

Employment

2.1.3 Sickness and Absence

Policy Statement for St Joseph's Nympsfield Out of School Club

St Joseph's Nympsfield Out of School Club (OOSC) recognises that employees may be absent from the organisation for a variety of reasons. To ensure that all staff are treated in a consistent and equitable manner, this document provides the framework for dealing with such circumstances.

Absence: whether due to illness or any other circumstances is defined (for the purpose of this document) as the non-attendance of workers when they are contracted to attend.

Procedure

- Any sickness/absence should be reported to the Play Leader, or if it is the Play Leader then to the Chair of St Joseph's Nympsfield Out of School Club's committee, by 7.00 am, by telephoning his/her personal mobile (**all staff should take a note of this**) giving a clear indication of the nature of the illness/absence and a likely return date. The individual member of staff must make the call unless they are physically unable.
- **It is the responsibility of the member of staff to ensure their absence has been received by the Play Leader (or Chair in the case of the Play Leader) – so a left message or a text message is unacceptable.**
- The Play Leader should report their absence to the Chair or in his/her absence a committee member by 7.00am. The Play Leader, or the Chair in the case of the Play Leader's absence, is required to make every effort to ensure cover for the OOSC. This will primarily be by using our qualified bank staff who are on call.
- We have contingency plans to cover staff absences as follows:¹
 - Deputy Play Leader will cover for Play Leader
 - Play Assistant will cover for Deputy Play Leader. Play Assistant must hold a relevant Level 3 qualification.
- At the end of each day, the Play Leader contacts any member of staff who is absent to catch up and check on how they are.
- Any sickness absence of less than seven days requires an employee to complete a 'Self Certification Form (see Appendix 1).
- Sickness absence which exceeds seven days requires an employee to obtain a 'Fit Note' from a GP or a hospital doctor.
- A 'back to work' discussion with the Play Leader will take place after each period of sickness/absence. This is to establish the reason for and cause of the absence, to consider whether there is anything the Play Leader or organisation can do to help and to confirm that the employee is fit to return to work.
- The Play Leader's 'return to work' discussion should take place with the Chair or another committee member, as nominated by the Chair.
- A more formal review will be triggered by:
 - frequent short term absences, eg. three periods of absence in a six month period;
 - or after a long term absence.

¹ The OOSC use their WhatsApp group to organise cover

- In exceptional circumstances, eg. after a long term absence, we may ask the employee's permission to ask for a report from their GP. This request will be made in writing requesting the employee's counter signature.
- Longer absences will require a phased return to work schedule to be implemented. This will be discussed and agreed at the 'return to work' meeting. This will help the OOSC plan workloads.
- Absences of one to three days will be considered as a 'short term' absence.
- Absences of four days or more will be considered as a 'long term' absence.
- If an explanation for the absence is not forthcoming or considered to be unsatisfactory, disciplinary procedures will apply.
- All records relating to staff sickness/absence will be stored confidentially and securely.

Sick pay

- Normal statutory sick pay applies to those staff who qualify². Staff to refer to their individual contract of employment.

Maternity

- Absence relating to pregnancy will be recorded separately from sickness records. Employees are entitled to have reasonable time off with pay, to attend antenatal clinics. Statutory Maternity Pay will apply as appropriate. Staff to endeavour to make routine appointments outside of work time where possible.
- An employee's employment rights are protected whilst on Statutory Maternity Leave, ie. the right to:
 - pay rises;
 - build up (accrue) holiday;
 - return to work.
- Statutory Maternity Leave is 52 weeks and is made up of:
 - Ordinary Maternity Leave – first 26 weeks;
 - Additional Maternity Leave – last 26 weeks.

An employee does not have to take 52 weeks but they must take 2 weeks' leave after the baby is born.

Paternity

- The Paternity Leave (Amendment) Regulations 2024 which came into force on 6 April 2024, aims to make paternity leave more flexible for parents.
- Parents now have the option to split their two weeks of statutory paternity pay into two separate week-long blocks. These can be taken at any point in the 12 months after the birth (or placement in the case of adoption) and the parent only has to give 28 days' notice of when they want to take the leave.
- An employee's employment rights are protected and are as the same as with Statutory Maternity Leave, plus the addition that the employee can get time off to accompany their partner (or the surrogate mother) to 2 antenatal appointments.
- If the employee is adopting a child, then they can get time off to attend 2 adoption appointments after they have been matched with a child.

² www.gov.uk/statutory-sick-pay

Disability

- Absence relating to disability will be recorded separately from sickness records. We work within the framework of the Equality Act 2010 to ensure an inclusive and anti-discriminatory approach.

Time off for emergencies re childcare arrangements

- In emergencies where normal childcare arrangements then an employee can request up to two days leave to organise appropriate care. This leave will be unpaid and the request should be made to the Play Leader or Chair as soon as the problem is identified.

Carer's Leave

- The Carer's Leave Act 2023 which came into force of 6 April 2024 allows employees with caring responsibilities to take one week's unpaid leave per year to give or arrange care for a dependant who has:
 - a physical or mental illness or injury that means they are expected to need care for more than 3 months;
 - a disability (as defined by the Equality Act 2010);
 - care needs because of old age.
- A dependant could be a spouse, civil partner, child, parent or person who lives in the same household as the employee and relies on them for care.
- This is a day one right, ie it applies from the first day of employment) and the following applies:
 - the leave is unpaid if taken;
 - the leave can be taken as half days, full days or in blocks;
 - entitlement is one week in a rolling 12 month period. (If an employee works 4 days per week, they can take 4 days of carer's leave);
 - notice of a minimum of 3 days must be given for a half or one full days' leave. If the request is more than one day, then the notice period must be at least double the time requested, eg. 2 days requested, 4 days' notice must be given;
 - the request does not have to be in writing;
 - employees do not need to give evidence of their dependant's care needs;
 - employers **cannot** refuse a request for carer's leave but they can ask the employee to take it at a different time. This can only be done if the employee's absence would cause serious disruption to the OOSC, eg. taking account of ratios or lack of qualified Level 3 or above staff to cover absence. If delayed the OOSC must:
 - agree another date within one month of the requested date for leave;
 - put the reason for the delay and the new date in writing to the employee within 7 days of the original request, and before the requested start date of the leave.

Time off for medical appointments

- Where possible, appointments for Doctors, Dentist, Optician or Hospital etc. should be made outside normal working hours.

Compassionate leave

- Compassionate leave is time off work to look after someone close like a relative or dependent, or a sick relative
- A "close relative" may (but not exclusively include):
 - the spouse, partner, child, parent, sibling, grandparent, uncle or aunt of a member of staff;
 - or
 - the parent, sibling, child, grandparent, uncle or aunt of the spouse/partner of a member of staff.

- In the event of a trauma involving a close relative, an employee may be granted up to 3 days paid compassionate leave in any one year. This will be confirmed by the relevant line manager. The OOSC committee should be notified accordingly.
- It is not always possible to give notice of the need for compassionate leave, staff should agree the time required as soon as reasonably possible, with the appropriate line manager, who shall inform the OOSC committee accordingly.

Emergency leave

- A member of staff can request emergency leave in order to deal with urgent domestic problems such as burglary, fire or flooding. The appropriate line manager should normally grant one day's paid leave, and the OOSC committee should be notified accordingly.
- It is not always possible to give notice of the need for emergency leave, staff should agree the time required as soon as reasonably possible, with the appropriate line manager, who shall inform the OOSC committee accordingly.

Bereavement and compassionate

St Joseph's Nympsfield Out of School Club has a separate Bereavement Leave policy³

Annual leave/holiday entitlement

- St Joseph's Nympsfield Out of School Club's staff take their holiday breaks when the OOSC is closed. Where staff need to take time off for any reason other than sick leave or training, this is agreed with the manager with sufficient notice, unless covered within this procedure.

Further Guidance

- For further guidance on all matters relating to sickness and absence, including your rights as an employee and the relative legislation, please refer to guidance found at www.acas.org.uk and/or www.direct.gov.uk. These sites were also used as a point of reference/guidance in the process of creating this document.
- Equality Act 2010
- www.Gov.uk: [Maternity pay and leave](#)
- www.Gov.uk: [Paternity pay and leave](#)
- Paternity Leave (Amendment) Regulations 2024
- Carer's Leave Act 2023
- www.Gov.uk: [unpaid carer's leave](#)

Associated Policies and Procedures

- 1.13 Diversity and equality
- 2.1 Employment and staffing
 - 2.1.1 Disciplinary
 - 2.1.2 Grievance
 - 2.1.5 Bereavement Leave

³ See Policy 2.1.5

Version Number	Author	Purpose of change	Date
1.0	NP and HS	Updating policies	23.01.2023
2.0	KC and NFP	Updated and formatted. <ul style="list-style-type: none"> • Deadline of when to inform line manager of absence updated. • Requirement that if Play Assistant covers for Deputy Play Leader, they must be Level 3 qualified. 	29.01.2024 OOSC Committee Meeting
3.0	KC	"Bereavement, compassionate and emergency leave" section update in line with 2.1.5 Bereavement Leave	21.04.2024 Committee Member (L Benton)
4.0	KC and LBe	Updated to reflect the changes in employment law as at 6 April 2024 re: <ul style="list-style-type: none"> • Paternity Leave • Carer's Leave Plus adding a little more information re Maternity Leave	20.05.2024 Committee Meeting

Appendix 1

St Joseph's Nympsfield Out of School Club Self Certification Form

This form should be completed immediately upon return to work, by all employees following an absence from work. If the sickness absence has been for 7 calendar days or more, a GP or hospital doctor note is also required (known as a 'Fit Note')

Name:	
To whom did you report your sickness?	
Date reported:	
Date of first day of incapacity (including non-working days):	
Date of first day of absence from work:	
Date of return to work:	
State briefly why you were unfit for work/unable to come to work:	

	YES	NO
Have you consulted a doctor?		
If absent for more than 7 calendar days, have you submitted a doctor's note?		
If absence was not due to illness, please state which of the following it was due to:		
Urgent family leave:		
Parental leave:		
Authorised unpaid leave:		
Other (please state below):		

I declare that the information given is true, to the best of my knowledge. I understand that false information may result in loss of sick pay/company pay and/or disciplinary action.

Signature of Employee: **Date:**

Signature of Manager: **Date:**