

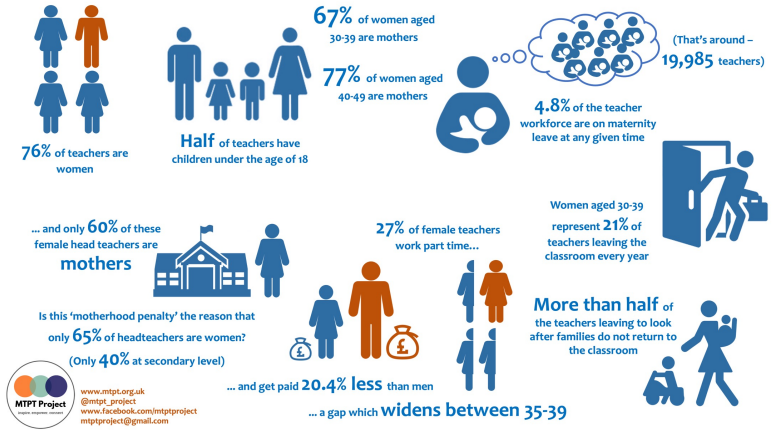
The MTPT Project

“Cradle to Classroom” Maternity Transition Support

The MTPT Project are the UK’s charity for parent-teachers. We support teachers, leaders and support staff working in education when they become parents with coaching, workshop and networking opportunities.

Essential to teacher retention

Women aged 30-39 are our largest demographic of leavers, and the motherhood penalty has a lot to do with this. We lose more than 9,000 female teachers every year, significantly impacting the stability of our schools, and the quality of education we can provide for our students.



MISSING MOTHERS

1 Improved support for mothers returning to work

Over half of women teachers in their early thirties are mothers, rising to over three quarters for those between 35 - 39. [8]

To support more women as mother teachers, a critical period is immediately post-maternity leave. Findings from our survey show that at present very few mother teachers, both those who have stayed and those who left, are satisfied with the support they received to aid their transition back to school.

Figure 10: Proportion of teachers satisfied or very satisfied with maternity leave and transition support provided by their school according to our survey

	Leavers	Stayers
Satisfied with the maternity leave and transition support provided by your school	27%	38%

Recommendation 1: We propose a comprehensive coaching programme for mothers during, and post-maternity leave, aiming to support both the teachers and their line managers. By 2030, this offer should be available to all mothers who want to access it, provided in both group settings and one-to-one sessions.

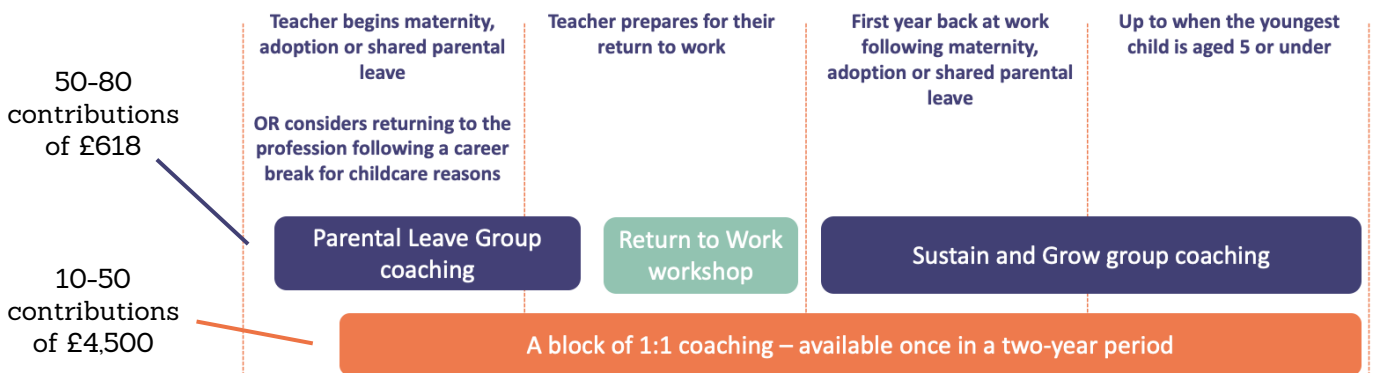
Maternity Transition Support – a Proven Solution

Our [2023 Coaching Impact Survey](#) and [The New Britain Project’s 2024 Missing Mothers report](#) demonstrates the positive impact that maternity transition support can have in retaining this mother-teacher demographic.

Since 2023 we have offered a **nationally funded** programme of support that has already benefitted almost **400** returning teachers.

We are now looking ahead to expand this project to offer **at least 1,000** parents working in education a “cradle to classroom” programme of support.

“Cradle to Classroom” Maternity Transition Support



We need:

- 50-80 regional contributions of £618 to deliver our Parental Leave group coaching, Return to Work workshops and Sustain and Grow group coaching programmes.

- 10-50 contributions of £4,500 from regional or national funders to provide 1:1 coaching support

