

Sustain and Grow Case Study

As part of a regional partnership in the South East, Alban Education are proud to be supporting [The MTPT Project's Cradle to Classroom](#) programme of parental transition support throughout the academic year 2025-26.

The programme allows teachers, leaders and support staff working in state schools to access fully-funded group coaching and workshop support from the start of their parental leave all the way up to when their youngest child is 5 years old.

Almost 20,000 teachers are on a period of maternity, adoption or shared parental leave at any given time, representing approximately 5% of the total workforce. And when they return to work, the first four years balancing young children at home and a demanding job in schools can be challenging!

In fact, [new data](#) from the DfE shows that we lose 18% of colleagues within the first 12 months of their return to work. Between 2016-2019 that meant an average of 1,775 experienced staff members lost to the profession. And whilst the rate of attrition slows over the subsequent three years, we lose – on average – 3,835 colleagues by the fourth year post-maternity.

Since 2023, Sustain and Grow, a group coaching programme run by The MTPT Project as part of their [Cradle to Classroom](#) offer, has ensured that this immediate and extended return to work period comes with structured support and a sense of collegiality with other parent-educators across the country.

A six-month programme, Sustain and Grow offers an online group coaching space once a month in cohorts running on Tuesdays and Thursdays. Each session focuses on a specific topic pertinent to our parent-educator audience, such as managing overwhelm, and strengthening boundaries.

Ele, a Berkshire-based middle leader who completed the Sustain and Grow programme between January and June 2025 said: "I enjoyed the chance to talk to others in the same situation and look at strategies to manage big issues (or small) and to face some inner critic, boundary and other "brave" issues within and out of work."

The programme boosted Ele's self-confidence and enabled her to find ways to increase the amount of quality time she was able to spend with her family.



Ele also loved the flexibility of the programme, which offers live, hybrid and recorded access attendance to support colleagues to access powerful CPD alongside the demands of home and work life. She said this was, “excellent for flexibility and the opportunity to re-watch sessions when I felt I needed a reminder.”

Ensuring all three elements of the [Cradle to Classroom](#) programme are fully-funded for state school colleagues is just one of the ways that Alban Education is addressing the recommendation in the recent [Missing Mothers](#) report by The New Britain Project and The MTPT Project, which called for “a comprehensive coaching programme for mothers during, and post-maternity leave”.

Our next Sustain and Grow cohorts begin in January – full dates and details of other regional sponsors can be found on [Eventbrite](#).

A full outline of the [Cradle to Classroom](#) programme of parental transition support can be found on The MTPT Project’s [website](#).