

Discretionary Leave of Absence Policy



Bourn Church of England Primary Academy

Approved by:	Resources Committee	Date: June 2021
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Next review due by:	June 2023	

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1. Introduction

- 1.1. The Governing Body recognises that the success of Bourn Primary Academy depends upon the contribution of all employees and gives full acknowledgement that a fair and effective policy on discretionary leave of absence contributes to the maintenance of employee morale and thereby the School's success.
- 1.2. This policy sets out the discretionary leave of absence provisions to make sure requests for leave of absence are dealt with in a fair and consistent way. The operational needs of Bourn Primary Academy are the priority and therefore there will be times when the Head Teacher has to refuse a request for leave. The examples of discretionary leave given are non-exhaustive and where circumstances arise which are not identified in this policy the Head Teacher has authority to make the decision on whether or not leave is granted, and whether it is with or without pay.
- 1.3. This policy also sets out what an employee must do in the event that they must take leave of absence because of a personal emergency.
- 1.4. The statutory (required by law) leave of absence provisions are generally outside the scope of this policy though they are noted where they bear a relationship to discretionary leave of absence. If an employee needs clarification on whether the leave of absence wanted is statutory or discretionary then they must speak to their line manager.
- 1.5. This policy does not cover leave which is covered elsewhere by other policies, such as Flexible Working or Management of Sickness Absence.
- 1.6. This policy applies to all teaching and support staff. This policy is non-contractual and may be amended at any time.

2. Procedure and Decision Making

- 2.1. Except in emergencies, authorisation to take leave of absence must be requested from the Head Teacher as soon as the need for the leave is known using the form at Appendix 1. Where the leave of absence request is made by the Head Teacher, the request should be made to the Chair of Governors.
- 2.2. Requests for leave of absence and approval/refusal of such will be dealt with in a fair and consistent manner, having regard to the nature of the

request, statutory obligations, pupil/student educational provision, service needs, eligibility, any previous requests and the degree of flexibility that the employee already has in their current working arrangements. Non-emergency leave of absence must not be taken unless and until it has been approved on the form at Appendix 1.

- 2.3. Where an emergency arises the employee must notify the School Administrator by telephone, and confirm in writing by email, as soon as is reasonably practicable, giving the reason for the absence and how long the employee expects to be absent from work to deal personally with the emergency which cannot be dealt with by anyone else.
- 2.4. Where a leave of absence request is refused there is a right of appeal. Any appeal must be made on the form at Appendix 1 within 5 (five) working days of receipt of the leave of absence decision. The appeal will be considered by a panel of three independent governors, whose decision is final.
- 2.5. A confidential record of requests for leave of absence and whether or not the request was granted will be maintained. Members of the LGPS (Local Government Pension Scheme) will be informed about the impact of taking unpaid leave on their pensionable service.

3. Discretionary Leave of Absence

- 3.1. Examples of discretionary time off work that may be granted with pay:

Summary non-exhaustive examples of leave normally granted with pay	Days per annum
Compassionate Leave illness or injury of a significant other person giving rise to serious domestic difficulties	Period reasonably necessary but not normally more than 3 (three) days.
Bereavement Leave death (including funeral) of a significant other person	Period reasonably necessary but not normally more than 5 (five) days. Governors can agree further paid and unpaid leave depending on the circumstances and on the advice of a personnel advisor.
Moving House where it cannot be arranged for a non-working time	1 (one) day

Personal events or emergencies an event which, if response were to be delayed, would result in significant personal loss to the employee, e.g., fire or flood	1 (one) day
Accepted impossible travel because of weather or other public crisis	Period reasonably necessary but not normally more than 2 (two) days
Interviews for jobs in the education service	Period reasonably necessary but not normally more than 3 (three) days
Dependent care leave employees may only take paid time off to provide personal care for a dependent where there is an immediate crisis. (There is a statutory right to take unpaid leave, see 6.1 below)	In normal circumstances not more than 1 (one) day on each occasion. Up to 3 (three) days in a rolling 12-month period.

3.2 Examples of discretionary leave that may be granted without pay:

Summary non-exhaustive examples of absence normally granted without pay	Days Per Annum - All Employees
Any personal reason other than those above which it is not possible to schedule for a non-working day or time or within annual leave e.g. dentist, optician, medical appointment, driving test, important one-off family occasions	Maximum of 3 (three) days
Attendance as witness either on subpoena or other direction from a court or at the direction of the police, or voluntary attendance at an inquest as witness not representing the School	Period of attendance necessary
Leave of absence for religious observance	Reasonable time off

3.2.1 Medical appointments

Upon production of a medical appointment letter/card up to half a day paid leave may be granted to attend an appointment at hospital (to include medical screening and blood donation but excluding any appointment associated with elective surgery) where it has proved impractical to attend outside normal working hours. The employee should first liaise with their line manager to agree a mutually convenient time so that the operational requirements of the School are met and should then request leave from the Head Teacher using the form at Appendix 1.

3.2.2 Attendance in court as a witness

If an employee is subpoenaed or summonsed to attend a Court (including an Employment Tribunal), as a witness and is not representing Bourn Primary Academy then, on production of proof of required attendance, they must request leave from the Head Teacher using the form at Appendix 1 and they will be granted unpaid leave to attend. If the employee wishes to attend Court as a witness on a voluntary basis then they should request leave of absence from the Head Teacher as soon as the need for the leave is known using the form at Appendix 1 and a decision will be made on a case-by-case basis.

3.2.3 Leave of absence for religious observance

An employee may request unpaid time off work to attend religious festivals, pilgrimages, time off for prayer or may request an adjustment to their working time to accommodate periods of fasting or requirements to cease work by a particular time using the form at Appendix 1. Requests for time off will be considered sympathetically and on a case-by- case basis, taking into account the needs of Bourn Primary Academy's pupils and surrounding circumstances. The employee should request time off at the beginning of the school year if possible, otherwise as soon as possible, so that plans for covering their absence can be made in good time.

4. Statutory Leave of Absence for Public Duties

4.1. Employees are entitled to a reasonable amount of unpaid time off work by law to carry out certain public duties. Public duties include service as a:

- tribunal member;
- magistrate;
- local councillor;
- member of an NHS Trust;
- prison visitor;
- lay visitor to police stations;
- school governor;
- lay observer, appointed under section 81(1)(1)(b) of the Criminal Justice Act 1991. These are volunteers who monitor conditions for

prisoners under escort and in court custody;

- member of Visiting Committees, for the immigration and detention estate, appointed under section 152(1) of the Immigration and Asylum Act 1999. These committees monitor the immigration detention estate;
- member of Visiting Committees appointed to monitor short-term immigration holding facilities, for example at airports.

4.2. As soon as an employee is aware that they will require time off for performance of a public service they should request leave of absence from the Head Teacher using the form at Appendix 1.

4.3. The School will agree to requests for paid time off to undertake public duties wherever reasonably possible having regard to the criteria set out in this policy.

4.4. Each request for time off will be considered on its merits, in the circumstances in which it is made including:

- whether the activity is reasonable in relation to the employee's employment;
- how much time off is reasonably required for the duty in question;
- how much time off the employee has already taken for the public duty in question;
- how the employee's absence will affect the School.

5. Jury Service

5.1. The employee must inform the Head Teacher as soon as they are summoned for jury service and must provide a copy of their Jury Service Summons and the accompanying Loss of Earnings form. Where, in the School's view, the release of an employee for jury service raises significant teaching or operational problems, assistance will be provided to the employee in order to appeal to the court to re-arrange or cancel the dates of service.

5.2. Employees attending Jury Service are usually able to claim compensation from the court for loss of earnings. The School will make up the Loss of Earnings allowances to the employee's normal level of earnings. The School must complete the Loss of Earnings form and the employee must give the completed form to the Clerk of the Court on their first day of Jury

Service.

- 5.3. Upon completion of Jury Service, the Court will pay an employee for travel, subsistence and Loss of Earnings and provide a remittance advice. This advice must be forwarded to the School Business Manager within 3 (three) working days of the employee's return to work.
- 5.4. The employee's salary will be reduced by the "Juror's Loss" paid by the Court. Pension contributions are not affected. An employee cannot be paid twice, both by the Court and the School, for the same days.
- 5.5. Where jury service lasts for less than half a day the employee must return to work for the remainder of the day wherever practicable. The employee must keep the Head Teacher regularly informed about how long they are likely to be away from work.
- 5.6. Employees are protected from being subjected to a detriment or being dismissed, as a result of being summoned to attend for service as a juror or being absent from work on jury service.

6. Statutory Dependent Care Leave

- 6.1. Employees have a right to take a reasonable amount of unpaid time off work when it is necessary to:
 - provide assistance when a dependant falls ill, gives birth, is injured or assaulted;
 - make longer-term care arrangements for a dependent who is ill or injured;
 - take action required in consequence of the death of a dependent;
 - deal with the unexpected disruption, termination or breakdown of arrangements for the care of a dependent; and/or
 - deal with an unexpected incident involving an employee's child during school hours (or those of another educational establishment).
- 6.2. A dependent for the purposes of paragraph 6.1 is:
 - an employee's spouse, civil partner, parent or child;
 - a person who lives in the same household as the employee, but who is not their tenant, lodger, boarder or employee; or
 - anyone else who reasonably relies on the employee to provide

assistance, to make arrangements or to take action of the kind referred to in 6.1 above.

7. Parental Bereavement Leave

7.1. The School recognises that, while dealing with any bereavement is difficult, the death of a child is among the most devastating events that an employee can ever face.

7.2. This entitlement applies to employees who have suffered the loss of a child (i.e. under the age of 18) or who suffer a stillbirth after 24 weeks of pregnancy on or after 6 April 2020.

7.3. Irrespective of the length of service, an employee can take parental bereavement leave if they are the:

- Parent of a child who has died
- Partner of the child's parent, where you live in an enduring family relationship with the child who has died and their parent
- "Parent in fact" of a child who has died, which means that, for a continuous period of at least four weeks before the child died, you have been living with the child and had "day-to-day responsibility" for the child (but you have not been paid to look after the child)
- "Intended parent" of a child who has died, i.e. a parent using a surrogate
- "Natural parent" of a child who has died who is named in a court order, i.e. where a court orders some contact for an adopted child's birth parent
- Adopter of a child who has died

In practice, this means that most employees with parental responsibility for a child who has died on or after 6 April 2020 can take parental bereavement leave. If you have suffered a bereavement but are unsure if you are entitled to parental bereavement leave, you should contact the Head Teacher for clarification.

7.4 What leave a bereaved parent can take

- For each child who has died, a bereaved parent can take one or two weeks' parental bereavement leave

- Parental bereavement leave is not available as individual days

7.5 If you are a bereaved parent, you are able to take the leave as:

- A single block of two weeks
- Two separate blocks of one week at different times
- The leave must be taken within 56 weeks of the date of the death of your child
- This lengthy period recognises that, as a bereaved parent, you may need some flexibility as to when you take the leave. For example, you may:
 - Wish to take leave around the first anniversary of your child's death or at another particular time that is special, such as your child's birthday
 - Already be on another type of leave, such as maternity leave or sickness absence

7.6 Notice to take parental bereavement leave

- Informal notification, such as a phone call or email, is sufficient to take parental bereavement leave.
- If you intend to take parental bereavement leave within the first 56 days after your child's death, you can take the leave straightaway. You do not have to provide a period of notice. This means that you can begin parental bereavement leave by letting the Head Teacher know no later than when you are due to start work or, if that is not feasible, as soon as is reasonably practicable.
- If you intend to take parental bereavement leave more than 56 days after your child's death, you have to give the Head Teacher at least one week's notice of your intention to take parental bereavement leave.

7.7 Cancellation of parental bereavement leave

- If you have asked to begin parental bereavement leave within the first 56 days of the date of your child's death, you can cancel your parental bereavement leave, as long as you let the Head Teacher know before you would have been due to start work.
- If you have asked to begin parental bereavement leave more than 56 days after your child's death, you can cancel your parental bereavement leave, as long as you let the Head Teacher know at least one week in advance.

- You cannot cancel any week of parental bereavement leave that has already begun.

7.8 Pay during parental bereavement leave

- Recognising the need to support bereaved parents, we will continue to pay normal pay during parental bereavement leave.
- Longer term parental bereavement leave with or without pay can be agreed at the discretion of the Head Teacher

7.9 Rights during parental bereavement leave

- During parental bereavement leave, all terms and conditions of your contract will continue.
- This means that all benefits will remain in place. For example, holiday entitlement will continue to accrue. Pension contributions will continue to be paid. You will remain in any life assurance/private medical insurance schemes that you have joined.

7.10 Returning to work following parental bereavement leave

- You have the right to resume working in the same job when returning to work from parental bereavement leave if the period of leave, when added to any other period of statutory leave (typically maternity leave, paternity leave, adoption leave, or shared parental leave) in relation to the same child, is 26 weeks or less.
- You are entitled to return to another job that is suitable and appropriate for you, rather than the same job, if:
 - The period of leave taken is more than 26 weeks when added to most other periods of statutory leave taken in relation to the same child; and
 - It is not reasonably practicable to return you to the same job.

APPENDIX 1

PART 1 - LEAVE OF ABSENCE REQUEST

Name:	
Job title:	

Date/ time from:	Date/time to:
I have read and understood the Discretionary Leave Policy. Reason for request: (Please attach a copy of any relevant appointment card)	
I understand and accept that if leave of absence is granted without pay it will affect my pension entitlement.	
Signed:	Date:

PART 2 – LEAVE OF ABSENCE DECISION

Your request for leave is:

- Approved with pay
- Approved without pay
- Time to be made up

Not approved for the following reason(s):

- Operational difficulties on covering absence
- Loss of entitlement/continuity of educational provision for pupils
- Leave of absence limits already reached
- The request is outside the policy framework
- Other. Explanation of reason(s) for non-approval:

Signed:

Date:

Job Title:

PART 3 – APPEAL AGAINST LEAVE OF ABSENCE DECISION

If you wish to appeal against a refusal to grant discretionary leave of absence, then you must explain your reasons below and return this form to the Chair of Governors within 5 (five) working days of the date of the decision as recorded above. Your appeal will be heard by a panel of three independent governors.

Signed:

Date: