



LEAVE OF ABSENCE & SPECIAL LEAVE

This policy/procedure/guidance is written by Worcestershire County Council HR and has been adopted by the DoWMAT Board on 2nd October 2025 to apply to all schools in the DoWMAT. It is to be read in conjunction with the DoWMAT Scheme of Delegation (HR policies and procedures section and Appendix 1).

DoWMAT Vision and Values

Our Vision

DoWMAT's vision is to foster an inclusive, nurturing environment where everyone flourishes - academically, spiritually, and personally. Rooted in Christian values, we prioritise the vulnerable, promote work-life balance, and strive to deliver exceptional education, while celebrating each academy's unique identity—reflecting the fullness of life promised in John 10:10.

'To love, to learn, to serve - through collaboration, honesty, and hope.'

Our Values

Love

We are committed to **Compassion and Care**: As Christ commands, we strive to love one another deeply, fostering empathy, respect, and kindness. We create a culture where we genuinely care for each other, supporting personal, professional and spiritual growth, as we walk in His love.

Learn

We are committed to **Continuous Growth and Wisdom**: Following the call to grow in knowledge and understanding, we cultivate a culture of curiosity, adaptability, and continual improvement. We encourage all to seek wisdom and learning, guided by God's truth, that we might serve more effectively.

Serve

We are committed to **Service and Impact**: Inspired by Christ's example of humble service, we dedicate ourselves to serving others, contributing to the well-being of our schools, communities, and beyond, bringing His light and love into all we do.

Collaboration

We are committed to **Unity in Purpose**: We value working together in mutual respect, knowing that through collaboration, we can have a greater impact supporting each other to achieve our shared vision.

Honesty

We are committed to **Integrity and Truth**: Following Christ's call to live in truth, we foster a culture of honesty, transparency, and trust, ensuring that our actions reflect His integrity in all dealings, upholding the highest ethical standards.

Hope

We are committed to **Inspiring Hope and Faith**: As bearers of Christ's hope, we instil in every individual the belief in their God-given potential to achieve great things, trusting in His plan to bring good out of all circumstances, and inspiring hope for a future filled with His promises

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1. Introduction

- 1.1 These guidelines have been produced to provide Headteachers, Business Managers and Governing Bodies with the information they need to shape policy on the different time off provisions for paid and unpaid leave that are available, other than sick leave and annual leave. The guidance applies to all staff, both Teaching and Support, and is based on Worcestershire County Council's procedures, local agreements and statutory entitlements.
- 1.2 It is recommended that schools develop their own policies for dealing with requests for absence to standardise the management response to more routine requests or to limit those requests beyond a certain level. It is important that the policy is published and available to all staff and applied fairly and consistently. All new employees should be made aware of the policy as part of their induction programme. The policy should make clear the procedure and timescales for request, decision making authority and right of appeal.
- 1.3 Table 1 below provides a summary of leave types and the suggested maximum number of days that may be appropriate to grant for such leave.
- 1.4 Schools are responsible for the majority of replacement costs for all employees in the school and are advised to consider adequate insurance cover, where applicable. Central funding continues to be made available by the LA for defined civic and social duties, such as Jury Service, Union and Professional Association activities and defined training activities. Please refer to the appendix for more information.
- 1.5 Should you require further advice on the contents of this guidance please contact HR Consultancy for Schools.

2. Requests for Special Leave

- 2.1 Unlike most employees who are able to use annual holiday entitlement if they need to be away from their work for any reason, the vast majority of school-based staff are restricted to taking holidays outside school term time. Occasions may therefore arise

where requests for time off during term time need to be considered by the Headteacher.

2.2 In exercising discretion to grant leave, the Headteacher will need to balance three factors:

- the effective running of the school,
- the particular merits of the employee's situation,
- the equitable treatment of all staff within the school.

2.3 If the impact of an absence would be to create serious operational difficulties in school the request may have to be declined. Factors such as previous special leave, personal circumstances and the seriousness of the particular case may all be relevant.

2.4 Ensuring that there is equitable treatment of all staff is essential to avoid an employee invoking the grievance procedure or making a claim of discrimination.

2.5 Table 1 – Summary of leave types and suggested maximum number of days to grant:

Type of special leave	Suggested max. no. days to grant	Paid or Unpaid	Statutory requirement (Yes/No)	Central Funding (days)
Serious illness of a close relative	3	Paid	No	N/A
As above followed by death	7	Paid	No	N/A
Bereavement Leave <i>(could include miscarriage)</i>	5	Paid	No	N/A
Parental bereavement leave	10	Paid	Yes	N/A
Family and domestic crisis	7	Paid	No	N/A
Time off for dependants	Reasonable	Unpaid	Yes	N/A
Parental Leave	Up to 18 weeks	Unpaid	Yes	N/A
Carer's leave	Up to 1 week/year	Unpaid	Yes	N/A
Time off to accompany partner to ante-natal appointment/adoption appointment	2	Unpaid	Yes	N/A
Time off related to religion/belief	Reasonable	Unpaid	No	N/A
Funeral	1	Paid	No	N/A
Memorial service of a close relative	1	Paid/Unpaid	No	N/A
Degree ceremony (employee)	1	Paid	No	N/A
Participation in sport, drama or music (employee)	3	Paid/Unpaid	No	N/A
Moving house	1	Paid/Unpaid	No	N/A
Medical, dental or ophthalmic appointment	3	Paid	No	N/A
Medical screening	1	Paid	No	1

Fertility treatment	7	Paid/unpaid	No	N/A
Cosmetic surgery (<i>medical reason</i>)	Sickness absence	Paid	No	N/A
Cosmetic surgery (<i>non-medical reason</i>)	N/A	Unpaid	No	N/A
Severe weather	As appropriate	Paid/Unpaid	No	N/A
Job interview	Reasonable	Paid/Unpaid	No	N/A
New school visit	1	Paid	No	N/A
Examinations	2	Paid	No	N/A
Redundancy	Reasonable	Paid	Yes	Up to 5
Accompany colleague at hearing	Reasonable	Paid	No	N/A
Public Duties	Reasonable	Paid/Unpaid	Yes	Refer to Table 2

3. Family, Personal and Compassionate Leave

3.1 Serious Illness of a Close Relative (followed by death)

3.2 Up to 3 days special leave with pay may be granted in connection with any single instance of serious illness of a close relative. A further 4 days with pay could be granted on the death of a close relative, giving a total of 7 days paid leave due to the illness followed by death of a close relative.

3.3 A 'close relative' in this context means:

- spouse, partner, child (including foster child), parent, parent-in-law, grandparent, grandchild, brother/sister
- any relative living with the employee
- any situation where the employee is not related but has a particularly close relationship with the person concerned.

3.4 Employees are entitled to take a reasonable amount of unpaid time for urgent family reasons under the Time Off for Dependents Directive (refer to [3.23](#)).

3.5 In very serious cases or when dealing with a terminal illness, Headteachers should contact HR Consultancy for Schools for advice.

3.6 In circumstances where a family member is expected to need care for an extended period of time, it may be appropriate to consider the feasibility of a period of special leave without pay or a temporary change of contract. This would be subject to the needs of the school.

3.7 Bereavement Leave (could include miscarriage)

3.8 Up to 5 days special leave with pay may be granted following the death of a close relative (see paragraph [3.3](#) above for the definition of a 'close relative') or 1 day in the event of the death of another relative.

- 3.9 When considering a request for bereavement leave, Headteachers should take the following factors into account:
- the relationship between the employee and the deceased
 - the responsibility for the affairs of the deceased. (This might include direct involvement in funeral arrangements, sorting out the will, letters of administration, etc. Account should be taken as to whether such responsibility is that of the employee alone or is shared with other family members)
 - the location of the funeral, the distance to travel and any other 'access' difficulties (e.g. the availability of public transport), if these are relevant
 - other special circumstances (for example, the sudden death of a spouse or partner may result in a need to make childcare arrangements)
 - practices related to the employee's religion or belief (for example, some religions specify a mourning period during which the individual remains at home following the death of a relative, followed by specifically timed periodical visits to their place of worship).
- 3.10 Where the practices of an employee's religion or belief following bereavement mean that they require time off, but the person does not meet the definition of a 'close relative', or the employee needs more than the five days special leave with pay, time off may be given as special leave with or without pay.
- 3.11 Grief will affect different employees in different ways and Headteachers need to be sensitive to this. Where there is a clear medical reaction to grief, any resultant absences should be treated as sick leave, not special leave, and the usual certification procedure should be followed. Employees should be encouraged to visit their GP or access counselling (please speak to HR Consultancy for Schools).
- 3.12 Miscarriage**
- 3.13 If a miscarriage happens in the first 24 weeks of pregnancy, there's no entitlement to statutory maternity, paternity or parental bereavement leave.
- 3.14 Many people would consider miscarriage a bereavement. If the employee is not signed off sick for a 'pregnancy related reason' then consideration should be given to offering time off at what can be an extremely difficult time, both physically and emotionally.
- 3.15 Discussing a miscarriage can be very upsetting. An employee affected by miscarriage should be treated with care and in a way that acknowledges their loss; in the same way anyone would be supported after a death.
- 3.16 Parental Bereavement Leave**
- 3.17 Parents who suffer the loss of a child under the age of 18, irrespective of how long they have worked for their employer, will be entitled to take 2 weeks statutory leave from work. Parents will be able to take the leave as either a single block of 2 weeks, or as a two separate blocks of 1 week each taken at different times across the first year after their child's death.
- 3.18 Employees with 26 weeks continuous service will be entitled to 2 weeks of paid leave at the statutory rate and other employees will be entitled to unpaid leave.

- 3.19 This right also applies if a parent suffers the still birth of a child from the 24th week of pregnancy.
- 3.20 Family and Domestic Crisis**
- 3.21 Up to 7 days special leave with pay on compassionate grounds in any one year. Usually, this will be associated with the more traumatic experiences in life, such as the break-up of a marriage or other close personal relationship, or financial or housing problems. Dependent upon the trauma of the circumstances and the impact on the employee, special leave with pay may be justified for domestic crises such as burglary or fire. Time off should not be agreed for 'routine' problems such as repairs to a household appliance.
- 3.22 However disruptive the immediate absence might be, sympathetic consideration of such cases will usually be justified, especially if the employee is particularly distressed. The important point is to exercise sensible judgement. A few days off 'to get things sorted out' may also provide an opportunity for specialist help to be obtained.
- 3.23 Time off for Dependants**
- 3.24 All employees have a statutory right to take reasonable unpaid time off in the case of emergencies relating to a dependant. You may agree a limited number of paid days in accordance with your school policy. (A '**dependant**' is defined as a parent, husband, wife, partner, child or someone who lives with you as part of the family - other than a lodger or tenant.)
- 3.25 All employees from their first day of work are eligible to take time off in the following circumstances:
- to help when a dependant is ill or has been injured or assaulted
 - to cope when arrangements for caring for a dependant unexpectedly break down
 - when a dependant is having a baby
 - when a dependant dies, or
 - to deal with an unexpected incident involving your child during school hours.
- 3.26 The right is intended to cover genuine emergencies, so there is no limit on the number of occasions an employee can be absent from work due to unforeseen events.
- 3.27 There is no fixed rule as to how much time off is allowed, since circumstances will be different in each case. Only 'reasonable' time off can be taken, and it is expected that 1 or 2 days should be long enough to deal with most problems or sort out longer-term arrangements. For example, this is not an entitlement to take time off to nurse a sick child, but rather time to make arrangements for the child's care.
- 3.28 Parental Leave**
- 3.29 Parental leave is a statutory entitlement intended to help both mothers and fathers to spend more time with their children when they are young and to relieve some of the stresses of working and caring. It is unpaid, taken in weekly blocks, and needs to be authorised well in advance. Parents of disabled children have the flexibility to take a day at a time.

- 3.30 Following the most recent changes to the regulations on 5th April 2015, employees are entitled to 18 weeks unpaid leave for each child which can be taken any time up to the child's 18th birthday. Both parents are eligible for leave provided they:
- have at least 1 year's continuous service with their current employer
 - are the parent of a child who is less than 18 years old, **or**
 - have adopted a child who is under 18 years old, **or**
 - have acquired formal responsibility for a child who is less than 18 years old.
- 3.31 Part-time employees get a pro rata allowance.
- 3.32 A maximum of 4 weeks can be taken in any one year.
- 3.33 An employee who has come from another employer will bring any outstanding parental leave entitlement with him/her but cannot start using it until they have been with their current employer for at least a year.
- 3.34 When the first request to take parental leave is made, an employee must provide proof of their entitlement, such as a birth certificate or adoption papers. A minimum of 21 days' notice of the intention to take parental leave is required, specifying when the leave is to start and end. The leave can be postponed by a Headteacher for up to 6 months for operational reasons, except where the leave is requested to be taken immediately after the birth or adoption of a child.
- 3.35 From 5th April 2015 there is also an entitlement to Shared Parental Leave. This is different to Parental Leave and is based on any unused Maternity Leave and Pay. Separate guidance is available on Shared Parental Leave.
- 3.36 Carer's Leave**
- 3.37 Employees can take up to one week of unpaid leave every 12 months (Apr-March) to give or arrange care for a 'dependant' who has:
- a physical or mental illness or injury that means they're expected to need care for more than 3 months,
 - a disability (as [defined in the Equality Act 2010](#))
 - care needs because of their old age.
- 3.38 The dependant does not have to be a family member. It can be anyone who relies on them for care. Employees do not need to give evidence of their dependant's care needs.
- 3.39 Employees are entitled to carer's leave from their first day of employment. A 'week' means the length of time they usually work over 7 days. For example, if someone usually works 3 days a week, they can take 3 days of carer's leave. The leave take be taken in one block, or as individual days/half days throughout the year.
- 3.40 If an employee needs to care for more than one person, they cannot take a week of carer's leave for each dependant. They can only take one week every 12 months (Apr-Mar), but they can use the week of leave on more than one dependant.

- 3.41 Employees are required to request time off giving the following notice wherever possible:
- If the request is for half a day or a day, the notice period must be at least 3 days.
 - If the request is for more than one day, the notice period must be at least twice as long as the requested leave. For example, if the request is for 2 days, the notice period must be at least 4 days.
- 3.42 Headteachers cannot refuse a request for carer's leave but can ask the employee to take it at a different time if the absence would cause serious disruption to the school. If they delay it, Headteachers must:
- agree another date (that falls within one month of the requested date/s) and,
 - confirm the reason for the delay (and the new date) in writing within 7 days of the original request, and before the requested start date of the leave.
- 3.43 Time off for Festivals, Events or Pilgrimage related to Religion or Belief**
- 3.44 In this context, 'religion or belief' is defined as being any religion, religious belief or similar philosophical belief as per the Equality Act 2010. It does not include philosophical or political beliefs, unless they are similar to religious belief. Examples such as being a supporter of a football team or of a political party are not covered by these provisions. Factors such as collective worship, a clear belief system, and a profound belief affecting way of life or view of the world are indicative of a religion or belief in this context. It is likely that in most cases, it will be clear what is or is not a religion or similar belief.
- 3.45 Employees may request special leave without pay in connection with their religion or belief (see definition above). For example, this might be to celebrate a festival or attend a ceremony. Requests should be made with advance notice and Headteachers should consider them sympathetically.
- 3.46 Some people's belief or religion requires that they make a pilgrimage. This may be at a specific time and fall within school term time. Careful consideration must be given to the request, but it could be refused if the needs of the school cannot be met. The Equality Act 2010 requires that for this type of indirect discrimination not to be unlawful, it must be "sufficiently justified by the need to meet a proper business requirement that cannot be achieved by some other means". Advice should be sought from HR Consultancy for Schools concerning this issue.
- 3.47 Other related documents:
- Adoption Leave and Pay
 - Maternity Guidance for Teachers
 - Maternity Leave & Pay Guidance
 - Paternity Leave
 - Maternity Support Leave
 - Shared Parental Leave.

4. Health

4.1 Medical, Dental or Ophthalmic Appointments

4.2 Up to 3 days paid special leave may be granted per year. Please refer to the Managing Sickness Absence Policy for more information.

4.3 Medical Screening

4.4 Up to 1 day's special leave with pay may be granted where necessary for the purpose of routine health screening. This applies where there is a national screening programme in place, such as for breast or cervical cancer. Evidence of the appointment may be required.

4.5 Fertility Treatment

4.6 A combination of up to 7 days special leave with pay and special leave without pay should be considered where an employee is undergoing fertility treatment. Specific arrangements will vary according to each individual case. Headteachers should discuss and agree these in advance with the employee, taking school operational requirements into account.

4.7 In the event that such treatment results in the employee becoming unfit for work, the usual sickness absence provisions apply, including the procedure for certification.

4.8 Employees who wish to accompany their partner who is undergoing fertility treatment to appointments would usually be expected to request special leave without pay.

4.9 Cosmetic Surgery

4.10 Please refer to Table 1 above.

5. Work-Related

5.1 Time off in Exceptionally Severe Weather

5.2 It is the responsibility of employees to make every effort to attend school even in exceptionally severe weather. It is recognised, however that the journey to work may be impossible, inadvisable or cause concern to employees.

5.3 Schools must ensure that there is clear guidance to employees on:

- closure and communication arrangements, which should include employee responsibilities for making contact
- requirements to make up lost time, take leave/unpaid leave and/or attend an alternative establishment.

5.4 Where an employee arrives significantly later than expected and it is accepted that all reasonable efforts were made to arrive at the usual time but the weather and/or its effects on travelling conditions prevented this, the employee should be treated as having arrived at their normal time.

5.5 Headteachers should use their discretion in allowing individuals the opportunity to leave early when weather conditions are bad or expect to worsen. This may be particularly relevant where employees have some distance to travel or may expect a difficult journey.

- 5.6 Employees should not suffer loss of pay in the event of the school closing.
- 5.7 Time off for Career Development**
- 5.8 **Job Interviews** - It may be helpful for schools to establish a clear policy which acknowledges and supports the professional advancement of staff by giving paid leave to attend job interviews, but addresses the financial needs of the school by limiting the amount of paid leave available for that reason to any individual in any one year.
- 5.9 **Attendance at New School following Appointment/Prior to Interview** - up to 1 day's special leave may be granted with pay to visit a new school prior to starting a new job.
- 5.10 **Examinations** - up to 2 days paid special leave may be granted to an employee sitting an exam related to their current post or career development.
- 5.11 Time off to Seek Work or Arrange Training – Employees at Risk of Redundancy**
- 5.12 Employees who have at least 2 years continuous service with their current employer and are under notice of dismissal for redundancy are entitled to reasonable time off for the purpose of seeking alternative work or arranging training. This includes time off in relation to interviews and activities not related to the school.
- 5.13 Time off to Accompany a Colleague at a Disciplinary, Grievance or Flexible Working Hearing**
- 5.14 An employee who has agreed to accompany a colleague at a disciplinary, grievance or formal flexible working hearing is entitled to a reasonable amount of paid time off to fulfil this responsibility. Such time off will be that which is necessary to cover any actual hearing and also a reasonable amount of time to confer with the employee who is the subject of the hearing.
- 5.15 Trade Union Activities**
- 5.16 Requests for time off for attending various Trade Union duties should be initially channelled through the relevant County Representative who will seek approval/support from the Local Authority via HR Consultancy for Schools.
- 5.17 Public Duties**
- 5.18 All employees are entitled, in accordance with employment legislation, to take reasonable time off in order to carry out public duties such as magistrates, school governors etc. Please refer to the appendix for guidance on centrally funded leave and budgetary provision.
- 5.19 Justices of the Peace/Magistrates**
- 5.20 Employees are entitled to reasonable time off in relation to approved duties.
- 5.21 Employees who are magistrates are entitled to reasonable time off to fulfil the duties of this office. They may be granted special leave with pay during school hours. This is subject to prior approval from their Headteacher. This leave is only available for actual service in the Court, not for training.

- 5.22 A Headteacher may decide to limit the amount of leave and/or the occasions on which it may be taken or refuse a request altogether. This decision must be based on what is reasonable in the circumstances on the basis of the following criteria that are set out in the Employment Rights Act 1996:
- how much time off is required for the performance of the duties of the office
 - the effect of the employee's absence on the running of the school.
- 5.23 Special leave with pay may be granted in any year under this provision. However, this limit does not represent an automatic entitlement nor an indication of how much time off should be granted.
- 5.24 Serving on Public Bodies or Undertaking Approved Public Duties**
- 5.25 Employees are entitled to reasonable time off in relation to approved duties on certain public bodies and may be granted special leave with pay (see the appendix for central funding guidance).
- 5.26 The public bodies for which this special leave is available are:
- local authorities
 - police authorities
 - statutory tribunals
 - health authorities or special health authorities or primary care trusts
 - the managing or governing body of an educational establishment maintained by a local education authority or a further or higher education corporation
 - the Teaching Agency
 - in England and Wales, the boards of prison visitors/prison visiting committees
 - any other bodies covered by the Employment Rights Act, as amended from time to time by Statutory Instruments.
- 5.27 The entitlement to paid time off in relation to these bodies applies only for the following duties:
- attendance at meetings of the body or any of its committees or sub-committees
 - performance of duties approved by the body which need to be done in discharging its functions or those of any of its committees or sub-committees.
- 5.28 Jury Service/Attendance at Court as a Witness**
- 5.29 All employees attending jury service will be granted time off with pay and are not required to claim the allowance for loss of earnings that is available from the Court.
- 5.30 Employees called for jury service should notify their Headteacher as soon as possible, so that arrangements can be made to accommodate the required time off work.
- 5.31 Time off to attend jury service should be booked via the employees' self-service (ESS) account (my time – add other absence – paid leave – Public Bodies/Duties Paid).
- 5.32 Any expenses arising from attending jury service, such as mileage or parking, should be claimed from the court, and not as school business mileage.
- 5.33 Where an employee reports for jury service but is not called upon to serve that day, or they are released early, they should attend school if it is reasonably practical to do

so in the time available. Employees should gain authorisation from their Headteacher before deciding not to return to work for the remainder of the working day if they are unsure. If an employee does return to school, the Headteacher is responsible for amending the dates/times of the paid leave via their manager self-service (MSS) account.

5.34 Members of Reserve Forces and Territorial Army

5.35 Up to 2 weeks paid or unpaid special leave could be granted, which may be paid for attendance at a summer camp (which would normally fall in the summer holiday period).

6. Further Advice

For further advice, please contact the Schools HR Consultancy Team on 01905 844560 or via SchoolsHRconsultancy@worcestershire.gov.uk

APPENDIX 1 - Guidance on Staff Absence

7. Introduction

7.1 Meeting the Costs

7.2 Staff absence costs are met by a mixture of central funding and formula funding. Central funding is available for defined civic and social duties, union and professional association activities and approved training activities (see Table 2 below). Funding for sickness, adoption and maternity costs comes through the school's allocation formula, with the opportunity for schools to cover such costs by subscribing to insurance arrangements.

7.3 Occasional Replacement Appointments

7.4 Schools decide on all occasional appointments, including supply engagements and occasional additional hours required for staff replacement, as well as cover for school-based staff involved in centrally funded activities.

7.5 Rates of Payment to Staff

- 7.6 All supply teachers employed at the daily rate are paid on the basis of individual LA salary assessments. Non-teaching staff replacements are paid according to the grade appropriate to the duties carried out and, where appropriate, according to the rules applicable when existing staff work additional hours.

8. EXPENDITURE FOR STAFF REPLACEMENT

8.1 Maternity and Adoption Leave

- 8.2 The school is responsible for all maternity, paternity and adoption leave costs.

8.3 Staff Training

- 8.4 Replacement costs for staff training are met from school budgets, except where those costs have been designated by the LA for central funding.

8.5 Civic and Social Duties

- 8.6 It is for Governing Bodies to decide whether or not leave of absence should be granted, although Governors should note that there are a number of statutory obligations in this area. Certain duties qualify for central funding as indicated in Table 2 below. Replacement costs for absences beyond the levels shown in the Table have to be met from the school's formula budget.

8.7 Professional Activities and Personal Circumstances

- 8.8 Activities and other circumstances qualifying for central funding are listed in Table 2 below.

8.9 Statutory Requirements

- 8.10 Certain types of absences must be granted by law and are included in centrally funded absence. If schools wish to refuse absences requested under these categories, they should contact HR Consultancy for Schools. If schools act against advice on such matters the Authority reserves the right to refuse to meet court or tribunal awards made against the Governing Body.

8.11 Sickness Absence

- 8.12 Schools are responsible for all costs arising from sickness absence, though schools may cover such costs by joining an insurance scheme.

8.13 Suspension

- 8.14 Where a member of staff at a school is suspended from duty, either as a result of the action of an agreed disciplinary procedure under the terms of Regulation 10 of the Education (Teachers) Regulations 1993 or successor documents, or where such a suspension is agreed by an HR Consultant, the costs of replacing necessary standard scale teaching duties will be paid from a central fund. Central funding will apply from the day of such suspension until such time as the suspension is terminated either by return to school or by dismissal. In exceptional cases, as approved by an HR Consultant, the cost of replacing other duties may also be considered.

8.15 Arrangements for School Funded Staff Replacement

- 8.16 All schools receive budget provision for staff absence costs, through the budget formula. All schools may decide the method by which they arrange cover for those

absences for which their budgets are charged. Replacement staff (or the working of extra hours by existing non-teaching staff) may be employed whenever the school so wishes, subject to the constraints of:

- the contractual obligations of teachers to cover the absent colleagues under the School Teachers' Pay and Conditions Document or successor documents,
- health and safety considerations, and
- the school's budget.

8.17 Schools may plan, subject to budget limits, to provide for staff absences during the year by making temporary or permanent full-time or part-time appointments, within the basic staffing arrangements for the school.

8.18 Costs Chargeable to School Budgets

8.19 Formula budget provision for staff absence is intended for:

- sickness absence
- any other form of absence allowed at the discretion of the school
- maternity, paternity and adoption leave.

8.20 All replacement costs of school-based staff are charged initially to the school's budget. (Daily travel costs paid, where applicable, to eligible supply teachers are also charged to the school's budget.) Credits for centrally funded items are made subsequently, upon receipt of appropriate claims submitted by the school.

8.21 Accounting Arrangements for other Centrally Funded Absences

8.22 All replacement costs for centrally funded expenditure listed in Table 2 below are charged initially to school budgets with credits applied to the accounts subsequently on the basis of claims made by the school.

8.23 Notification of absence and staff replacement arrangements must be in a form specified by the LA and must be returned within the defined time limit.

8.24 School budgets are credited for expenditure on items listed in Table 2 only when the school concerned has actually engaged a replacement member of staff or has a member of staff specifically designated for such purposes. If there has been no actual replacement, there will be no payment.

8.25 Income related to Paid Leave of Absence

8.26 Where an employee granted special paid leave of absence funded from central expenditure received income other than normal salary in relation to that absence, then that income must be paid to the LA. Individual schools may wish to establish similar arrangements for absences funded from their own budgets.

8.27 Centrally Funded Leave of Absence

8.28 (**Note:** In the case of part time employee the defined replacement levels shown in Table 2 apply in the relevant proportion, e.g. for an employee working half-time, the replacement level is the defined number of half days.)

8.29 Schools making appropriate claims are credited with replacement costs up to the following maximum number of days in any one financial year. **Replacement costs for**

absences beyond the levels shown in Table 2 below have to be met from the school's formula budget.

8.30 Table 2

Activity	Number of days funding applies
Member of a County, District or Parish Council	6
Magistrate	11
Juror	as required by the Court
Witness or other summoned to Court	as required by the Court
Member of a Governing Body of an Educational Establishment other than their own school	3
Member of a statutory tribunal	as required by the tribunal
Member of a Regional or Area Health Authority	3
Member of a Water Authority	3
Candidate at District, County, Parliamentary or European Election	1
Prison Visitor	5
Members of official advisory groups	as required by the LA
Representative of Director of Children's Services	10
Employees under redundancy notice – time off to look for alternative work or to arrange retraining	5
Screening for breast or cervical cancer	1

8.31 Union & Professional Organisations

8.32 The LA as employer is required by law to make provision for time off work for Union Officers and members in certain circumstances. It is not possible to establish a fixed set of rules for the allocation of such time off on a formula basis. Specific arrangements are therefore made in each case, and the school is credited at appropriate and agreed levels. Where schools receive direct requests from members of staff or Unions these should always be passed on to the HR Operations Manager at Worcestershire County Council, via HRAdvice&Guidance@worcestershire.gov.uk