

Headteacher: Mr A Page

Initial Policy date	September 2018	Next scheduled review	July 2024
Governor approved	22 June 2022	Key person/people	HT
Model Policy		Model localised	Yes
Pupil leadership team review		Y / N / A	N/A

STAFF ABSENCE AND COVER

Purpose and background

The purpose of this policy is to ensure consistent practice in granting leave of absence to all colleagues within a framework which respects family and other personal commitments and supports a healthy work life balance. It applies to all employees of the school with respect to procedures for staff absence. It ensures compliance with the requirement for teachers to "rarely cover" as set out in the National Agreement 'Raising Standards and Tackling Workload (January 2003) whilst also enabling the school reasonable flexibility to support colleagues in activities such as professional learning.

Policy objectives

- To establish guiding principles that offer reasonable flexibility regarding absence in term time.
- To publicise the criteria used to ensure that decisions regarding leave of absence are fair and transparent.
- To implement the national strategy for workforce remodelling.
- To publish an annual school calendar that seeks to specify the times at which a colleague must be available to work/directed time. This is 1265 hours/195 days for a full time teacher according to paragraph 51.5 of The School Teachers' Pay and Conditions (most recent update) paragraph 51.7 states that: "a teacher must work such reasonable additional hours as may be necessary to enable the effective discharge of the teachers' professional duties".
- Wherever compatible with the educational and operational needs of the school, to support part-time and flexible working.
- To make arrangements for cover for absent teaching staff that offer best value for money and conform with the requirement to "rarely cover" with regard to specified "Preparation, Planning and Assessment time (PPA).

Practice and procedures

This policy is established and reviewed in consultation with all members of staff and professional associations represented within the school.

1 **Staff Absence** **Absence due to illness**

The school recognises the need for employees to be absent from school during a period of illness and that this period of absence should be sufficient to ensure a positive return to work. The school will make reasonable efforts to accommodate the impact of illness or disability and will consider a change in working conditions or role either on a temporary or permanent basis. In cases where there is a regular or sustained period of absence due to ill health, the headteacher may refer an employee for an occupational health assessment. The purpose of this assessment is to support the employee's return to work and identify any changes to working conditions that may be required. If an occupational health assessment recommends that an employee is no longer able to perform his/her role the school will seek to provide alternative employment or to support in applying for early retirement if appropriate. In doing this the school will ensure full compliance with disability rights legislation.

Any member of staff absent for over five consecutive days, or absent on the last day or first day of any new term, will upon return need to see the appropriate line manager for a return to work meeting.

Employees must notify their Subject Leader and the Cover Manager responsible for arranging cover for arranging cover for absence due to illness at the earliest possible time and no later than 7.00am on the day of illness. The telephone number for reporting absence is found in the Staff area of Teams. All employees should ensure they have this number at home.

Procedures

Colleagues who are absent should:

- Contact the Cover Manager by telephone by 7.00am on the day of absence (teaching colleagues) or contact the School Business Manager by email (non-teaching colleagues)
- Telephone or email their Subject Leader/Line Manager to notify them of their absence (all colleagues)
- Ensure that cover work is sent in, if possible, for their classes being covered.

Absence due to professional responsibilities

Absence due to professional responsibilities such as attendance at meetings and case conferences or training must be approved in advance following the appropriate procedures. Requests for absence for training that do not meet the school's development priorities will not be approved. Absence for professional development reasons will normally be limited to 1 full time equivalent on any one day.

Absence for personal reasons

Leave of absence for personal reasons may be granted by the Headteacher / Head of School within the framework of this policy. Any absence should be approved in advance by completing a leave of absence form and passing it to the Headteacher/ Head of School. There may be exceptional circumstances when this is not possible, and the member of staff should see the Headteacher/ Head of School as soon as possible to discuss this.

Criteria for approval of leave of absence are as follows:

Compassionate leave

Compassionate leave will normally be granted in the case of personal crises: serious illness or death of a spouse, partner or other close relative, attendance at a funeral. Requests for compassionate leave will normally be discussed with the Headteacher/ Head of School. There is no set limit to the length of compassionate leave although it would normally not exceed five days. It is normally granted with pay but it may be granted with or without pay at the discretion of the Headteacher / Head of School. A record of the leave taken and the reasons for it will be made. A leave of absence form must also be completed.

Care of dependants

Employees are entitled to reasonable unpaid leave to take action in one of the following circumstances:

- to provide assistance on an occasion when a dependant falls ill, or is injured or assaulted;
- to make arrangements for the provision of care for a dependant who is ill or injured;
- because of unexpected disruption or termination of arrangements for the care of a dependant;
- to deal with an incident which involves their child and requires their attendance.

Staff must make every effort to tell the school as soon as possible that they will be absent and the reasons for this. This leave will not normally exceed three days in any school year. In the case of the illness of a dependant, it would normally be expected that leave of absence will be granted for a short period of time until alternative arrangements for care can be made. It is normally granted with pay but may be granted with or without pay at the discretion of the Headteacher / Head of School. A record of the leave taken and the reasons for it will be kept.

Other personal leave

Leave of absence may be granted for other personal reasons. This leave will not normally exceed three days in any school year and must be with the prior approval of the Headteacher / Head of School. Leave of absence with pay will normally be granted for:

- attendance at interview;
- visit to new school prior to taking up appointment (one day only);
- moving home (one day only);
- graduation of self, spouse, partner or dependant (one day only);
- attendance at the wedding of an immediate family member (one day only).

Leave of absence may be granted without pay, or arrangements made to work time in lieu if practicable, for:

- attendance at a wedding other than of an immediate family member.

A record of the leave taken and the reasons for it will be kept.

Leave of absence in other circumstances may be granted with or without pay at the discretion of the Headteacher in line with the spirit of the procedures laid out above.

2 Flexible working

Any employee may request a reduction in working hours or flexible working hours. In deciding whether to grant this request, the Headteacher/ Head of School will consider whether the request is compatible with maintaining high quality of education for pupils of the school. Whilst every effort will be made to accommodate the request, it will not always be possible within the limitations of the school's curriculum, timetable and operations.

3 Cover for absent teachers

The school will establish arrangements for cover for absent teachers that represent good value for money for the school, ensure a good standard of supervision and teaching for pupils, and comply with the National Agreement to "rarely cover" from PPA time.

Teaching responsibility

A teacher will be responsible for teaching of classes allocated to him/her on the school timetable and for groups formed specifically for calendared school events such as PSHE Days or Sports Day.

Responsibility for supervising a class normally assigned to another colleague or a combination of classes normally assigned to other colleagues will be deemed to be cover.

Cover supervision

The school will employ cover supervisors on the following basis: 2 full time equivalent to cover absence due to professional responsibilities and cover required for illness and personal reasons (calculated for the previous school year). Cover supervisors will be used to cover for known and unknown absences, normally for up to a period of 5 days. Cover supervisors will not be required to prepare or mark work but will be expected to uphold high standards of work and behaviour and to follow the school's procedures for dealing with work and behaviour that fall below an acceptable standard. The school will provide induction and training for cover supervisors and will provide supportive line management and mentoring.

For absences in excess of 5 days, the school will endeavour to provide cover by supply teachers.

Providing work for cover

The teacher assigned to a class will be expected to set work for cover lessons. In cases where this is not possible, the Faculty/Subject Leader will set work or delegate this task to another member of the department with appropriate management responsibility.

Rarely cover

There will be occasional circumstances in which it is not possible to provide supervision of lessons by cover supervisors or supply teachers. On these occasions teachers may be asked to cover for absent colleagues. These circumstances will be rare: for example, when supply teachers are not available or there is a delay in their availability, or when a colleague goes home ill during the school day, or if there are particularly high levels of unexpected sickness. A record of cover by teachers will be kept to ensure this is equitable and conforms to the expectation to “rarely cover”. Statistics on cover by teachers will be maintained termly and will be available on request. Where colleagues are in receipt of additional non-contact time above the minimum 10% PPA, this will be labelled as “School Support” and within reason, they may be asked to support the school by providing cover for absent colleagues.

4. Monitoring and evaluation

The Headteacher and SLT will monitor and analyse the school’s record of patterns of absence (planned and unplanned) and levels of cover used on a termly basis. SLT will also monitor the cover required in advance weekly and where necessary make changes. The Headteacher will be notified on an ongoing day-to-day basis of any concerns, for example if a colleague is booked on a course but cover cannot be provided without using teachers.

The policy will be monitored by the SLT. It will be evaluated to ensure fair and consistent practice and reviewed by governors, following consultation with staff, on an annual basis.

Temporary Addendum: Covid-19

During the period of adjusted provision, colleagues may be asked to support by covering some lessons in the event of illness or, to support the School where some colleagues are not able to be in School owing to Covid-19 related issues.