



STAFF SICKNESS ABSENCE

Governing bodies have a duty to be fair and consistent in any dealings with members of staff who are their employees. This is particularly important in Church schools, where the network of personal relationships within the school community has as its starting point the Christian gospel, which recognises the uniqueness and value of the individual. When the issue concerns sickness on the part of the member of staff, governors will want to demonstrate compassion and sensitivity. Balanced with those attributes, however, they must also ensure that employees fulfil their contractual obligations where possible.

Prolonged or frequent occasional sickness can cause disruption in the workplace and can be unfair to colleagues. It is also important that governors have uppermost in their minds the need to maintain high standard of education for the pupils in the school. Good attendance is necessary to maximise efficiency and effectiveness and it is essential that any policy designed to deal with sickness absence is fair and equitable, enabling governors to deal with each case on its own merits.

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Reference: *Managing Staff Sickness Absence: Procedures for Employees in Voluntary Aided and Foundation Schools*, NATSOC publication with SDBE and London Diocesan Board for Schools, 2011