

The MaternityTeacher PaternityTeacher Project

Trustees Annual Report

For the period (start) 1st April 2023 to (end) 31st March 2024

The MTPT Project is the UK's charity for parent-teachers, supporting teachers, leaders and support staff across all education settings when they become parents, and throughout their early years as working parents.

Currently, for too many of our community members – particularly mothers – working in schools is incompatible with family life. The Schools Workforce Census, 2023, showed that once again, women aged 30-39 are the largest demographic leaving the classroom, with 9,147 colleagues leaving in this reporting year alone. And motherhood has a lot to do with it.

Not only does this motherhood penalty contribute significantly to gendered inequalities in our workforce (including a persistent gender pay gap), it also damages the education we are able to provide for our students, fuelling the recruitment and retention crisis that creates instability and reduces the quality of teaching, learning and leadership in our schools.

Section A: Reference and Administration Details

Other names the charity is known by: The MTPT Project

Charity's principal address:

c/o Vivanda Ltd.
3.02b, 1 Lyric Square
W6 0NB

Names of the Trustees who manage the charity

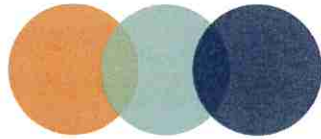
Trustee name	Office (if any)	Dates acted (if not for whole year)
Bridget Clay	Chair	
Jennifer Webb	Safeguarding	Up until 13 th March 2024
Meera Gupta-Chaudhary	Treasurer	
Rosie Kelly-Smith	Partnerships	
Kathleen Cushnie	Coaching	
Madeleine Fresko-Brown		
Helen Philpott	Schools / MATs	
Jenna Crittenden		
Claire Neaves	Inclusion	

Name of chief executive or names of senior staff members: Emma Sheppard, Founder

Names of the trustees for the charity, if any, (for example, any custodian trustees):
None

Names and addresses of advisers

Type of adviser	Name	Address
Community Organising	Sebastien Chapleau, Citizens UK	Jacquard Point 1 and 3, Tapestry Way, London, E1 2FJ
Charity Mentoring	The Cranfield Trust	Court Room Chambers, 1 Bell Street, Romsey, Hampshire, SO51 8GY



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A Welcome from the Chair of Trustees, Bridget Clay



We know that excellent teaching is what makes the biggest difference to children in schools. We also know that not all children have access to excellent teaching and there is inequality within our schools. Schools are struggling to recruit the teachers we need and struggling to retain the teachers we have. This is particularly true for mothers and parents in teaching.

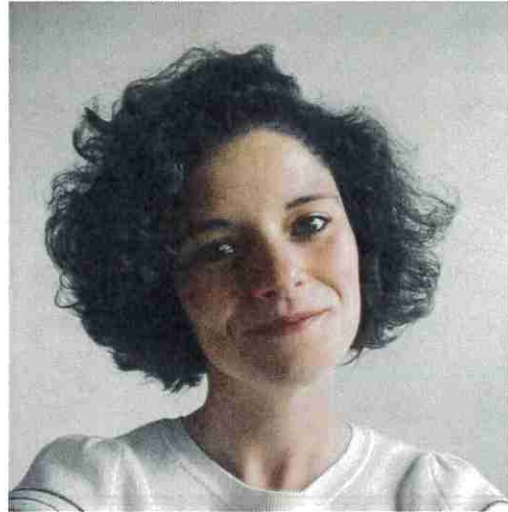
Women aged 30-39 are the most likely to leave teaching and we see numerous case studies of teachers leaving the profession due to poor maternity pay, lack of support or recognition before, during or after leave, and a lack of flexibility to support parents.

The MTPT Project is tackling this. By inspiring, connecting and empowering teachers, the narrative, the culture and the support for parent teachers is changing.

Through the development of our manifesto, the growth of our coaching, workshops and events for schools and individual teachers, the MTPT Project has grown its reach and impact this year.

I am excited to work with Emma to see this continue into the future.

Introduction from the Founder, Emma Sheppard



In 2023, more than 9,000 women aged 30-39 left the profession, taking with them classroom and leadership experience, mentoring support and the relationships with families that get our children into school learning and thriving.

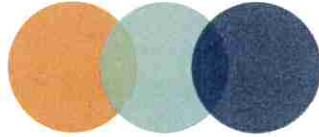
However, The MTPT Project's growth from a start-up network to an increasingly established charity means that we are able to provide increasingly impactful solutions to address the motherhood penalty in education.

An increasing body of research now exists to inform and validate these solutions, where previously, we had little data to give voice to our community.

We end the year in a positive position, financially thanks to a growing community of supporters and colleagues engaging with our programmes.

A number of our programmes are now fully-funded for state school teachers in England, and this year has also seen us influence large-scale systems and policy change at national level.

Our high-level stakeholders are convinced, and impassioned by the work that we do, and together we are building a better landscape for our staff and students.



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Section B: Structure, governance and management

The MTPT Project is a Charitable Incorporated Organisation (CIO). We operate in England (charity number 1192218).

We are governed by a CIO Constitution under deed trust, which was last amended in October 2020. Our Constitution sets out our charitable purpose, which is to advance education for the public benefit.

Board of Trustees

New Trustees are introduced by the Founder, and appointed by the Board of Trustees, lead by the Chair of Trustees. Trustees are appointed for a minimum of 12 month period. During the reporting year, one Trustee retired (Jennifer Webb). Upon appointment, all Trustees must read and confirm understanding of our safeguarding policies (safeguarding children / safeguarding vulnerable adults). Updates to the safeguarding policies are circulated on an annual basis and Trustees are obliged to complete the update training in order to remain in post.

Trustees meet twice annually with subcommittee meetings organised once per year focusing on:

- Safeguarding and Inclusion
- Strategy and Finance
- Schools and Partnerships

Wider Network Partners

The MTPT Project has close working relationships with a number of network partners.

Flexible working:

- Flexible Teacher Talent
- Capita, as part of the DfE's Flexible Working Ambassador Schools and MATs (FWAMS) programme

Women in Leadership:

- WomenEd

Diversity in the Education Workforce:

- Diverse Educators
- Being Luminary

Programme Support and Sponsorship:

- National Teaching School Hubs
- National Education Union branches and districts, including NEU Parents
- Culham St. Gabriel's Trust
- The Ogden Trust
- Music Mark
- Ambition Institute
- Oasis Community Learning
- Harris Federation

Early Career Teachers:

- Xavier Teaching School Hub
- Mosaic by Penrose

Policy and Strategy:

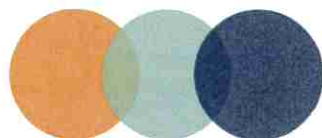
- The Fair Education Alliance
- Citizens UK
- Cranfield Trust

Diversity and Inclusion

We continue to promote diversity and inclusion through our annual reporting process, which takes place between August and the final Trustee meeting of the year in October. The Diversity and Inclusion report is shared with all volunteer and team members and feedback is solicited before submitting the report to the Board of Trustees for further review.

We recognise that by retaining a diverse range of teachers in the education system when they become parents, we are providing our students with powerful role models. We therefore don't just want our MTPT community demographic to reflect the diversity of the national workforce; we want the community that we empower to represent the student body that we serve.

During the reporting year, we saw slight increases in engagement in our coaching



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and workshop opportunities, and representation within our team from participants holding diverse ethnic identities, and male participants (fathers).

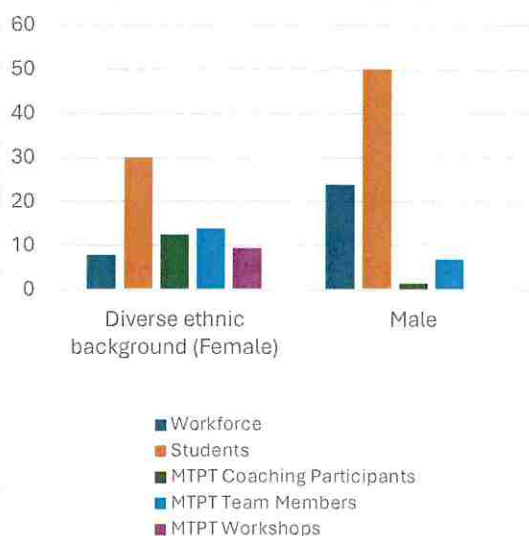


Figure 1. MTPT Participant Engagement (percentage) in Comparison to National Teacher and Student Populations (England)

Risks, Uncertainties and Opportunities

The principal risks we'll manage during the upcoming financial year, according to our 2023-24 accounts are:

Risks to Income

End of the DfE's Flexible Working Ambassador Schools and MATs Programme

The DfE's FWAMS programme ran for four years, from 2021, but no indication has been made by the new Labour government that this programme will be continued in its current form beyond 2025.

We have delivered a number of webinars as part of this programme, representing £2,490 of income in 2023-24, and £4,450 in 2022-23.

Flexible working in education will remain a hot topic when it comes to recruitment, retention and diversity in the teacher workforce, and it is highly likely that The MTPT Project will continue to be a key voice in this conversation. Whether this will represent income for us, however, remains unclear.

The following opportunities could minimise this risk:

- Continuing to work with key partners to offer a suite of flexible working webinars or conference events, where MTPT / flexible working topics overlap

Individual Memberships

In the summer of 2024, we chose to end our individual membership offer. The two attractions of this package were our monthly virtual coffee mornings, and discounts on our coaching programmes and workshops.

Now that much of our work is nationally funded, and we are far enough away from lockdown to see a return to in-person networking events, these benefits had become irrelevant.

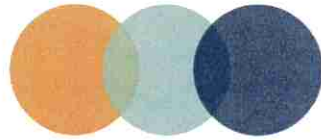
Individual memberships and other subscriptions generated £1,265 of income in 2023-24, and £1,189 in 2022-23.

We have replaced our membership offer with an Easy Fundraising account, which earns us passive income when subscribers shop online, at no cost to them.

We are hopeful that this will replace the membership income that covers core costs like our Zoom subscription, conference expenses, and MailChimp account. However, Easy Fundraising has only earned £283 for the charity since setting it up in January 2023.

The following opportunities could minimise this risk:

- Investing greater energy into securing active Easy Fundraising



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supporters to reach a target income of £2,000 per academic year

- Building ongoing core costs (e.g. Zoom and MailChimp subscriptions) into future programme budgets

Grant Funding

Whilst we have benefitted from some small amounts of grant funding in the past, this is not a model that we rely on, despite being a registered charity.

Grant funding applications take time and energy, and rarely result in success.

Without grant funding, however, we have had to build marketing and administrative costs into our programme budgets (Return to Work workshops / Parental Leave group coaching programmes) and rely on precarious and small fundraising pots to cover core costs. These include referral fees from our partnership with CVP Group, *Mother of All Pay Gaps* ticket sales, one-off donations, and Easy Fundraising.

The following opportunities could minimise this risk:

- Securing sponsorship partners for attractive activities such as in-person coffee mornings
- Over-budgeting for *Mother of All Pay Gaps* sponsorship to cover core costs throughout the year

Risks to Cashflow

Coaching

Expenditure for coaching has exceeded income this year. This is mainly due to our invoicing approach.

For our 1:1 programmes we have historically invoiced *after* sessions have taken place, and with some funders experience significant delays to payments. We have now changed our invoicing processes, and charge for the full cost of the 1:1 programme following the first coaching session. This has also required us

to amend the cancellation and no-show policy in our Coaching Agreements to manage non-attendance and refunds.

Our Parental Leave group coaching programme is funded by contributions from a number of Teaching School Hubs. Many of these invoices were paid in the second part of the academic year *after* the end of our financial year in March 2024.

For the 2024-25 programmes, invoices were submitted in September, and the vast majority were paid in the Autumn term 2024.

Our coaching activity should therefore *not* appear to be a risk factor on our 2024-25 accounts.

Activities Currently Not Meeting their Potential

It is clear that more could be done to maximise on two activities that have not been prioritised this year:

- School Membership Consultation
- Book Sales

This financial year, we have only supported one school through our membership consultation sessions. This has been a very positive experience for all involved, but this success has not been replicated.

In our first year of sales, our book did not generate profit. When taking the decision to write and publish the book, we knew that it would not represent significant income for us as a charity. However, more could be done to increase sales in the future.

The following opportunities could minimise these risks:

- Secure school membership clients following the November and April Life Friendly Leadership programmes
- Increase promotion of our book on social media platforms, on programmes and at events



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Section C: Objectives and Activities

The objects of the CIO are to advance education for the public benefit by maintaining high standards in teaching by ensuring the continued professional development of teachers during or on their return from parental leave, including assisting in the re-training of teachers who have taken a caring-related career break.

Since 2022, we have operated according to a vision statement and accompanying 10 point manifesto, which captures our long-term goals and the activity which will enable us to achieve them.

Vision

The MTPT Project's vision for education is for teaching to be a career choice that is amongst one of the most family / life-friendly professions in the UK so that we no longer have the recruitment and retention issues that disadvantage our students, and place such strain on our workforce.

We imagine an education system that includes an equal gender split at all levels, so that teaching is no longer viewed as a "caring profession for women" and leadership positions are no longer disproportionately dominated by men.

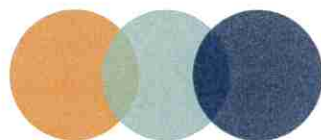
With this equal gender split, we want to abolish the gender pay gap across all levels of teaching and leadership. To achieve this, we want to address the many grains of sand that result in the motherhood penalty in education, and eliminate this penalty entirely.

10 Point Manifesto

1. Understanding, gathering evidence and addressing the factors that create the motherhood penalty in education.
2. Providing coaching for teachers when they become parents, available until

their youngest child is 5 years old, as part of an evolved "Golden Thread" offer of career-long support.

3. Offering training around policies and procedures within schools and organisations (life-friendly working conditions, addressing the motherhood penalty, teacher wellbeing and retention).
4. Campaigning for equal and improved parental leave pay for teachers, leaders and support staff which is cross-sector benchmarked and funded centrally as part of teacher pay and conditions.
5. Raising awareness of the "life-friendly" benefits of a career in teaching and explicitly tackling messaging in recruitment campaigns that encourage a martyr culture.
6. Working with partners to find workload solutions that enable teachers to keep their weekends and evenings free.
7. Working with ECF partners to support new teachers with workload and time management so that they can set effective boundaries from the very start of their careers.
8. Championing a "50/50 Recruitment and Leadership Target" campaign at DfE and Trust level.
9. Campaigning for more affordable and logistically compatible childcare for teachers, which also pays early years staff a competitive wage.
10. Championing the benefits of flexible working for all teachers, regardless of age, experience or parenting status.



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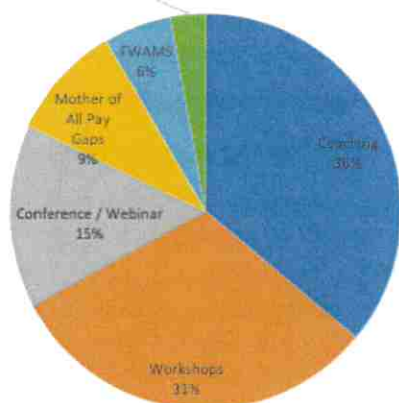
Main Activities

Our Trustees have regard to the guidance issued by the Charity Commission on The MTPT Project's public benefit: "to advance education for the public benefit by maintaining high standards in teaching by ensuring the professional development of teachers during or on their return from parental leave, including assisting in the re-training of teachers who have taken a caring-related career break."

The coaching and workshop activities aimed at our core audience of teachers, leaders and support staff who are parents, remain our main activity, generating the bulk of our income (73%).

Training aimed at our wider audience of school, organisational and systems leaders is our second core activity, generating 24% of our income.

Membership / Subscriptions 3%
Main Income Activities



Non-income generating activity includes our ongoing research into the motherhood penalty in education, and our campaigning work, which takes place predominantly through our roundtable events, *Can Teaching Be a Sustainable Career Choice?*

Team Members and Volunteers

The MTPT Project is made up of 35 volunteers who contribute to the organisation across the following teams:

- Regional Representatives
- Media and Communications
- Policy and Strategy
- Conference Facilitators
- Trustees
- Diversity and Inclusion

We also have a team of 11 coaches, nine of whom work on a freelance, paid basis, and two of whom offer their time pro-bono.

During the reporting year, we have welcomed five new Regional Representatives to the team, and existing team members have strengthened other aspects of our work by contributing across different teams.



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Section D: Achievements and Performance

Parent-Teachers

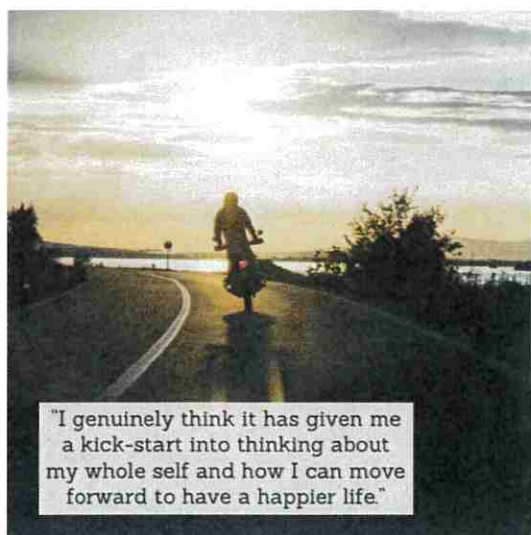
This year, we successfully stabilised two programmes for our parent-teacher communities, securing sufficient funding to offer both opportunities on a fully-funded basis to state school teachers in England:

- Parental Leave group coaching programme
- Return to Work workshops

This enabled us to run five coaching cohorts over the academic year 2023-24 and seven workshops, which were freely available to colleagues during their leave, or as they prepared to return to work.

These programmes were fully funded by a group of supporting Teaching School Hubs, and the same model has been confirmed for the upcoming academic year with increased hub and NEU support..

By August 2024, 223 colleagues had benefitted from one or both programmes, more than double the number of participants (5) in the previous academic year.



A third programme, Sustain and Grow, was piloted in 2022 for teachers, leaders and support staff back at work with young families. This is now an established programme, funded by schools, Trusts, unions, Teach First and subject associations. During the reporting year, 55 colleagues benefitted from this programme.

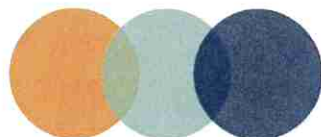


A new Trust partnership was also established in February 2024, providing colleagues returning to work at Oasis Community Learning academies with 1:1 Return to Work coaching.

System-Wide Change

Our Mother of all Pay Gaps annual conference ran for a third time in March 2024. It was fully-sponsored and attended by 80 delegates across the course of the day. Profits from ticket sales and donations enabled us to support two colleagues of diverse ethnic backgrounds with 1:1 Return to Work coaching where otherwise funding would not have been available.

The roundtable events that bring together our high-level stakeholders as part of our national campaigning work are now well established.

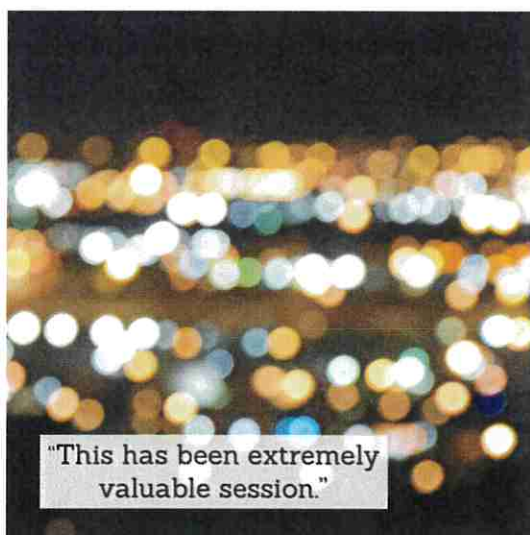


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During the reporting year, we ran three roundtables which instigated the following system-level changes:

- Increased support for trainee teachers entering the profession as parents
- Increased training opportunities for school and Trust leaders
- The start of a conversation around improving and equalising parental leave and pay for teachers



"This has been extremely valuable session."

During the reporting year we also began our collaboration with The New Britain Project to produce the *Missing Mothers* report, a reiteration of the research into women aged 30-39 as an attrition demographic started in 2018.

Future Plans

Over the academic year 2024-25 we intend to:

- Secure fully-funded access to our Sustain and Grow group coaching programme
- Secure further partnerships for 1:1 coaching opportunities

- Increase the number of leaders receiving MTPT training through INSET, conference and consultation opportunities and by taking up places on our Life Friendly Leadership programme
- Increase attendance at our annual conference through improved promotion and accessible technology
- Establish a five-year pilot to explore the impact of increasing and equalising parental leave and pay for teachers, leaders and support staff
- Establish a two-year pilot to provide fully-funded and unrestricted access to a full programme of maternity transition support for 500 teachers
- Improve our financial health by securing funding for overheads such as marketing costs, and increasing passive funding revenues (EasyFundraising) following the phasing out of our membership subscription



Section E: Financial Review

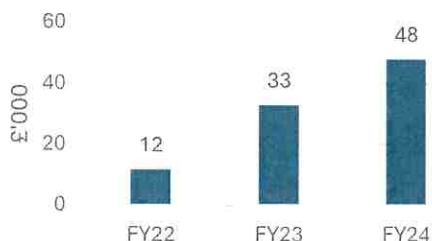
Reserves

The MTPT Project is a small charity with relatively low reserves and very few commitments outside of fully funded work. Our reserves reflect this. Given the move away from individual memberships which contributed to reserves, the trustees are in the process of developing a reserves policy.

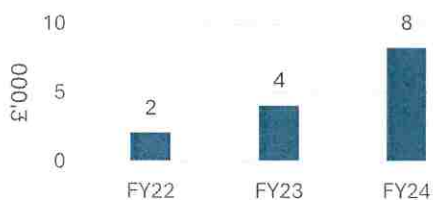
Further financial review details

Both our year on year income and our year on year net income show positive growth, with our net income almost doubling each year since our first year as a registered charity in 2022.

Year on Year Income

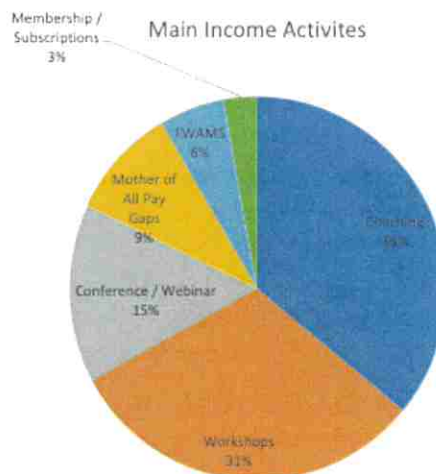


Year on Year Net Income



Our financial records reinforce that, as a charity our identity continues to be a provider of coaching and maternity transition support, with a growing part of our activity dedicated to training for school and systems leaders.

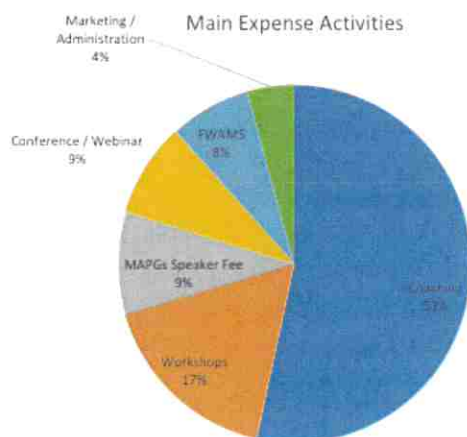
¹ FWAMS – Flexible Working Ambassador Schools and MATs webinars



1

Our expenses confirm this identity, and highlight the relatively low cost of providing training (£7,669) in comparison to the expenses this activity incurs (£11,247).

Further consideration could be given to how to use this activity to provide further income for overheads where no specific funding is currently available. This is particularly pertinent as we have phased out the membership / subscription offer that has formed a small (3%) but helpful part of our income to date.



2

Grant applications continue to be an unreliable source of income to cover core costs, or provide security coaching or

² MoAPG – Mother of All Pay Gaps annual conference (speaker fees)



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workshop programmes. However, as we explore new partnership opportunities for our intended pilots over the next academic year, new opportunities for grant funding may arise.

To support with cashflow in relation to coaching expenses, we have changed our invoicing policy, invoicing up front for 1:1

coaching, and invoicing at the very beginning of the academic year for Return to Work workshop and Parental Leave group coaching contributions from Teaching School Hubs and NEU districts.

Improved tracking of restricted funds is a key action point for the year ahead.

Section F: Other Optional Information

No further information to provide.

Section G: Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s):

Full name(s):

Bridget Clay

Emma Sheppard

Meera Gupta-Chaudhary

Position (e.g. Secretary, Chair etc.):

Chair of Trustees

Founding Director

Treasurer

Date: 02.12.24



Section A

Independent Examiner's Report

Report to the trustees

Charity Name

The Maternityteacher Paternityteacher Project

On accounts for the year
ended

31 March 2024

Charity no
(if any)

1192218

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 March 2024.

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:

S Plumb

Date:

20 Dec 2024

Name:

Susan Plumb

Relevant professional
qualification(s) or body
(if any):

ICAEW

Address:

Haines Watts

Station Approach, Newport Street

Swindon, SN1 3DU

Receipts and payments accounts

For the period
from

1st April 2023

To

31st March 2024

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
Conference Expenses	125	-	-	125	-
Mother of All Pay Gaps Sponsorship	-	4,150	-	4,150	3,350
Mother of All Pay Gaps - Ticket Sales	292	-	-	292	-
Workshops	1,564	12,175	-	13,739	8,566
Coaching	700	15,210	-	15,910	12,618
Conference / Webinar	3,410	3,270	-	6,680	5,286
Flexible Working Ambassador Schools Workshops	2,490	-	-	2,490	-
Article Writing	500	-	-	500	-
Book Sales	-	56	-	56	-
Coffee Morning	-	200	-	200	-
Book Review	50	-	-	50	-
Membership / Subscriptions	1,265	-	-	1,265	821
Referral Fee	600	-	-	600	-
Easyfundraising	283	-	-	283	-
Donation	500	-	-	500	39
Amazon Smile	26	-	-	26	-
Error	1,000	-	-	1,000	-
Other Income	-	-	-	-	1,728
Sub total (Gross income for AR)	12,805	35,061	-	47,866	32,408
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	12,805	35,061	-	47,866	32,408

A3 Payments

Conference Expenses	705	-	-	705	-
Mother of All Pay Gaps Speaker Fee	-	3,120	-	3,120	2,584
Mother of All Pay Gaps Organiser Fee	-	1,000	-	1,000	-
Workshops	-	5,672	-	5,672	6,870
Coaching	-	17,866	-	17,866	12,347
Certifications	-	360	-	360	-
Conference / Webinar	2,844	-	-	2,844	4,680
Flexible Working Ambassador Schools Workshops	2,490	-	-	2,490	-
Article Writing	500	-	-	500	-
Book Launch Expenses	-	85	-	85	-
Book Sales	-	375	-	375	3,206
Coffee Morning	-	250	-	250	250
Book Review	50	-	-	50	-
Website Costs	473	-	-	473	-
Mailchimp	293	-	-	293	-
Research Costs	47	-	-	47	-
Marketing / Administration	1,440	-	-	1,440	-
Licensing Fee	375	-	-	375	-
Accountant Fees	360	-	-	360	780
School Member Consultation	-	265	-	265	-
ERROR	1,009	-	-	1,009	-
Other	-	-	-	-	714
	-	-	-	-	-
	-	-	-	-	-
Sub total	10,586	28,993	-	39,579	31,431

A4 Asset and investment purchases. (see table)

CCXX R1 accounts (SS)	-	-	-	-	20/12/2024
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	-	-	-	-	
<i>Sub total</i>	-	-	-	-	-
<i>Total payments</i>	10,586	28,993	-	39,579	31,431
<i>Net of receipts/(payments)</i>	2,219	6,068	-	8,287	977
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	6,115	2,987	-	9,102	8,125
<i>Cash funds this year end</i>	8,334	9,055	-	17,389	9,102

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		-	-	-
		-	-	-
		-	-	-
	Total cash funds	8,334	9,055	-

(agree balances with receipts and payments account(s))

OK

OK

OK

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Bridget Clay, Chair of Trustees	19.12.24
	Meera Gupta-Chaudhary, Treasurer	19.12.24