself and others



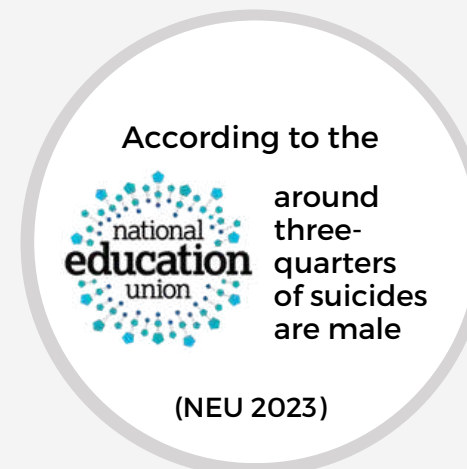
Men's Mental Wellness

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:

- Work-life balance
- Addressing common challenges such as stress, anxiety, and depression
- Overcoming burnout





Financial Wellbeing Coaching

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 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:

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

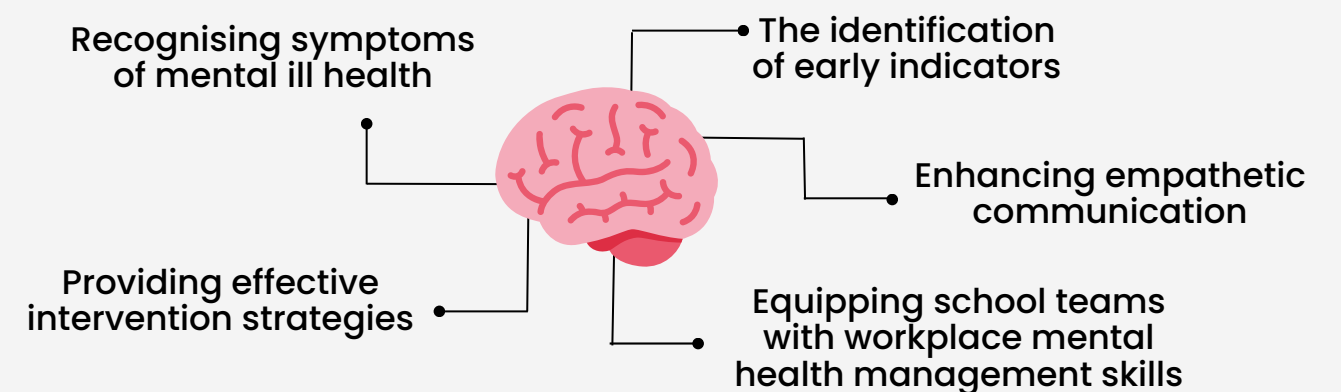


Mental Health First Aid Training

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:





New Services for 2025

Mental Health and Wellbeing Services

Healthcare Services

Menopause Support Services

Occupational Health Services

Pupil Wellbeing Service



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.











Nurse Support Service

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



Physiotherapy

A nationwide network of highly skilled physiotherapists means that no matter the injury, our service can help you with physical injuries, preventing absence from work and the associated time missing out on hobbies.

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

*Data received by our healthcare provider via Referral to Supplier percentage for 2024



24/7 GP Service

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



Flu Vaccines

We believe in supporting those who support their staff. 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.



*"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
Executive Academy Business Leader



Surgical Assistance Programme

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



Balancing Parenthood

This specialist service has been introduced to 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.

We aim to provide an opportunity for new mothers and fathers to discuss all things relating to the challenges parents may face during:





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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 menopause journey.

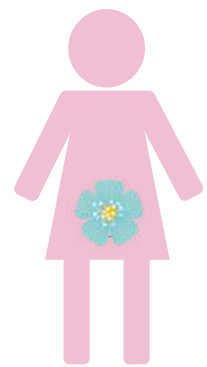




Menopause Counselling

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.



84%

of women who are

unsupported say their menopause symptoms have a mostly negative effect on them at work *CIPD 2023



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.

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



Physical



Emotional



Psychological

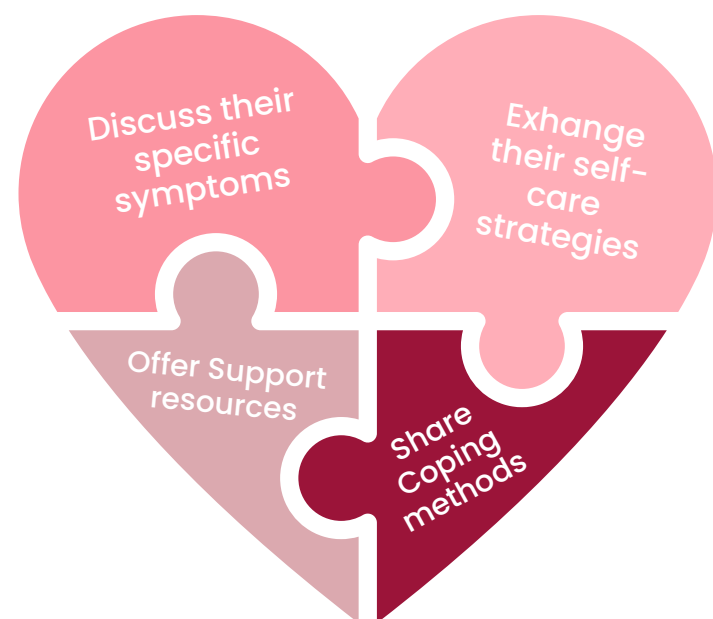


Perfect your Personal Journey

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

Wherever you are on your menopause journey, this session aims to provide practical advice, tips and the latest information on treatments and support options.

The session provides a collaborative environment for attendees to:



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.

This interactive session is designed to help managers, HR professionals, and colleagues understand how to effectively support staff going through menopause. Equip yourself and your team with the tools to support menopausal employees to promote their wellbeing.

This session explores:



Recognising colleagues symptoms



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



Self-help suggestions for your colleagues



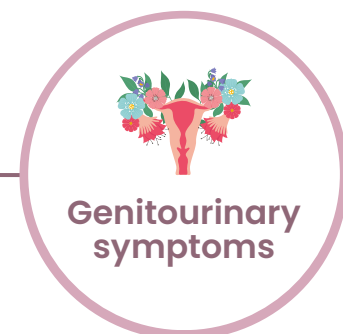
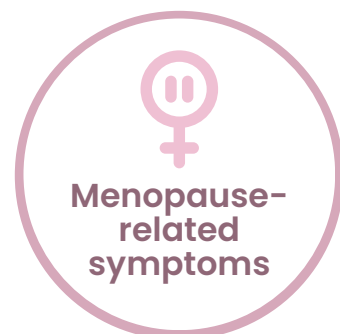
Symptoms tracker

The Menopause Symptom Tracker helps individuals monitor and manage their menopause symptoms effectively.

This tool allows users to track changes in their health, identify patterns, and access personalised advice to better navigate this life stage.

By bringing this symptom log to your GP appointments, you're better equipped to make informed decisions to create a personalised approach to your care.

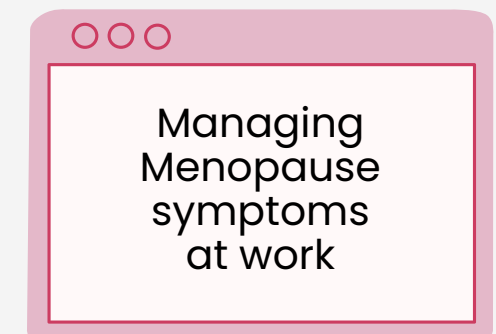
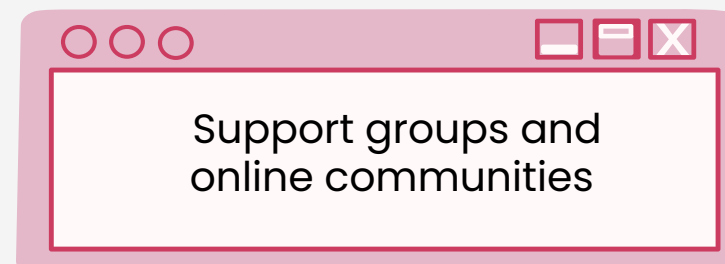
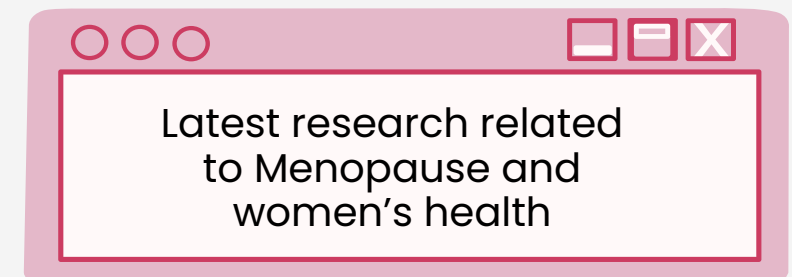
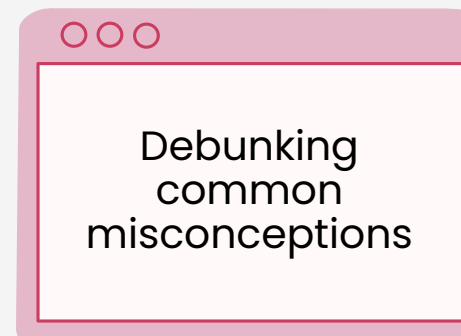
Our tracker enables you to keep track of both your



Menopause Blog

This newly introduced blog is a dedicated space offering valuable insights, tips, and personal stories related to menopause. It aims to raise awareness, break stigmas, and provide support through expert advice and shared experiences.

You'll find discussions on topics such as:





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Occupational Health Services

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

Know how best to support your team with our occupational health services, introduced as a direct result of feedback from members. This service helps teaching and support staff know they are working in a safe and health-oriented environment.





Neurodiversity Training

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 session is designed to provide :



Practical tools for building an inclusive work culture



Exploring the unique strengths and talents neuro-divergent individuals bring to the workplace



Understanding the effects of stigma in the workplace



How neurodiversity can drive innovation, creativity, and success



Occupational Health Assessments

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



*2024

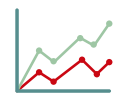


Occupational Health Hub

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.

Dive into the hub for insights on:



Managing absence & presenteeism



Workplace health promotions



Mental Health Awareness



Professional Development



Managing a return to work



Occupational Health Support Line

Our occupational health support line provides expert guidance, whenever you need it most.

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, and the suitability of a referral.

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










Deloitte Legal Services

in partnership with
 Education Mutual

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

The Deloitte Employment team works directly with schools offering comprehensive support to enhance their capabilities.

What makes Deloitte Legal unique?

-  Liaising with trade unions
-  Address employment litigation
-  Negotiating exits and severance arrangements
-  Building the blueprints to enforce their legal rights in a timely manner
-  Monitoring and mitigating potential employment law risk



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.

This service supports the employers' obligations under





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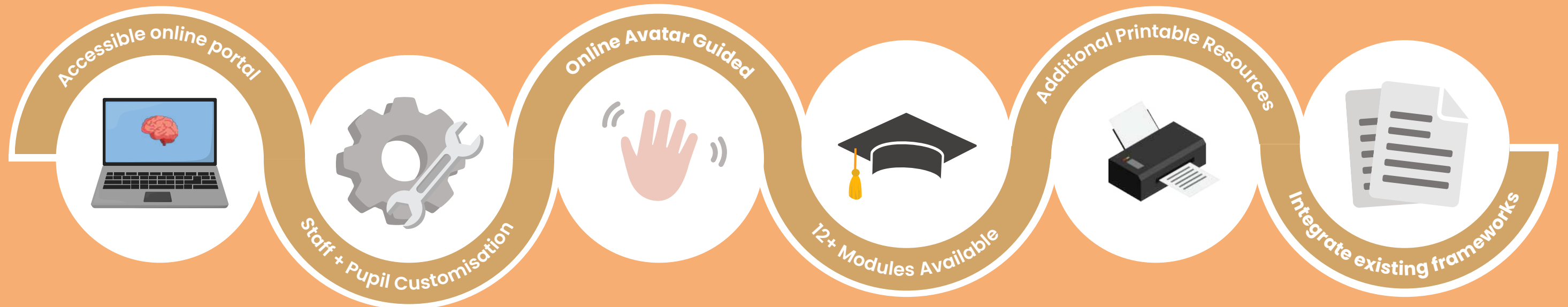
Pupil Wellbeing Service



Pupil Wellbeing Service

Education Mutual has supported the mental health and wellbeing of our member schools and their staff for a number of years. We're incredibly proud of the work we have done to expand our services in this area.

Our pupil wellbeing services enable members to deliver a whole school wellbeing approach. This programme offers new tools that allows students to reach their full potential.





About this service

We are passionate about providing tools to ensure a happy and healthy workplace.

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.

Pupils also have the freedom to select modules on their own, allowing them to explore topics that resonate with them and promote their individual growth.



Each module is designed to integrate seamlessly into your school's existing framework



Upon completing the module, pupils will have access to additional and easily downloadable and printable resources



Support Topics and Modules

Dive into the hub for insights on:



Confidence and body language



What is mental health?



The art of meditation



Coping with challenges



Dealing with grief and loss



Practicing gratitude



Coping with emotional triggers

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



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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

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