



Dame Alice Owen's School  
The Dame Alice Owen Foundation - 1613

# HEALTH AND ATTENDANCE POLICY

(Updated to include COVID-19 addendum)

Policy agreed by the Governing Body  
Personnel & Remuneration Committee  
To be reviewed  
(To be reviewed every 2 years)

May 2020  
Summer 2022

*\*\* This School policy is based on the Herts County Council model policy*

To be monitored by the Governing Body Personnel & Remuneration Committee

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## 1. Introduction

The school is aware that sickness absence may result from a disability. Where this is the case, at each stage of the procedure, including meetings/hearings, particular consideration will be given as to whether there are reasonable adjustments that could be made to the procedure or role requirements.

The school recognises that its employees' contribution to the functionality of the school is crucial to its continuing success. It is therefore committed to preserving the health, welfare and safety of all its employees and as such seeks to provide a safe and healthy working environment. It is inevitable that from time to time employees may be unable to attend work due to sickness or injury. In such instances, the school is committed to dealing with absence due to genuine sickness in an empathetic, objective, sensitive, and consistent way across the school and to assist employees return to work as quickly as possible. It is also the school's aim to minimise the incidence of sickness and to give appropriate guidance and support to achieve this.

However, high levels of sickness absence and/or repeated absence can cause significant disruption to the business of the school and can place an undue burden on other teams' members and therefore this needs to be managed closely.

This policy sets out the school's approach in relation to sickness absence management, including its procedure for notification and certification and its position on payment during sickness absence.

The procedure applies to all employees of the school. This procedure does not form part of any employee's contract of employment and it may be amended at any time.

## **2. Breaches of this policy and procedure**

Breaches of this policy and procedure include a failure to adhere to notification and certification procedures or taking 'sickness absences' when not genuinely ill. Advice may be sought from the Schools' HR Advisory team in these circumstances.

In the case of a breach of this policy and procedure, employees may be subject to disciplinary proceedings and possible withdrawal of sick pay. In cases of frequent or long-term absence, the school will also have regard to its absence management procedure.

## **3. Headteachers and the chair of governors**

In cases where the Headteacher is the absent party, the chair of governors will carry out the functions normally allocated to the Headteacher in this procedure. The Chair of Governors may choose to take advice from an HR Adviser.

Where Headteachers are absent they will need to notify both the chair of governors and their deputy or next suitable post holder.

## **4. Notification/certification procedure**

If the absence is the result of an accident or injury sustained during the course of work duties, this information and the name of the person to whom the incident was reported must be made known. This is to ensure that the school's management has properly recorded the accident and, where necessary, taken remedial action.

### **4.1 First day of absence**

It is a requirement that teaching staff contact Sarah Antoniou and, if applicable, their Head of Department and that support staff contact their line manager and Karen Acosta, as soon as possible on the first day of absence. Employees should strive to do this at the earliest possible opportunity. Teaching staff should contact Sarah Antoniou between 7:45 and 8:15 to report absence and ensure adequate time is provided for cover to be arranged. Support staff should notify their line manager/ Karen Acosta prior to the time they are due to start work so that cover can be arranged.

### **4.2 Second to seventh calendar day of absence**

Employees (or their next of kin if they are not sufficiently well to do so) should maintain contact, during any period of self-certification, such that their Headteacher has a reasonable knowledge of the employee's progress at all times, and of when he/she can realistically expect the employee to return to work.

Unless the school specifically requests it, employees are not required to submit a fit note for absences of up to seven calendar days but, on their return to work, must confirm to the school the number of days they were off sick and the reasons for the absence, via the completion of a self-certification form (see appendix 3).

### **4.3 Absence greater than seven calendar days**

For absences of more than seven consecutive calendar days, (including weekends and public holidays), employees must obtain a fit note from their doctor and send it to the school immediately after the first week of absence. If an employee is still not fit to return by the time their medical certificate expires, the employee must obtain another medical certificate so that their entire period of absence is covered and send this to the school at the earliest opportunity.

### **4.4 School holidays**

The requirement to provide a certificate to cover absences also applies to school holidays. Where an employee is not fit to work on the last day before a holiday and is still unwell on the first day of the new period of school, a certificate should be provided to cover the school holidays or otherwise to show that the employee was fit during that period of time.

### **4.5 Provision of fit notes for periods of absence less than eight calendar days**

The school reserves the right to require employees to obtain a medical certificate from their GP for absences of any duration. Examples of when this may be done include where there are concerns about frequent absence, or where employees have been off work due to sickness at any time during the week immediately before or immediately after they have taken some holiday (in this case, a certificate will be required for the whole period of absence). In such circumstances, the school will cover the costs incurred in obtaining such a fit note for absences of a week or less on production of a doctor's invoice.

### **4.6 Fit notes which recommend adjustments**

The school will give reasonable consideration to all adjustments recommended by GPs where it is stated that the employee is fit if certain adjustments can be made. However, where the school feels unable to comply with the adjustments, the employee will remain sick in accordance with the note.

### **4.7 Sickness incapacity whilst on annual leave**

If a member of staff becomes unfit during annual leave and wishes to treat the incapacity as sick leave and reclaim the annual leave they must comply fully with the usual requirements for notification and provision of medical evidence. Where those requirements are not fulfilled, the absence will be deemed to be unauthorised and will not be paid.

## **5. Maintaining contact**

It is recommended that regular contact be maintained between the employee and employer throughout any prolonged period of absence.

It is anticipated that at an early stage, arrangements will be made between the employee and their Headteacher, line manager, or other nominated person as to the frequency and form (e.g. telephone, email, or letters) that contact is to take.

## **6. Failure to inform the school of an absence and/or failure to provide a medical certificate**

A failure to attend work without providing any reason, or, in the schools' opinion, a reasonable reason for absence, will be deemed an unauthorised absence from work which may result in an employee being in breach of contract and therefore subject to disciplinary process and/ or withdrawal of pay.

Should an employee either fail to provide a certificate from the outset of an absence or fail to maintain certification throughout the entire period of their absence, they will be treated as having an unauthorised absence from work and may be deemed to be in breach of contract with the consequences outlined above.

It is reasonable in such circumstances for the school to make reasonable efforts to contact an employee to establish their whereabouts to ensure their wellbeing and that they log their attempts to do so.

The management of such unauthorised absences is not covered by this policy. Cases of unauthorised absence will be dealt with under the disciplinary policy.

## **7. Sick pay**

Subject to compliance with the appropriate procedures, the school will pay "Statutory Sick Pay" (SSP) in respect of all eligible employees at the prevailing nationally set rates, and payment will be subject to deduction of tax and National Insurance contributions as appropriate. To qualify for payment of SSP, a "self-certificate" declaration form must be completed upon return to work after any period of absence (see appendix 3). SSP is payable from the fourth day of absence and may be payable for up to 28 weeks.

The school will also pay occupational sick pay (up to and including full basic salary for a certain period, less any SSP received) subject always to continued compliance with the school's sickness absence and notification/certification procedures. Eligibility for occupational sick pay and the level and duration of payment of any occupational sick pay will follow the entitlements set out in the relevant conditions of service.

No payment will be made in respect of unauthorised absences. Pay will not be reinstated if a certificate is latterly provided.

For long term absences, if it is concluded in the school's reasonable belief, that an employee is unable to fulfil their contract of employment as a result of ill health, the school reserves the right to terminate the employee's contract with due notice having followed the school's absence management procedure prior to any applicable sick pay having been exhausted.

## **8. Medical appointments**

The school will allow reasonable paid time-off for employees to attend medical appointments, which are unable to be arranged out of working hours. Before arranging non-urgent doctor's medical appointments, employees should seek the approval of their Headteacher if it is necessary to take time off work. Employees should make every attempt to make these

appointments at the beginning or end of the day or during lunch breaks to minimise the time they have to be absent from work and evidence of the appointment may be requested by the school.

## **9. Return to work meetings**

It is considered good management practice to hold return to work meetings after every period of sickness absence. The school will aim to hold these for absences of over three days or where a pattern has been noted. Where possible, the return to work meeting will be carried out on the first day back to work by the Headteacher, Line Manager, Karen Acosta, or other nominated person, or shortly afterwards where this is not possible.

The meeting will be to welcome the employee back to work and seek to clarify that the employee is fit to carry out the duties of their post. The meeting will also establish the reasons for the absence and highlight any additional support required. Any concerns regarding absence may be raised and measures identified to support the employee to improve attendance where necessary and help to prevent its reoccurrence.

In a return to work meeting, employees should be made aware when they are near to reaching the trigger points (see section 10 below) and that reaching these could result in a formal ill health capability meeting being convened. If an employee has reached the trigger points when a return to work meeting is held, the employee should be made aware that an ill health capability meeting may be scheduled and a first written warning could be given at this meeting. Alternatively consideration should be given to setting an attendance improvement plan (AIP) (see section 10.1 below).

A record of the meeting must be made using the self-certification sickness absence and return to work meeting form (appendix 3). A copy of this form should be given to the employee and the original placed on the employee's personal record file.

## **10. Trigger points**

In any six month period, the trigger points are:

- three separate occasions of sickness absence; and/or
- a continuous sickness absence of 10 working days' or more; and/or
- an absence which appears to have a recurring recognisable pattern, for example frequent absenteeism around a weekend

However, these trigger points are for guidance only and the school reserves the right to raise any concerns with an employee at an earlier stage where there are reasonable grounds for concern, or at a later stage where appropriate, and to institute an attendance improvement plan at any time (see section 10.1 below).

It is hoped that closer monitoring and discussions with an employee concerning absence and attendance will result in an improved attendance record.

Employees should be aware that a poor attendance record may result in formal action being taken, which may, in some circumstances, include and/or lead to the termination of their employment.

The application of the trigger is a stage in the process where reasonable adjustments will be considered for employees who meet the threshold of disability within the Equality Act.

### **10.1 Attendance improvement plan (AIP)**

An AIP is a record of what an employee will need to achieve in terms of attendance over the coming weeks or months. The AIP should provide enough time to demonstrate attendance has improved with details of assistance that the employee will be offered, wherever possible, to help them achieve improved attendance.

AIPs may be put in place either where there are management concerns about attendance or as part of a formal process.

### **10.2 Persistent short term absence**

If an employee's sickness absence is close to reaching or indeed has reached a "trigger point", the relevant line manager and/or Headteacher should discuss this with the employee and start to monitor their sickness absence more carefully through an AIP and pursuant to the school's absence management procedure.

### **10.3 Long term sickness absence**

Long term sickness absence occurs when an employee is absent from work for a continuous period of **at least 28 calendar days**. Where it is clear at the outset or becomes clear after a time that the absence will be long term, a referral can be made to Occupational Health (usually after four to six weeks' of continuous absence, sooner if there are concerns of a mental health nature for example, stress, anxiety or depression). The Headteacher or nominated person will inform the member of staff that Occupational Health will be asked to give an opinion in relation to the employee's current fitness for work and recommendations for support that may be of benefit, where it can be facilitated. The Headteacher or nominated person should then contact the Schools' HR advisory service team about making a referral to Occupational Health.

### **10.5 Referral to the Occupational Health Unit**

During any period of absence or on return to work, the school may require an employee to engage with an Occupational Health physician/adviser so that they can prepare a medical report. If the school has made a referral, employees are expected to co-operate fully with the Occupational Health physician/adviser. This may include attending an appointment with the Occupational Health physician/adviser and providing consent for the release of medical information.

- in this section, the duties of a Headteacher may be delegated to another appropriate member of staff
- the Headteacher should talk to the employee and explain that he/she will be referring him/her to the Occupational Health Unit. In some circumstances, it may be necessary to inform the employee in writing

#### **10.5.1 When to make a referral**

A referral should be made if any of the following occur:

- where it is anticipated or known that the absence is going to last four weeks or more. The absence need not have exceeded four weeks at the time of making the referral
- where there is a concern over persistent short term absence prior to or during an attendance improvement plan
- where a trigger point is met, unless a referral has already been undertaken recently
- where there is a concern of any nature where there appears to be an underlying medical condition
- when an employee has been absent with, or appears to be suffering from, mental health issues (for example stress, anxiety, depression)
- where there are concerns about an employee's health and/or safety in the workplace and medical advice is required

Referrals may not be necessary for routine procedures which require a fixed period of convalescence, unless complications arise.

### **10.5.2 Occupational Health Recommendations**

It should be noted that the outcomes of an Occupational Health referral in the form of the report(s) provided are advisory in nature. It will ultimately be a judgement for the school, having sought HR advice, as to whether any given recommendation can be reasonably implemented. Occupational Health may recommend reasonable adjustments which could include a phased return to work, temporary or permanent adjustments to an employee's role. In the event that the employee is unable to fulfil the role, retirement on ill health grounds may be considered.

## **11. Absence management procedure**

### **11.1 General principles**

Ill health capability hearings and the management of absence is based on the principle that whilst absence due to ill health will not usually be the fault of an employee, there will come a point where the employee is deemed incapable of undertaking the role they were employed to do. This may be because the employee is not in work regularly enough to effectively fulfil the role, despite consideration of reasonable support to reduce levels and/or instances of absence. Within this context first and final written warnings are not fault based sanctions for absence but an indication/warning that ongoing absence could result in the termination of employment.

At the discretion of the school, and usually involving long term absence, **informal health review meetings** may be arranged. The central issue will be the nature of the employee's illness, how much longer they are likely to be away and whether they may be able to return to their jobs. The contents of any OH report will be considered and whether any further OH or other medical evidence is required. It may be too early to predict a return date but where appropriate reasonable adjustments and/or re-deployment will be considered and discussed. The impact of the ongoing absence will be considered and if there is a risk that the ongoing absence could result in a future termination this will be disclosed. A timescale for further review and any further meeting/s will be agreed.

At every stage of the absence management procedure, the employee will:

- be given advance notice of any formal ill health capability hearing, which should be at least five working days' notice in writing by recorded delivery or delivery by hand
- be advised in writing of the nature of the attendance concerns against him or her
- have the right to be accompanied by their professional association/trade union representative or work colleague; and
- have a right of appeal against any decision made following a hearing

The purpose of the meeting/hearing will be to:

- consider the nature of the illnesses and the likelihood of absences recurring
- review the level of sickness absence and the operational impact
- review any advice that has been received from Occupational Health and/or any other medical evidence
- review what absence improvement plans the employee has undertaken, where relevant, and their attendance levels during those
- consider any relevant issues or representations raised by the employee determine whether there are grounds for concern and, if so, determine what action is appropriate

Employees should make all reasonable efforts to attend hearings/meetings convened under this absence management procedure. If an employee fails to attend any hearing/meeting without good reason, this may be treated as misconduct in itself. If the employee fails to attend without good reason or is persistently unable to attend due to health issues, a hearing/meeting may be convened and a decision taken based on the available evidence in the absence of the employee.

### **11.2 Expert advice at a hearing**

At any ill health capability hearing where dismissal is a possibility, the Headteacher or panel may be advised by an HR professional. For schools that subscribe to the Schools' HR advisory service, please contact your HR adviser prior to arranging a hearing.

At any hearing where dismissal is to be considered, the following provisions apply:

- at any academy the school is encouraged to invite an HR adviser. If an HR adviser is to be in attendance, the school must send all of the papers for the hearing to the HR adviser no later than the date on which the papers are sent to the employee

### **11.3 The note-taker at formal hearings**

A written record of the proceedings is essential at every formal hearing. This is likely to be the clerk to the governors or a member of administration staff at the school. The note-taker will make a confidential record of the hearing but not of any confidential deliberations to determine a judgement at the end of the hearing.

The school does not support the audio recording of ill health capability meetings or hearings unless there are exceptional circumstances for doing so. Covert recording is considered gross misconduct.

## **11.4 Right to be accompanied**

An employee has the right to be accompanied and supported, at each formal stage of the procedure where action may be taken (including appeal), by a work colleague or an accredited professional association/trade union representative.

The role of the Professional Association/Trade Union representative or work colleague is to:

- familiarise him/herself with the case
- assist the employee in preparing any case they wish to present
- confer with the employee before and after the meeting or hearing
- present and sum up the employee's case, as appropriate and as agreed with the employee
- address the meeting or hearing and ask appropriate questions, as agreed with the employee
- respond on the employee's behalf to any view expressed at a meeting or hearing; and
- ask for adjournment if necessary

The Professional Association/Trade Union representative or work colleague is not permitted to:

- i. answer questions on behalf of the employee
- ii. address the meeting or hearing if the employee indicates that he/she does not wish the Professional Association/Trade Union representative or work colleague to do so,
- iii. prevent the school from explaining the case prevent any other person at a meeting or hearing from making his/her contribution.

The employee should give advance notice if he/she is to be accompanied, and by whom. If the professional association/trade union representative or work colleague is unavailable at the time of the hearing, the employee should contact the individual that convened the hearing to postpone the hearing (once) to a time that is mutually convenient to all parties. Any postponement should be within a reasonable timescale and should not normally extend beyond five working days.

## **11.5 Formal ill health capability hearing – short-term absence**

While formal ill health capability hearings are more commonly used to address concerns relating to short-term absence, they may also be convened following an employees return to work from long-term absence. This will especially be the case where it is not the first period of prolonged absence to have occurred.

The hearing is intended to establish the facts. At this hearing, the Headteacher or line manager will:

- identify the attendance concerns, support already given or considered, and the level of attendance required where there has been an attendance improvement plan

- provide written evidence of the concerns identified e.g. self-certification sickness absence and return to work meeting form(s), other meeting notes, absence data, any medical information being used to determine whether, and if so what support the employee may benefit from.
- consider and discuss any causes and reasons for the absences. The employee should be given the opportunity to discuss any contributory factors they feel may have affected their attendance
- after reviewing the evidence before them and taking into account any contributing factors the employee has put forward, the Headteacher or line manager will decide upon the relevant outcome from the hearing:

Outcomes of the hearing, depending on the circumstances of the particular case, could (without limitation) include:

- the setting of an attendance improvement plan (AIP), where one has not been set prior to entering the formal process.
- first written warning and an AIP which is likely to be appropriate in most cases where there has been a persistent failure to meet satisfactory attendance levels, notwithstanding previous informal discussions
- final written warning and an AIP which is likely to be appropriate where, following a first written warning and an AIP, there has been a continued failure to meet satisfactory attendance levels or where there has been a serious failure to meet satisfactory attendance levels

Dismissal with notice may be considered where despite the employee having already received a first and/or final written warning for short term absence, and following one or more AIP their attendance levels continue to fall below expectations.

Notes must be taken of the hearing and a copy given to the employee, but not of any deliberations.

After the hearing, the employee will be informed in writing of the school's decision as soon as practicably possible and usually within five working days. Where a formal sanction (a warning or notice of dismissal) has been issued, the decision letter must contain the right to appeal.

### **11.6 Duration of warnings**

In circumstances where a first written or final written warning is issued it will be placed on the employee's personal file normally for a period of 12 months, unless the employee is notified to the contrary. The employee will need to be at work throughout the relevant warning period. If they should be absence from work for any reason e.g. sickness, this period will not count for the purposes of the warning period.

### **11.7 Formal ill health capability hearing – long term absence**

Dismissal with notice may be considered, without the need for first or final written warnings, where an employee has been or is likely to be absent for a prolonged period, where a reasonable period of recovery has been allowed for and weighing up input from Occupational Health, in the school's opinion a return to work in the short term is unlikely and where it is

concluded that there are no reasonable adjustments or restrictions that would enable the employee to return to a work. Where possible, these judgements should be made having sought advice from Occupational Health via the Schools' HR advisory service team.

### **11.8 Arranging a formal ill health capability hearing – long term absence**

Ill health capability hearings will be heard by either the Headteacher or a panel of three governors as appropriate in the circumstances.

The hearing allows the employee to prepare a response to concerns about their absence and make their case in the company of their professional association/trade union representative or a work colleague.

If an employee is unable to attend an ill health capability hearing, he/she may choose to provide written permission to the effect that their representative may act on full authority and he/she will accept any decision that their representative has been party to. He/she may also choose to provide a written response.

Hearings should normally be held during normal working hours, but, where this is not possible, the hearing should begin as soon as possible after the end of the school day.

The employee must receive at least five working days' notice in writing, by recorded delivery or delivery by hand, stating:

- the purpose, time and place of the hearing
- specific concerns, confirming that this is a formal ill health capability hearing pursuant to the school's health and attendance policy and procedure
- a copy of the school's health and attendance policy and procedure
- who will be attending (e.g. Headteacher, employee)
- the right to be accompanied by an accredited professional association/trade union representative or a work colleague
- relevant documentation the school intends to present
- the requirement for confidentiality
- the requirement for the employee to provide, at least three working days' before the hearing, all relevant documents that he/she intends to present

The Headteacher or panel members, as appropriate, will be sent all of the papers to be presented, including a copy of the invite letter sent to the employee in reasonable time before the hearing. Panel members must not discuss any aspect of the case or the contents of the case papers with anyone, including other panel members, before the hearing.

### **11.9 The ill-health capability hearing decision – long term absence**

If the case for dismissal is not established, a warning appropriate to the circumstances of the case may be issued.

If the decision is dismissal, then the employee will be informed as a matter of urgency and advised of the right of appeal. The decision of the Headteacher (or governing body disciplinary

panel), the reasons for it and the appeal arrangements will be confirmed in writing to the employee as soon as reasonable practicable and usually within five working days.

## **12. Appeal**

If the employee wishes to appeal against the school's decision at any stage of the process (including the level of any sanction imposed) he/she must do so in writing to the person specified in the decision letter, stating the full grounds of appeal, within seven calendar days from receipt of the letter setting out the school's decision.

An appeal will be heard by the Headteacher (only in cases where a warning was issued by a line manager) or by a panel of three governors, not involved in the original hearing. At the discretion of the school, the appeal may be a complete rehearing of the matter or it may be a review of the fairness of the original decision in light of the procedure that was followed and any new information that may have come to light.

New evidence will only be considered if relevant and there is a good reason why this had not been included as part of the original hearing.

The employee's letter to lodge the appeal must be accompanied by detailed grounds for appeal.

The Headteacher/chair of panel, i.e. the person or a representative of the panel that heard the original case will normally present the case at any appeal against a warning or ill health capability dismissal decision.

## Appendix 1

### Sick Pay Entitlement (Teachers)

Teachers	
During the first year of service	Full pay for 25 working days and after completing 4 calendar months' service half pay for 50 working days
During the second year of service	Full pay for 50 working days and half pay for 50 working days
During the third year of service	Full pay for 75 days and half pay for 75 working days
During the fourth year and successive years	Full pay for 100 working days and half pay for 100 working days

**Note 1:** For teachers, working days are the days defined as "directed time" (currently 195 per school year). Years of service are based on aggregated service.

## Appendix 2

### Sick Pay Entitlement (Support Staff)

<b>Support Staff in Academy Schools not covered by the HCC Collective Agreement</b>	
During the First year of service	1 Month full pay and, after completing 4 months' service, 2 months half pay
During the second year of service	2 months' full pay and 2 months' half pay
During the third year of service	4 months' full pay and 4 months' half pay
During the fourth & fifth year of service	5 months' full pay and 5 months' half pay
After 5 years' service	6 months' full pay and 6 months' half pay
<b>Note 1:</b> For occupational sick pay entitlement record purposes (and without prejudice to the National Council's arrangements for self-certification days and to any local agreements on "qualifying days" for statutory sick pay purposes) "one month" is deemed to be equivalent to 26 working days, Saturday being reckoned in all cases as a working day.	
<b>Note 2 :</b> If an employee has suffered an injury during the course of their work duties, and this has been confirmed in writing by the Department of Work and Pensions (DWP), then the employee is entitled to receive the first 6 months of their absence as full pay. If they are still absent after the first 6 months, then their normal sick pay entitlement will begin.	
<b>Note 3:</b> Entitlement is based on continuous service.	

## Appendix 3

### Self-Certification Sickness Absence and Return to Work Meeting

User Guidance Notes														
<p>This form should be completed using block capitals and placed on the employee's school file. In addition a copy should be given to the employee.</p> <p>Please ensure that you complete all sections of the form.</p>														
Part One-Employee details														
Title	First name					Last name					Initials			
Job Title				Payroll Number										
Part Two - Details of Sickness														
Number of days Absent		Start date of sickness						Last date of sickness						
Working days														
Calendar Days		<b>Please tick this box if the sickness was over 7 calendar days</b> <input type="checkbox"/> <b>Please attach a fit note/GP's certificate.</b>												
Part Three – Authorisation														
<p>I certify I was absent from work due to sickness as detailed on this form.</p> <p><b>Please note: Knowingly making a false statement may result in disciplinary action being taken and sick pay being terminated.</b></p>														
Employee Signature:		Name												
		Date										2	0	
I certify that I have discussed this absence with the employee and that the necessary certifications have been completed.														
Managers Signature:		Name												
		Date											2	0

**Return to work meeting**

Line Manager's Name

Date of meeting

Location of meeting

People present at meeting

- |                    |                          |                         |                          |                           |                          |
|--------------------|--------------------------|-------------------------|--------------------------|---------------------------|--------------------------|
| Back problems      | <input type="checkbox"/> | Muscular Skeletal       | <input type="checkbox"/> | Stress/Depression/Anxiety | <input type="checkbox"/> |
| Carcinoma          | <input type="checkbox"/> | Colds                   | <input type="checkbox"/> | Flu                       | <input type="checkbox"/> |
| Infections         | <input type="checkbox"/> | Headache/ Migraine      | <input type="checkbox"/> | Eye Disorder              | <input type="checkbox"/> |
| Ear, Nose & Throat | <input type="checkbox"/> | Urinary Tract infection | <input type="checkbox"/> | Pregnancy Related         | <input type="checkbox"/> |
| Stomach Aliments   | <input type="checkbox"/> | Heart problems          | <input type="checkbox"/> | Respiratory/Chest/Asthma  | <input type="checkbox"/> |

Other (please specify):

**Details of items discussed**

Risk Assessment reviewed or conducted

Have any health review prompts been reached?

**Health review prompts**

- When there are 3 or more instances of absence in any rolling 6 month period
- When an individual accumulates ten or more calendar days absence within any rolling 6 month period
- When an absence appears to have a recognisable pattern, for example frequent absence around a weekend
- When an employees sickness absence is for a continuous period of at least 28 calendar days
- When there are a series of absences which impact on service delivery
- Has an Attendance Improvement Plan been set recently (this may be set prior to trigger points being met).

**Yes**  (If yes, consider arranging a Formal ill-health Capability Meeting and inform employee that they *may* be issued with a warning at the Formal ill-health Capability Meeting)

**No**

Attendance Improvement Plan set

Details of support offered

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Details of the impact of the absence on the school/employees workload

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Referred to Occupational Health

**Part Four – Authorisation**

I certify I was absent from work due to sickness as detailed on this form.  
**Please note: Knowingly making a false statement may result in disciplinary action being taken and sick pay being terminated.**

Employee Signature:	Name							
	Date					2	0	

I certify that I have discussed this absence with the employee and that the necessary certifications have been completed.

Managers Signature:	Name							
	Date					2	0	

## **APPENDIX 4 – COVID 19 Addendum to Health and Attendance Policy**

The school will be guided by the government's documentation, namely <https://www.gov.uk/government/publications/actions-for-schools-during-the-coronavirus-outbreak/guidance-for-full-opening-schools>

Public Health England and the Department of Health and Social Care advise that schools are not currently considered high risk settings when compared to other workplace environments. The government has deemed that it is appropriate for teachers and other school staff to return to their workplace setting. Accordingly, we expect that staff who need to will attend school.

Most school-based roles are not ideally suited to home working and so the school will expect most staff to return to work in September. Some roles, such as some administrative roles, may be conducive to home working, and the Headteacher will consider what is feasible and appropriate.

All staff have been asked to complete a personal risk assessment form to allow appropriate conversations, reassurances and adjustments to be put into place for those who have additional health requirements or are anxious about returning to school.

All staff are expected to follow and enforce the sanitary controls, as per the school risk assessment, to minimise the risks of transmission. This includes continuing to observe good hand and respiratory hygiene and maintaining social distancing.

### **Staff who are clinically extremely vulnerable**

Those who are clinically extremely vulnerable are judged able to return to school in September 2020 as long as appropriate safeguarding measures are in place. These will be set by the school, consulted on and discussed individually with those who wish to or need to discuss these further. All reasonable and possible additional safeguards will be adopted. Staff who were previously considered to be clinically extremely vulnerable will be encouraged to share the Risk Assessment with their consultant for their views and suggestions.

From August 1<sup>st</sup>, the clinically extremely vulnerable should follow the same guidance as the clinically vulnerable population, taking particular care to practise frequent, thorough hand washing, and cleaning of frequently touched areas in their home and/or workspace.

### **Staff who are clinically vulnerable**

Clinically vulnerable staff can also return to school in September but must also take care to adhere to the sanitary guidance to minimise the risks of transmission. This includes taking particular care to observe good hand and respiratory hygiene, minimising contact and maintaining social distancing. Ideally, adults will maintain 2 metre distance from others, and where this is not possible avoid close face to face contact and minimise time spent within 1 metre of others.

All members of staff who were previously clinically extremely vulnerable (ie previously shielding) will be identifiable by a special lanyard, if they wish to wear it. This will remind those around them to take special care to observe social distancing and alike.

While the risk of transmission between young children and adults is considered low, adults should continue to take care to socially distance from other adults including older children/adolescents.

People who live with those who are clinically extremely vulnerable or clinically vulnerable can attend the workplace.

### **Staff who are pregnant**

Pregnant women are in the 'clinically vulnerable' category, and are generally advised to follow the above advice, which applies to all staff in schools.

The Royal College of Obstetrics and Gynaecology (RCOG) has published [occupational health advice for employers and pregnant women](#). This document includes advice for women from 28 weeks gestation or with underlying health conditions who may be at greater risk.

### **Staff who may otherwise be at increased risk from coronavirus (COVID-19)**

Some people with particular characteristics may be at comparatively increased risk from coronavirus (COVID-19), as set out in the [COVID-19: review of disparities in risks and outcomes report](#), which looked at different factors including age and sex, where people live, deprivation, ethnicity, people's occupation and care home residence. These staff have been told that they can return to school in September as long as appropriate safeguarding measures in place.

People who live with those who have comparatively increased risk from coronavirus (COVID-19) can attend the workplace.

### **Employer health and safety and equalities duties**

Schools have a legal obligation to protect their employees, and others, from harm and should continue to assess health and safety risks and consider how to meet equalities duties in the usual way.

### **Provision of PPE**

The school will provide PPE for those who may be in direct contact with students who are unwell. The school will provide identifiable lanyards to those who are at greatest risk. Face shields will also be provided for those who require.

At times, it may be appropriate for staff to take up an alternative role or adjust their working patterns temporarily.

It is natural that some employees will be worried about returning to work, even if the risks for them are very low. Staff with concerns about returning to school are invited to discuss them, in good time, with Jackie Campbell, School Business Manager, to gain reassurance about measures in place at school and discuss sensible ways forward. The school is especially sensitive to the needs and worries of individuals who may be more severely affected by coronavirus.

### **If you or a member of your household develop symptoms:**

You must not attend school if you, or a member of your household develop symptoms of COVID-19.

The most important symptoms of coronavirus (COVID-19) are recent onset of any of the following:

- a new continuous cough
- a high temperature (over 37.8 degrees)
- a loss of, or change in, your normal sense of taste or smell (anosmia)

If you are taken ill at school, you will be asked to leave immediately. If you start to feel ill at school with any of the symptoms above, you must ensure that the Cover Manager, Sarah Antoniou and the HR manager, Karen Acosta are informed immediately and you must leave the site. In both instances you must undergo a test as quickly as possible and inform the school of the result without undue delay in order that we can support you and protect the wider Owen's community.

For most people, coronavirus (COVID-19) will be a mild illness. However, if you or a member of your household have any of the symptoms above you must stay at home and arrange to have a **test** to see if you have COVID-19. You must inform the Headteacher, Cover Manager and HR manager of your illness/ the illness of a member of your household and arrange for a test without undue delay if you have symptoms.

Please share the result of your test with the Headteacher, without delay, in order that the appropriate measures can be taken to support you and your family as well as to protect the wider school community.

If you have symptoms of coronavirus (COVID-19), however mild, OR you have received a positive coronavirus (COVID-19) test result, the clear medical advice is to immediately **self-isolate at home for at least 10 days** from when your symptoms started. You must be temperature free for two days before returning to work, or have spent 10 days in isolation, whichever is the longer.

**You do not need to self-isolate** if you only have a cough or loss of sense of smell/taste after 10 days, as these symptoms can last for several weeks after the infection has gone.

The above could be subject to change at any time therefore, for the most up to date guidance, please click [here](#).