



**Education
Partnership
Trust**

Creating outstanding schools
which transform learning, lives
and communities

SHORT TERM SICKNESS ABSENCE MANAGEMENT POLICY

DOCUMENT CONTROL

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1.0 PURPOSE

- 1.1 This model procedure provides a framework for schools to manage cases of repeated short-term sickness absence. The procedure is intended to give clear guidance to all parties in dealing with short-term absence.
- 1.2 This policy has been produced following consultation with the recognised Teacher Associations/Trade Unions.
- 1.3 Absence records are confidential to those persons involved. Schools should be mindful of the requirements of the Data Protection Act 2018 and compliance with GDPR.

2.0 APPLICATION

- 2.1 This procedure has been adopted by the Education Partnership Trust and applies to all employees of the Trust.
- 2.2 This procedure has been written on the understanding that the day-to-day management of attendance is undertaken by the Head teacher (or nominated person), and dismissal decisions are taken by Dismissal Committee of the Governing Body. However, in accordance with the provisions of the Education Act 2002 and its associated School Staffing (England) Regulations 2003 & 2009, the Trust Board of Directors may elect to delegate the power to make dismissal decisions to the Head teacher. If the responsibility for dismissal decisions rests with the Head teacher, to preserve the integrity of the managing attendance process, the responsibility for the day-to-day management under this procedure should be delegated to another member of the School Leadership Team, thereby leaving the Head teacher available to consider what action should be taken at the end of the formal procedures, including dismissal.
In these cases, any reference to the role of the Head teacher within this procedure should be taken to mean the member of the School Leadership Team responsible for the day-to-day management of attendance (identified with an asterisk (*) throughout this procedure).
- 2.3 Nothing in this procedure shall prevent an employee from exercising their statutory rights under employment law to register a claim with an employment tribunal.
- 2.4 An equality impact assessment of this policy will be undertaken to ensure that no groups or individuals with protected characteristics are unintentionally disadvantaged by the policy or practice.

3.0 SICKNESS ABSENCE TRIGGER LEVELS

- 3.1 Action should be considered under this procedure when an employee's level of sickness absence reaches the trigger levels. The recommended trigger levels for school staff are: -
 - *10 working days sickness absence and/or
 - *4 periods of sickness absence in a rolling period of 12 months and/or
 - A cause for concern
(**pro-rata for part-time employees*)
- 3.2 The purpose of this procedure is to provide a framework within which Head teachers* are able to exercise discretion according to the particular circumstances of the absence.

4.0 GENERAL PRINCIPLES

- 4.1 This procedure should only be used to resolve absence relating to sickness of the employee. Absence relating to the provisions of the Leave of Absence or Special Leave procedures should be counted and dealt with separately under the terms of the Special Leave policy for Teachers or Special Leave policy for Support Staff, available from HR.
- 4.2 The application of this procedure can be considered regardless of whether the employee provides a fit note to cover their sickness absence or not.
- 4.3 This procedure assumes that all sickness absence is genuine. It is inevitable; therefore, that this procedure will be applied to employees with genuine health problems and therefore the various steps as set out should be handled sympathetically.
- 4.4 Head teachers and managers must ensure that there is consistency of approach and standards in dealing with all employee absence issues.
- 4.5 Repeated short-term sickness absence may arise from a health problem, which may be caused by personal or work-related issues. Each case will need to be considered on an individual basis having regard to: -
- the nature of the illness or disability;
 - frequency and pattern of absence;
 - overall absence record;
 - operational needs of the school;
 - impact of the absence on other employees.
- 4.6 Where the absence(s) is due to a condition that could be classed as a disability under the Equality Act 2010 advice should be sought from Human Resources in relation to the procedure. Where necessary, professional help should be sought to deal with specific problems. Drug, Alcohol or chemical dependency will normally be dealt with as a sickness capability issue, and the normal sickness absence processes will apply. However, if an employee is under the influence of non-prescribed drugs or has a chemical or alcohol dependency, sufficient to be a health and safety risk, this may be deemed as unprofessional conduct or potentially bring the school into disrepute, and the matter will then be dealt with under the Schools Disciplinary Policy. Please refer to HR for advice.
- 4.7 It is not necessary to obtain medical evidence confirming the employee's condition when first applying this procedure. In instances where short-term, unrelated illnesses are the reasons for absence, there is nothing necessarily to be gained by obtaining a medical opinion. If, however, the illnesses indicate that there could be an underlying cause which has not already been addressed and certainty at the beginning of the formal procedure, then a referral to the Occupational Health Unit (OHU) may be considered, who may provide advice on a course of action which could result in an improvement in attendance.
- 4.8 If it becomes clear, at any stage in the application of this procedure, that permanent incapacity to carry out the appointed duties on ill health grounds is the underlying issue, then the procedure will be suspended, independent medical advice sought and the Long-Term Sickness Absence Procedure followed.
- An employee, whilst not permanently incapacitated, may be absent due to a specific condition (e.g. hysterectomy, broken leg) which may result in a lengthy absence, but which is obviously finite and where the application of the formal stages of this procedure may not be appropriate.

4.9 The time limits outlined within this procedure should be adhered to unless exceptional circumstances apply.

It must be recognised that the final outcome of a process for dealing with repeated short-term absence may be dismissal. Whilst warnings or cautions may seem incompatible with sickness absence, they are essential when the end result might be termination of employment. Under this procedure, any reasonable employer is entitled to decide that termination of employment is the only reasonable course of action. However, advice must have been provided, procedures must have been followed and the employee must have been given sufficient warning of this outcome in the event that their attendance does not improve when, over a period of time, efforts to improve their levels of attendance have not been successful.

Where any action under this procedure may have implications for an employee's salary or their continued employment, they should be advised to seek advice from their trade union/professional association. At any meeting convened under this procedure, the employee may be accompanied by a work colleague or recognised trade union representative.

4.10 Any decision to terminate employment arising from this procedure must be preceded by: -

- A review of the employee's attendance record and reasons for absence.
- A medical report.
- Opportunity for the employee to make representations regarding sickness absence.
- Appropriate warnings that dismissal may occur if attendance does not improve within a specified period.

4.11 This procedure is separate from the Disciplinary and Capability Procedures.

If any employee considers that they have been treated unfairly or inconsistently under this procedure, he/she has the right to pursue a grievance under the school's Grievance Procedures. It should be noted, however, that the submission of a grievance will not automatically result in this procedure being halted.

5.0 INFORMAL STAGE – HEADTEACHER DISCUSSION

NOTE: This discussion should take place with the member of the School Leadership Team who is responsible for the day to day management of attendance where the Governing Body have delegated responsibility for dismissal decisions to the Head teacher.

5.1 Normally the stages below would be followed sequentially. However, if an employee has previously progressed through the informal or formal stages and action has ceased following satisfactory attendance within the review period, and within a 12-month period and further action is considered necessary, the procedure may be recommenced at the next stage of the procedure. Where there has been a twelvemonth period of acceptable attendance any subsequent action would recommence at the informal stage of the procedure.

5.2 Following the referral of an employee to the Headteacher* where the repeated short term absence is viewed as a cause for concern, i.e. the amount of absence/frequency of absence reaches the trigger points adopted by the School, the Headteacher* should arrange a meeting with the employee, who may be accompanied by a work colleague or trade union/professional association representative, at which they are:

- Informed of the level/frequency of absence and the effects on the operation of the school and on other employees;

- Given an opportunity to explain the absences, identify reasons and discuss reasonable adjustments. Attention may also be drawn to the support available through trade unions/professional associations
 - Made aware that their absence level is unacceptable, that improvement is necessary and that continued unacceptable absence could lead to formal warnings and ultimately dismissal.
 - Where appropriate, set a target for improved attendance (e.g. no sickness absence within a term), the terms of which should be clearly explained to the employee. A date should be set when the situation will be reviewed.
- 5.3 The outcome of the discussion should be set out, in writing, to the employee to ensure clarity and the position should be monitored and reviewed.
- 5.4 Where the informal stage has not been successful, no satisfactory improvement is achieved and there remains cause for concern, the matter should proceed to the formal procedure and a referral to occupational health should be made at this point. In the case of stress and anxiety, a referral to occupational is seen as good practice at the earliest opportunity.

6.0 FORMAL PROCEDURE

- 6.1 The formal procedure comprises three stages, which should be followed if formal action is considered necessary. It is intended to provide fair and effective arrangements with clarity of the rights and responsibilities of school management, employees and the recognised Trade Unions. At both Stage one and stage two formal interviews, a formal written warning may be issued. At all formal stages the employee will be advised in writing of the outcome of that stage and their right to appeal the decision within 10 working days of the date of the written outcome.

STAGE ONE

- 6.2 The employee should be invited, in writing, to an interview with the Head teacher*. The invitation should contain the absence record and provide the employee with the opportunity to consult and be accompanied by a work colleague or trade union/professional association representative. The letter should state that this is now the formal procedure and outline the stage of the procedure within which the meeting is being conducted. A reasonable period of notice of the meeting should be given (e.g. 5 working days).
- 6.3 During the interview, the Head teacher:
- must draw attention to the absence pattern, the reasons given for absence and the implications on the school. Where the absence is disability related, discuss any reasonable adjustments that may be appropriate to enable the employee to maintain their attendance at work.
 - discuss, to clarify, underlying causes and seek to deal with these again drawing attention to the support from Professional Associations/Trade Unions.
- 6.4 If there is no acceptable explanation, issue the employee with a written formal warning under this procedure that:
- the level of attendance is unacceptable
 - improvement is essential over specified period e.g. 12 weeks/1 term/½ term. A target for improved attendance should be set, the terms of which should be clearly outlined to the employee.
 - That the written warning will be on file for 12 months.
 - agree a review period and fix a review date.

- inform the employee that further deterioration in absence frequency/levels during the review period will result in the review date being brought forward and that if the target is not met or there is a further period of absence during the review period beyond the target set, it may lead to action under the next stage of the procedure.
- 6.5 Following the interview, the Head teacher:
- must confirm the outcome, including the written formal warning, in writing within 5 working days, with a return slip for the employee to acknowledge receipt of the warning. The written outcome should remind the employee that further deterioration in absence frequency/levels during the review period will result in the review date being brought forward and that if the target is not met or there is a further period of absence during the review period beyond the target set, it may lead to action under the next stage of the procedure.
 - At the end of the monitoring period, if attendance has improved and is within acceptable levels, no further action should be taken other than to confirm, in writing, to the employee concerned that attendance is now considered to be satisfactory and to advise the employee that if further action is deemed necessary under this procedure within the following twelve months, such action may begin at Stage 2 of this procedure.
 - If there is no improvement at Stage One of the procedures, the employee should be referred through to Stage Two.

STAGE TWO

- 6.6 If the target set under Stage One of the procedure is not met, or if the employee has been dealt with under Stage One within the previous 12-month period but their attendance levels have deteriorated following a satisfactory review period, then a further interview with the Head teacher* should be held. The employee should be invited to the meeting in writing. The invitation should contain the absence record and provide the employee with the opportunity to consult and be accompanied by a work colleague or trade union/professional association representative. The letter should remind the employee that this is the formal procedure and outline the stage of the procedure within which the meeting is being conducted. A reasonable period of notice of the meeting should be given (e.g. 5 working days).
- 6.7 In a further attempt to remedy the absence issue, during the interview, the Head teacher must:
- draw attention again to absence patterns including the review period. Where the absence is disability related, discuss any reasonable adjustments that may be appropriate to enable the employee to maintain their attendance at work.
 - discuss again to clarify underlying causes and seek to deal with them, involving other agencies as appropriate.
 - remind of the implications of continued excessive absence e.g. the effect on pupils, other employees, budget implications etc.
 - agree a further review date and fix a review date.
 - inform the employee that further deterioration in absence frequency/levels during the review period will result in the review date being brought forward and that if the target is not met or there is a further period of absence during the review period beyond the target set, the outcome could be a recommendation for dismissal on the grounds of incapacity to maintain an acceptable level of attendance.
- 6.8 Following the interview, the Head teacher* must confirm the outcome, including the written final warning, in writing within 5 working days, with a return slip for the employee to acknowledge receipt of the warning. The written outcome should remind the employee that further deterioration in

absence frequency/levels during the review period will result in the review date being brought forward and that if the target is not met or there is a further period of absence during the review period beyond the target set, the outcome could be a recommendation for dismissal on the grounds of incapacity to maintain an acceptable level of attendance

- 6.9 At the end of the further review period, if the attendance has improved to within acceptable levels then no further action should be taken other than to inform the employee, in writing, of this fact and to advise the employee that if further action is deemed necessary under this procedure within the following 12 months such action may begin at Stage 3 of this procedure.
- 6.10 If there is no improvement at Stage Two of the procedure, the employee should be referred through to Stage Three.

STAGE THREE – FINAL INTERVIEW.

- 6.11 If the target set under Stage Two of the procedure is not met, or if the employee has been dealt with under Stage Two within the previous 12-month period but their attendance levels have deteriorated following a satisfactory review period, then the final interview should take place. The Head teacher* should discuss the circumstances of the case with a member of the Schools HR Team, prior to arranging any further meeting with the employee and his/her representative.
- 6.12 If there is no current medical report available, then a referral to the Occupational Health Unit should be made prior to the interview. The employee should be advised that the referral is being made.
- 6.13 Where the employee either refuses to attend the OHU or does not attend on more than one occasion without good reason, the reason for the nonattendance should be reviewed with the employee, however progression to Stage Three should not be unduly delayed. In such instances, the employee should be informed that the Governing Body or Head teacher (where the Governing Body has delegated the power to make dismissal decisions to the Head teacher) will have to proceed without the benefit of a current medical report for reference.
- 6.14 The letter inviting the employee to attend the interview should specify the reason for the interview, set out the attendance record including that over the review period and any action taken under the procedure so far. It should also advise of the right to be accompanied by a work colleague or trade union/professional association representative and inform the employee that the outcome of the meeting could be a recommendation to the Governing Body or Head teacher (where the Governing Body has delegated the power to make dismissal decisions to the Head teacher) for dismissal. A reasonable period of notice of the meeting should be given (e.g. 5 working days).
- 6.15 During the interview, the Head teacher must:
- Consider any new information regarding the employee's ill health or change in nature of sickness absence.
 - Consider any relevant medical advice (suspend the interview if further advice is thought necessary as a result of the interview discussion). Where the absence is disability related, discuss any reasonable adjustments that may be appropriate to enable the employee to maintain their attendance at work.
 - Following consideration of any representations, make a final decision regarding the submission of a report, which will recommend termination of employment to the Attendance and Dismissal Committee of the Governors or Head teacher (where the Governing Body has delegated the power to make dismissal decisions to the Head teacher). Any appeal against dismissal would be to the Appeals Committee within 10 working days of written confirmation of the decision.

6.16 Following the interview, the Head teacher must:

- confirm the outcome of the meeting in writing, in writing within 5 working days, with a return slip for the employee to acknowledge receipt.

7.0 APPENDIX A - CONDUCTING INTERVIEWS UNDER THE REPEATED SHORT-TERM ABSENCE PROCEDURE

NOTE: Employees should be informed of their right to be accompanied by a work colleague or representative of a recognised trade union in a formal interview situation.

In conducting an interview with employees in relation to sickness absence the following should apply:

- Conduct it in private, ensure that the conversation cannot be overheard and maintain confidentiality.
- Keep a written record of the interview. Provide copies for the employee and his/her representative.
- Ensure you explain the purpose of the meeting.
- Be prepared, with absence dates and levels etc.
- Be sensitive and courteous this is a potentially stressful situation for both parties.
- Some types of illness may require sensitive handling.
- Have regard for and respect the emotional state of the employee.
- Ask open and direct questions, i.e. questions which need answering with a bit more than 'Yes' or 'No'. For example, 'What does your doctor say?' is better than 'Have you seen your doctor?'
- Listen to the explanations offered.
- Keep an open mind - the absence may be due to other reasons.
- Be prepared to be helpful but be firm.
- Get the employee to talk with you. Remember, you're trying to solve a problem.
- If it gets heated or over-emotional, then stop. Allow time for recovery. If necessary, meet again on another day.
- However, justified you think it is, do not adopt an aggressive approach.
- Find joint solutions if you can - try to share the problem.
- Close the interview by agreeing your action plan.

8.0 APPENDIX B - REPEATED SHORT-TERM SICKNESS ABSENCE PROCEDURE

RECORD OF REPEATED SHORT-TERM SICKNESS ABSENCE INTERVIEW

EMPLOYEE'S NAME:

JOB TITLE:

INTERVIEW CONDUCTED BY:

STAGE OF PROCEDURE Headteacher Discussion* / Stage 1* / Stage 2* / Stage 3* (*delete as appropriate)

This form should be completed whenever a Headteacher* holds a meeting with an employee under the Short-term Sickness Absence procedure. The form should not be used for Return to Work discussions, as a separate form is available for that purpose.

Absences during the previous 12 month rolling period

.....daysperiods of absence Details of absences (reasons, causes etc)

Summary of interview comments: (Please continue on separate sheet if required)

Action discussed with employee:

Target for improvement agreed with employee (if appropriate):

Review date (if appropriate):

I confirm that this is a true and accurate record of the meeting.

Signed: (Headteacher*) **Date:**

Signed: (Employee) **Date:**

9.0 APPENDIX C - GUIDANCE NOTES

Section A

This section should be used to record the periods and reasons for absences occurring during the previous 12-month rolling period.

Section B

This section may include further information about any underlying causes of absence and what medical treatment is being sought or undertaken. The Head teacher* should also outline the effect of the absences on pupils and colleagues and service delivery in the School.

Section C

Describe here any action discussed e.g.

- employee agrees to seek medical advice or OHU referral to be made. Details of other agencies may be provided (as appropriate).
 - consideration to be given to adjustments to the work situation
-
- if there is no acceptable explanation, issue the employee with the appropriate warning under this procedure and inform them that the level of attendance is unacceptable, and improvement is essential over specified period e.g. 12 weeks/1 term/½ term.
 - In the above circumstances, a target for improved attendance should be set, the terms of which should be clearly outlined to the employee.
 - the employee should be informed that further deterioration in absence frequency/levels during the review period will result in the review date being brought forward and that if the target is not met or there is a further period of absence during the review period beyond the target set, it may lead to action under the next stage of the procedure.

Confidentiality

This document should be retained on the employee's personal file. If the document is retained electronically, it should be retained in the appropriate file/folder.

10.0 APPENDIX D - PROCEDURE FOR CONSIDERATION OF REPEATED AND LONG-TERM SICKNESS ABSENCE AND TERMINATION OF EMPLOYMENT ARISING FROM SICKNESS ABSENCE

A. GENERAL PRINCIPLES

Any consideration of termination of employment should be pursued in consultation with the Chief Executive of the Education Partnership Trust. Confidentiality should be maintained as is the case in any dismissal process.

The employee has the right to attend and/or be represented by a work colleague or representative of a trade union/professional association, at any meeting convened under these procedures. In addition, the employee may be accompanied by a scribe whose only function is to take written notes to serve as a private record for the employee.

The Head teacher*, when presenting a report at any meeting convened under these procedures, has the right to be accompanied by a representative of a professional association to act as adviser (not as the presenter of the case).

At any meetings convened under these procedures, a Human Resources Representative is entitled to attend. The power to adjourn meetings convened under these procedures' rests with the Chair of the meeting. Both parties will be allowed the facility of an adjournment which will not unreasonably be refused.

In schools where the Governing Body have not delegated the responsibility for dismissal decisions to the Headteacher, any reports presented to the Governing Body under these procedures will not be dealt with by the full Governing Body, but by a Committee of the Governing Body set up for that purpose comprising no fewer than three governors. The Governing Body will empower the Disciplinary Committee to sit as an Attendance and Dismissal Committee with delegated powers to deal with matters under both the short term and the long-term sickness absence procedures. The Committee will be empowered to consider and determine matters arising from ongoing temporary incapacity and repeated short-term absence and to consider and determine matters where an employee does not accept a recommendation to seek infirmity benefits.

Any appeal against termination of contract will be referred to the Appeals Committee of the Governing Body.

B. PROCEDURE AT THE HEARING OF THE ATTENDANCE AND DISMISSAL COMMITTEE OF THE GOVERNING BODY

The Attendance and Dismissal Committee will meet as soon as is practicable, once a decision has been taken to submit a report to Governors.

The employee will be informed in writing that a report is being submitted to the Attendance and Dismissal Committee and that the employee can attend and may be represented by a work colleague or Professional Association/Trade Union representative, to respond to the case. Where the employee fails to attend and no reasonable explanation is forthcoming, the matter may be considered in his/her absence.

The Headteacher* will prepare a report for the Attendance and Dismissal Committee setting out:

- the absence record of the employee over the relevant period (depending upon the nature of the absences) with any patterns/frequencies highlighted which are considered to be relevant
- all correspondence confirming action taken

- a current medical report (where this is available) and any further medical advice relevant to the case.

The Clerk to the Governors will give written notification of the date, time and place of the hearing to the employee and his/her representative together with a copy of the report to be placed before the Committee at least 10 working days prior to the date of the meeting. If the employee is not able to attend due to the unavailability of their professional association/trade union representative, the representative should suggest an alternative date within 5 working days of the original date.

The employee may (if he/she wishes) submit to the Clerk of the Governors any documents concerning the report for circulation to the members of the Committee prior to the meeting.

The case on behalf of the School will be made by the presenter of the report (i.e. Head teacher*, or other appropriate person e.g. an officer of the Authority) and witnesses may be called to support the case. Where an employee does not attend the hearing or is not represented but submits written representations, 7 to 10 should be omitted.

The employee and/or his/her representative and members of the Attendance and Dismissal Committee will be entitled to question the presenter of the report and any witnesses.

The employee and/or his/her representative will present a statement of case and present any documents to the Committee and will be entitled to call witnesses to support the case.

The presenter of the report and the Committee will be entitled to question the employee and any witnesses who have been called.

The presenter of the report will have the opportunity to make a closing statement to the Committee and, thereafter, the employee and/or his/her representative will have the same opportunity.

At the conclusion, the presenter of the report, the employee, his/her representative and any witnesses will withdraw, and the Committee will reach a decision in private. Advice given by the Executive Director of Children's Services/Diocesan Officer or their representatives must be considered by the Committee. Should any parties need to be recalled clarifying any points of uncertainty, all parties should return notwithstanding that the point giving cause for concern relates to one party only.

Following their deliberations, the decision of the Committee will be conveyed orally to both parties and subsequently confirmed in writing within 5 working days informing the employee of their right of appeal which must be exercised within 10 working days of written confirmation of the decision.

In the event that a decision to dismiss is taken, the employee will receive due notice.

The notice period will commence from the date that the decision to dismiss is taken.

The same procedure will be followed where the Governing Body have delegated the responsibility for dismissal decisions to the Head teacher. In these cases, the Head teacher will assume the role of the Committee and an alternative member of the School Leadership Team will assume the role of the Head teacher. The Head teacher will identify the most appropriate individual to assume the role of the Clerk to Governors.

C. APPEAL PROCEDURES

Any appeal against a decision of the Head teacher (where the Governing Body has delegated the power to make dismissal decisions to the Head teacher) or the Attendance and Dismissal Committee will be referred to the Appeals Committee of the Governing Body.

The Clerk to the Governors will give written notification of the date, time and place of the hearing to the employee so as to arrive no later than 10 working days before the date of the meeting and the employee will receive, by that time, a copy of the report and statement(s) (if any), which are to be considered by the Appeals Committee.

The employee may submit any documents concerning the decision of the Attendance and Dismissal Committee or Head teacher (where the Governing Body has delegated the power to make dismissal decisions to the Head teacher). These should normally be made available to the Clerk to the Governors as soon as possible before the date of the meeting, so that they may be circulated with the report and statements.

A copy of the report and statements will be forwarded to members of the Appeals Committee prior to the hearing.

The Appeals Committee will have the power to confirm or alter the decision of the Attendance and Dismissal Committee or Head teacher (where the Governing Body has delegated the power to make dismissal decisions to the Head teacher). In the event that any subsequent appeal reverses the decision, the termination of employment will be rescinded, and any arrears of salary will be reinstated accordingly.

The decision of the Appeals Committee will be final, and no further right of appeal or hearing will be allowed under these procedures. The decision will be conveyed orally to the employee at the conclusion of the appeal hearing by the Chair of the Committee or one of the advisors to the Committee.

The Governing Body will notify the Trust in writing within 5 working days of the meeting of any determination to dismiss and the reasons for it. The Trust will within a period of 14 days (excluding weekends and public holidays) of the receipt of notification inform the employee of the termination of their contract of employment having regard to any period of notice to which they are entitled.

The effective date of dismissal will be the date of the Attendance & Dismissal Committee hearing or Head teacher hearing (where the Governing Body has delegated the power to make dismissal decisions to the Head teacher) where the original decision to dismiss was taken. All dismissals under this procedure will be with notice pay or payment in lieu of notice.

NOTE Employment Tribunal

There is nothing within these procedures will restrict an employee from exercising statutory rights under employment law.