

The MaternityTeacher PaternityTeacher Project

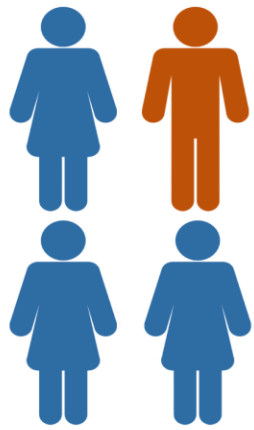
- Founded in 2016
- The UK's only charity for parent-teachers
- Supporting teachers as they become parents
- Helping schools to become more family-friendly workplaces



Why is Our Work Still Needed?

- 21,808 teachers aged 30-49 – men and women – half of leavers
- 9,147 female teachers aged 30-39 – 21% of total leavers (almost 1,300 more than 25-29 year olds of both genders)
- Female teachers aged 30-39 alone make up 27% of our workforce
- We have more female teachers aged 30-39 than **all male teachers put together**





76% of teachers are women



Half of teachers have children under the age of 18

67% of women aged 30-39 are mothers

77% of women aged 40-49 are mothers



(That's around – 19,985 teachers)

4.8% of the teacher workforce are on maternity leave at any given time

... and only 60% of these female head teachers are mothers



27% of female teachers work part time...



Women aged 30-39 represent 21% of teachers leaving the classroom every year



Is this 'motherhood penalty' the reason that only 65% of headteachers are women? (Only 40% at secondary level)

More than half of the teachers leaving to look after families do not return to the classroom



... and get paid 20.4% less than men

... a gap which widens between 35-39



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www.facebook.com/mtptproject
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Funded Opportunities with The MTPT project

Parental Leave group coaching programme

- For colleagues currently on maternity, adoption or shared parental leave

Return to Work workshops

- For colleagues returning from a period of maternity, adoption or shared parental leave

- 52 TSHs involved
- NEU London involvement (Parental Leave group coaching)
- Recorded access to all programmes
- 186 participants last academic year
- 208 participants so far this year



Funded Opportunities with The MTPT project

“The questions really made me think about myself and who I am and who I want to be in a really different way. It was a really safe space to talk openly and freely about my fears and dreams around being a mum and teacher.” – Executive Headteacher, Hampshire (Parental Leave Group Coaching)

“I really enjoyed having to take some time to focus on me and to really think about something deeply whilst making an achievable plan. As a new parent it is so easy to forget about yourself and therefore spend no time actually focusing on something that might be bothering you. I found the guiding questions really supportive and I enjoyed having the three sessions to force myself to think about the issue I had identified.” - Middle Leader, Hertfordshire (Parental Leave Group Coaching)

“There was an instant sense of community and support – I felt less isolated around the process and more confident to have the conversations around returning with more 'back up'. I left feeling very well-informed and confident around my rights / the facts and liked that specific examples were given throughout to illustrate points. There was a great balance of input, breakout rooms and time for questions etc. The session touched on a variety of topics in the school setting and gave a sense of empowerment / positivity.” – Teacher, London (Return to Work workshop)



Accessing Funded Places on Eventbrite

Tuesday, 10 December

December Return to Work Workshop

Part of the [MTPT Return to Work Workshops](#) collection



December Return to Work Workshop

Tue, 10 Dec 2024 10:30 - 12:00 CET

£0 - £45

Get tickets

Promo Code

Enter code

Apply

State School Colleagues in England (live)

- 0 +

Free

Sales end on 10 Dec 2024

Don't forget to share this brilliant opportunity with colleagues returning this year!

State School Colleagues in England (recorded)

- 0 +

Free

Sales end on 10 Dec 2024

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Check out




Accessing Funded Places on Eventbrite

Thursday, 12 December

Parental Leave Group Coaching (Winter "Coffee" Cohort)

Parental Leave Group Coaching (Winter "Coffee" Cohort)

Thu, 12 Dec 2024 10:30 - Thu, 6 Feb 2025 11:30 CET



Promo Code

Apply

State School Colleagues in England (live) - 0 +

Free

Sales end on 12 Dec 2024

State School Colleagues in England (recorded) - 0 +

Free

Sales end on 12 Dec 2024



Collections – All the Dates in One Place

Collection

MTPT Parental Leave

The MTPT Project

110 followers

A three-session group coaching programme for teachers at

Events in this collection



Parental Leave Group Coaching (Summer "Naptime" Cohort)

Tue, 25 Jun, 14:30 CEST

From £0.00

Collection

MTPT Return to Work Workshops

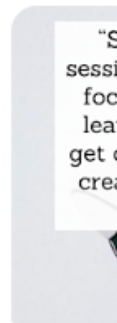
The MTPT Project

110 followers

For teachers, school leaders and support staff returning to work after a period of maternity, adoption or shared parental leave.

Events in this collection

Upcoming (2) Past (2)



Parental Leave Group Coaching (Summer "Naptime" Cohort)

Fri, 20 Sep, 14:30 CEST

From £0.00



October Return to Work Workshop

Mon, 14 Oct, 10:30 CEST

From £0.00



December Return to Work Workshop

Tue, 10 Dec, 10:30 CET

From £0.00



FAQs

Yes!	No.
<p>Is it for fathers? Is it for adoptive parents? Is it for TAs / support staff? Is it for central Trust staff? Is it for PRU colleagues? Is there a recording?</p>	<p>Do staff have to ask for permission from their school to attend? Is it an expectation for staff to attend? Are you in any way controversial or divisive? Is it about flexible working? <i>But we have lots of resources for that, too.</i> Is it for staff who have taken an extended break for health reasons?</p>
<p>Can independent school staff come? <i>£45 per participant.</i> Can FE colleagues come? <i>Do you fall under your local TSH remit?</i> Is it for parents returning to the profession? <i>Parental Leave group coaching.</i></p>	



School Leader / HR / Marketing Role

Share the opportunities with relevant staff you know:

- Parental Leave group coaching
 - **Once**, at around 4-6 months
- Return to Work workshops
 - The holiday ahead of when staff are due to return
 - On KIT days
 - Within the first week of their return

Share the opportunities regularly in newsletters and on social media

Invite your HR colleagues to our information event on **Thursday 27th February**



An Ambitious Plan for Parent-Educators

Teacher begins maternity, adoption or shared parental leave

OR considers returning to the profession following a career break for childcare reasons

Parental Leave Group coaching

Teacher prepares for their return to work

Return to Work workshop

First year back at work following maternity, adoption or shared parental leave

Sustain and Grow group coaching

Up to when the youngest child is aged 5 or under

A block of 1:1 coaching – available once in a two-year period



Further Opportunities

“Ongoing,
immensely valuable
work for the sector.”



Life Friendly Leadership

with The MTPT Project

**Improving school cultures by understanding the
impact and solutions to address the motherhood
penalty in education.**

5 fortnightly sessions, online. Cohorts begin in November, March and May



Tickets!



Missing Mothers



Retaining and supporting valued colleagues in the workforce
Online conference, Friday 21st, and Saturday 22nd March, 09:30-12:30

Sponsored by:



Q&A

- Got questions, but got to go?
 - www.calendly.com/emmasheppard
 - mtptproject@gmail.com
 - @mtptproject

