

Investing in Staff Wellbeing to Improve Pupil Attendance and Attainment



Current Challenges



Staff Absence

- **1 in 3 teachers** leave within 5 years
- **Absence** disrupts learning, increases workload, and impacts consistency



Pupil Absence

- **1 in 5 pupils** are persistently absent
- **95–100% attendance:** 30% more likely to meet KS2 standards
- **2x as likely** to achieve Grade 5 in GCSE English & Maths



Impact of Staff Turnover

- Disrupted teaching & weaker pupil relationships
- Increased persistent absence

Staff Support Programme



20 Weekly 1:1 Sessions



Up to 20 Staff Supported



Delivered by Qualified Psychotherapist



AVAILABLE ON REQUEST



Improved Wellbeing



Enhanced Resilience



Stronger Staff Retention

Return on Investment

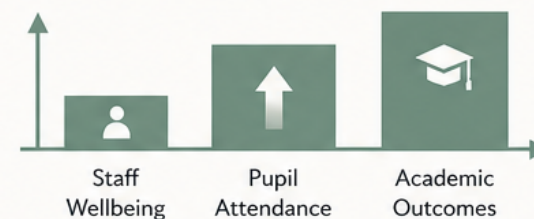


Preventing One Senior Staff Absence
Saves a school **£5k–£6k** per Half Term



Each Teacher Replacement
Saves a school **£9k–£12k**

Improved Attendance & Attainment



Supports Ofsted Priorities:

- Leadership, Behaviour & Attitudes
- Quality of Education



Investing in staff wellbeing reduces absence, stabilises leadership, and improves pupil outcomes.

