

All Education Mutual member schools benefit from a range of comprehensive health and wellbeing services for staff covered by the membership.



Health and wellbeing

Support prevention and rehabilitation

Contact Us!

Confidentially gain access to our health and wellbeing services at

**www.educationmutual.co.uk
or call us on 01623 287840**





Mental health first aid training

The education sector was a particularly demanding industry even before COVID-19. This can have a detrimental effect on teachers' and staff's wellbeing. This workshop is designed to proactively support education staff and make them aware of the signs of mental health

issues amongst their colleagues.

The workshop includes:

- What causes mental ill-health?
- Spotting the signs and symptoms of mental ill-health
- Key skills for managing mental health in the workplace, including: how to listen, what to say, the types of interventions that work best
- Introduction to a range of practical support and resources
- A wellbeing resource pack

Mental health support

The mental wellbeing of teaching staff as a whole was problematic even before the pandemic, with 55% of school leaders and 49% of teachers reporting that their workplace had a negative impact on their mental health and wellbeing. This has been reflected in a 350% increase in mental health support requests from Education Mutual members during the period of COVID-19. Teachers and staff can easily access support through Education Mutual's health services team.

Counselling

Through our extensive network of quality checked and vetted clinics, we are able to offer appointments at convenient times and dates, in locations throughout the UK. Education Mutual provides the most comprehensive counselling service with seven sessions as standard, and the option for an extension based on the counsellor's recommendations. 95% of our counselling services are delivered within a five-mile radius of the member's home address.



New for 2022 Stress Coaching

Education Mutual has added extensive stress coaching services to our health and wellbeing support for 2022 to further improve the mental health and wellbeing of school leaders and staff. Our certified coaches will work with individuals and schools of all experience levels and sizes to refine their skills, establish helpful routines, improve their levels of wellbeing, maintain a strong and positive mindset, equip them for successful and fulfilling careers, and create healthy lifestyle choices.

Services to Prevent and Reduce Absences in School

Nurse support services

Our service is staffed by experienced registered nurses, who understand the physical, mental and emotional needs of those affected by an accident, serious illness or emotional trauma. Nurses will provide help and support to people suffering from, living with, or recovering from:

- Bereavement of a close relative
- Cancer
- Cardiac conditions
- Stroke
- COVID-19
- Menopause
- Medical trauma, such as post-traumatic stress disorder and heart attacks
- Mental health problems, such as addictions, anxiety, depression, schizophrenia, stress and obsessive disorders
- Other life-limiting or life-changing conditions

24/7 GP service

- Immediate advice and support for employees
- Flexible phone or video consultation
- Private prescriptions
- Patients can arrange and authorise direct prescription medications
- Health information - access to the UK's most comprehensive medically validated health information database, providing 24-hour access to more than 1,100 topics



Physiotherapy

With waiting times for NHS services on the increase, there are often lengthy delays in people receiving vital treatment which in turn can prolong their absence from work.

Our nationwide network of physiotherapists provides timely, effective and efficient therapy for musculoskeletal problems, both on a face-to-face basis and remotely via video link. These can be accessed at any time, also providing a preventative route suited to those taking a proactive approach to their healthcare.

Surgical assistance

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, wherever possible under the same consultant, at private hospitals local to you as well as providing advice after seeing a specialist.

“Without the support of Education Mutual we would have lost a key member of our team for six additional weeks. In reality, we protected the equivalent of a full half term of learning for our children.”

Springfield Academy

New for 2022 Long covid support

Recent surveys suggest around 1.3 million people in the UK are currently suffering from long covid, with 1 in 4 people suffering mental health issues derived from this.

As Covid impacts the respiratory system physiotherapy can help reduce common symptoms such as fatigue, breathlessness and loss of strength.

Education Mutual has designed a specific long covid healthcare treatment to provide long covid physiotherapy and counselling sessions to help support your staff as we continue to navigate our way through the pandemic and beyond.



New for 2022 - Deloitte legal services for schools

Education Mutual is fast becoming a major schools service provider, we are now working in partnership with

Deloitte.

Members will have exclusive rates that are significantly reduced to help schools in these challenging times but will still receive services from some of the highest quality legal teams in the country. What makes Deloitte Legal different? The employment team at Deloitte Legal works directly with schools to help them to:

- Monitor and mitigate potential employment law risk
- Manage their litigation risk - we help EM members defend claims when it is necessary to do so, but we aim to resolve matters quickly and before they develop into litigation
- Build strategies to enable them to enforce their legal rights in a timely and cost-effective manner
- React to adverse events when they occur in order to minimise the damage and disruption - using all of our skills and expertise
- Liaise with trade unions
- Negotiate exits and severance arrangements
- Deal with employment litigation.

Introduced at the request of Education Mutual member schools

Education Mutual has developed an occupational health service designed to support members in complying with health and safety at work legislation and to optimise an individual's overall health, attendance, and wellbeing.

New employee assessments

Following an offer of employment, the new employee is requested to complete an online New Employee Questionnaire (NEQ). A Specialist Occupational Health Practitioner (SOHP) carefully considers any underlying medical conditions declared, and if required a confidential call will be arranged and conducted with an SOHP prior to issuing the fit-for-work certification. The service supports the employer's obligations under the Equality Act 2010.



Occupational health assessments

Education Mutual occupational health assessments can be requested by employers at any stage of the absence management process, from early-stage preventative reasons all the way to formal hearings where significant decisions are made. The most common reason for a management referral is to obtain an assessment of an employee's fitness for work.

An assessment is conducted by a Specialist Occupational Health Practitioner who the schools can contact prior to the assessment taking place. The aim of the assessment is to address questions raised by the employer, following which a report is produced. The primary aim of the report is to advise management regarding the employee's health issues and to make recommendations on what reasonable adjustments could be considered to ensure a safe/healthy working environment for the employee.

Occupational health support line and health hub

To support Education Mutual members further, we provide direct access to an occupational health support line, where managers can discuss the appropriateness of a management referral, get advice on what questions to ask prior to making a referral, and discuss any points raised in the final report which may require clarification.

Education Mutual member schools can access advice and guidance on workplace health issues via our Wellbeing Hub. It provides information and guidance in areas such as managing absence & presenteeism; workplace health promotions; managing return to work.

New for 2022 Increased occupational health support

Following the great feedback from our members on our occupational health services launched in 2021 we are delighted to increase the number of free assessments offered to schools in 2022.