



Creating Cultures: Retaining and Supporting Quality Teachers

'We know that one of the best ways to improve pupil outcome, attendance and teacher development is to retain our more experienced colleagues' (David Weston)

With this in mind, and in the midst of a recruitment crisis, are you a school leader who is

- striving to raise awareness of the “life-friendly” benefits of a career in teaching?
- working with partners to find workload solutions?
- championing the benefits of flexible working for all teachers, regardless of age, experience or parenting status?
- aware of the motherhood penalty and actively addressing contributing factors?
- seeking to improve gender equality and reduce the gender pay gap?

Mid-career teachers represent more than half of those leaving our schools every year, and women aged 30-39 are consistently the largest demographic to go. Are the solutions quick and easy? ... some of them, but the big shifts in working conditions that will improve the retention rate amongst mother-teachers will boost wellbeing, quality of teaching and learning, and retention across all demographics.

What will you get out of the programme?

- An improved understanding of teacher retention and recruitment trends
- Detailed insight into teacher engagement, particularly amongst mother-teachers and mid-career professionals
- Key legal information around the protected characteristics of pregnancy and maternity, sex and sexual orientation
- Practical research-informed strategies to implement in your school
- An overarching theory of change to improve working conditions in your school

Programme structure:

Fortnightly online sessions (run by The MaternityTeacher PaternityTeacher Project) are a combination of expert and research based input, interactive and collaborative problem solving and reflection, and context specific goal setting and action planning. Pre and post reading and podcast episodes are included to enable participants to build their knowledge between sessions in a way that is manageable for busy leaders.

Cost: £150 per delegate for all 5 sessions

Date	Workshop Title	Time
10.10.23	Creating a 'life-friendly' leadership culture	3.30-5pm
07.11.23	Pregnancy, Maternity and the Return to Work	3.30-5pm
05.12.23	Teachers and Fertility Treatment	3.30-4.30pm
16.01.24	Professional Development and Maternity Leave	3.30-4.30pm
20.02.24	Supporting Returners	3.30-5pm

Please complete this [Google form](#) to make an initial expression of interest.