

Education Mutual



Education Mutual
Recommended for Schools by
The Department for Education through the CPC Framework

Staff Absence Protection

The UK's largest member owned provider of staff absence protection for Schools and Trusts

The only staff absence protection provider recommended by HFL Education



Education Mutual



HFL Education
FORMERLY HERTS FOR LEARNING

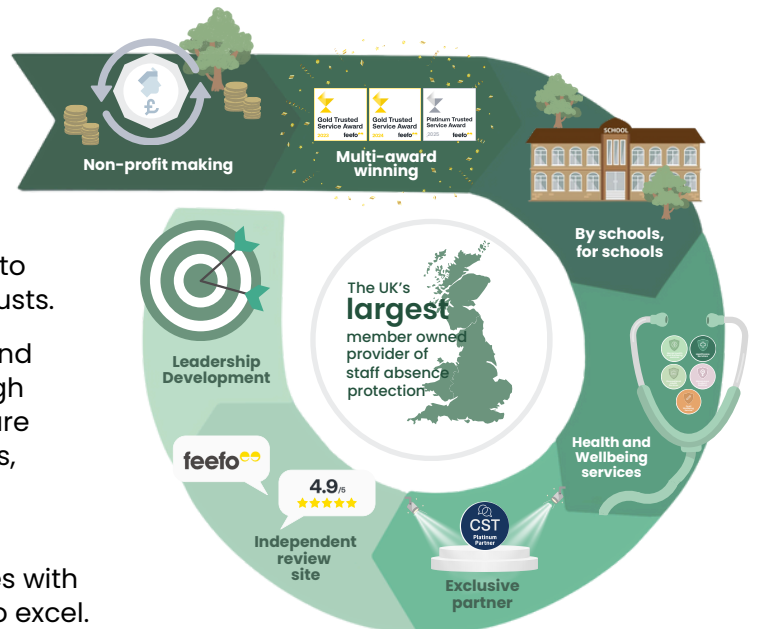
This partnership provides Hertfordshire schools, colleges, nurseries, and education providers with an opportunity to potentially save money on staff absence insurance.

Welcome to your new favourite way to manage your staff absenteeism

Education Mutual provides a proven, innovative way to manage staff absence protection for Schools and Trusts.

Schools benefit from guaranteed budget certainty and access to complimentary healthcare services through our multi-award-winning protection. Memberships are tailor-made to align with each school's unique needs, securing extensive coverage customised to fit your budget requirements.

We're dedicated to providing schools and academies with the guidance, resources, and protection they need to excel.



School established

The board of Education Mutual is made up of leaders in education who, like our members, want the best for their budget, together with the flexibility of a commercial provider



Non-profit making

We provide an alternative to staff absence insurance through a non-profit-making mutual model, reinvesting all surplus funds to benefit the education sector and not shareholders



Budget certainty

All contributions actively contribute to the betterment of all members and the education sector, without concern of profits being redirected elsewhere

Protection Options

Staff protection

Choose to cover any combination of staff, be that teaching staff only, some or all non-teaching, support and site staff.

Multi-year memberships available

Enter into a multi-year deal to reduce the complexities associated with procurement

Protection benefits


From £30 up to £300 per day.

Waiting periods

Select either 0, 1, 2, 3, 5, 10, 15, 20 or 30 days.

Stress protection

Choose 0, 30 or 190 days cover.



Standard Membership
Included in every membership

- Major incident cover
- Interrupted claim
- Bereavement leave
- Trade union days
- Suspension cover
- Compassionate leave
- Jury service
- Phased return
- Stranded Staff Cover

Included in maternity protection:

Design your bespoke cover through choices of:

- ✓ Maternity up to £10,000
- ✓ Parental leave up to £3,000
- ✓ Adoption leave up to £10,000



Every Education Mutual membership can be enhanced to include:

- ✓ Pre-existing conditions
- ✓ Pre-planned operations

A whole school approach to health and wellbeing














Becoming an Education Mutual member provides access to a wide range of health and wellbeing services which are all included at no additional cost

Our New Services for 2025:

-  Sleep Therapy
-  Staff Reputation Legal Protection
-  Voice Care
-  Risk Management Protection





The below services are also included in all Education Mutual memberships:

-  24/7 GP Service
-  Flu Vaccines
-  Physiotherapy
-  Balancing Parenthood
-  Nurse Support Service
-  Surgical Assistance Programme
-  Stress Management
-  Face-to-face Counselling
-  Mental Health First Aid Training
-  Grief and Resilience
-  Financial Wellbeing Coaching
-  Men's Mental Health
-  Neurodiversity Training
-  Occupational Health Assessments
-  New Employee Assessments
-  Occupational Health Support Line
-  Occupational Health Hub
-  Deloitte Legal Services
-  Supporting Staff in the Workplace
-  Menopause Counselling
-  Navigating your Personal Journey
-  Menopause Blog
-  Symptoms Tracker
-  Guidance for Partners



Contact us:

Hi, I'm Andrew, your Hertfordshire Membership Advocate. To receive a quote in just a few minutes, please contact me:

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