



Leave Policy and Summary Charts

(Please also refer to Leave Guidance, including Schools and Colleges)

Date adopted by the Trust Board	October 2018
Review Date	October 2021

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Produced for Schools by NYHR.

Access: If you require this information in an alternative format, such as large type, audio cassette or Braille, please contact NYHR.

Scope

1.0 This policy applies to all employees of The STAR Multi Academy Trust, unless specifically stated otherwise in the [summary chart](#) and where employees are employed in schools under local management arrangements.

Statement of commitment

2.0 The STAR Multi Academy Trust is committed to supporting the work life balance of its staff and provides a range of leave entitlements, which help accommodate individual needs and commitments outside work.

2.1 Leave entitlement will accrue from the start date of the employment and will be calculated pro-rata to ensure compliance with the Working Time Regulations

Key Responsibilities

3.0 The following is an outline of key responsibilities expected when following this policy & procedure:

Line Managers (including headteachers and other school managers)

- Should try to accommodate individuals' needs and commitments outside of work, wherever possible.
- Encourage staff to plan to take their full allocation of annual leave within the year. · Commit to forward planning of leave to ensure appropriate levels of cover for the effective running of services.
- Ensure that leave application processes are followed and leave requests are approved and recorded.
- Regularly review and monitor the utilisation of annual leave throughout the year to ensure the requirement to carry over leave into the next year is avoided or, where this is not practicable, kept to a minimum.

Employees

- Obtain management approval for annual leave.
- Submit leave requests in accordance with the relevant process and timescales. · Leave should be requested and approved as far in advance as possible. · Some types of leave have a legal minimum period of notice required for requesting leave; for example 21 days notice of a request to take parental leave. · Consideration should be given to the business needs of the service for which you work when requesting leave taking into account local service specific agreements.

School based employees

The provision of service to the children attending the school is paramount and therefore it must be understood that requests for non-statutory leave cannot be guaranteed.

Recommendations for schools

While schools staff, support and teaching, work in a different environment where the (Corporate) Leave procedure may not always apply, it is strongly recommended that school governing bodies adopt this procedure where they can. Where a type of leave is a statutory provision then governors must take steps to make sure that they are legally compliant and provide these types of leave where legitimately requested

NOTE: Any employee who absents him/herself without prior authorisation or fails to follow required procedures will be in breach of their contract of employment and may be subject to disciplinary action and pay may be deducted.

Statutory requirements of leave

4.0 For certain types of leave, there is a statutory entitlement to take leave. Statutory leave and timescales must be adhered to. Please refer to the [summary chart](#)

Summary Chart

☐ Please refer to the relevant section of the LEAVE GUIDANCE for full details ☐ = applies to this group / S = statutory n/a =not apply

**Leave Description type and policy section Entitlement NJC LG Soulbury Teachers (Centrally Employed)
Teachers (Schools)
JNC Y&CW**

<p>Annual leave</p>	<p>Paid annual leave entitlement for employees. Leave year' from 1st April to 31st March.</p>	<table border="1"> <thead> <tr> <th>Continuous Service length</th> <th>Days leave per year</th> </tr> </thead> <tbody> <tr> <td>0-12 months</td> <td>23</td> </tr> <tr> <td>1 year</td> <td>23</td> </tr> <tr> <td>2 years</td> <td>24</td> </tr> <tr> <td>3 years</td> <td>25</td> </tr> <tr> <td>4 years</td> <td>26</td> </tr> <tr> <td>5 years</td> <td>27</td> </tr> <tr> <td>10 years</td> <td>30</td> </tr> <tr> <td>15 years</td> <td>33</td> </tr> </tbody> </table> <p>The above grid applies to NJC LG staff only Pro-rata for part-time staff</p>	Continuous Service length	Days leave per year	0-12 months	23	1 year	23	2 years	24	3 years	25	4 years	26	5 years	27	10 years	30	15 years	33	<p>☐ See grid to left</p> <p>Staff working term time only have pro-rata Leave included in salary</p>	<p>☐ 32 days rising to 33 after 15 years' continuous service. Pro rata for part time employees</p>	<p>Full-time Teachers are required to work 195 days per school year, (Sept August (pro-rata for part-time teachers) and take their leave in school closure periods</p>	<p>Full-time Teachers are required to work 195 days per school year (Sept August) (pro-rata for part-time teachers) and take their leave in school closure periods</p>	<p>☐ 32 days annual leave rising to 37 after five years' continuous service. Pro rata for part time employees</p>
Continuous Service length	Days leave per year																								
0-12 months	23																								
1 year	23																								
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4 years	26																								
5 years	27																								
10 years	30																								
15 years	33																								
<p><u>Compulsory unpaid leave</u></p>	<p>To facilitate a close down of non-frontline buildings over the Christmas period (see guidance document for further information)</p>	<p>2 days unpaid leave applies for all staff (some exemptions will apply). Where possible, this will be taken between Boxing Day and New Year, alongside annual paid leave for the remainder. Pro-rata for part-time staff</p>	<p>☐</p>	<p>☐</p>	<p>n/a</p>	<p>n/a</p>	<p>☐</p>																		

<p><u>Public/bank holiday entitlement</u></p>	<p>All STAR MAT staff are entitled to the following Public Holidays from the commencement of employment</p>	<ul style="list-style-type: none"> · New Year's Day · Good Friday · Easter Monday · May Day (first Monday in May) · Spring / Whitsuntide Bank Holiday (last Monday in May) August Bank Holiday (last Monday in August) · Christmas Day · Boxing Day <p>(Where Christmas Day, Boxing Day or New Year's Day fall on a Saturday or Sunday the official Public Holiday is normally moved to the following Monday (or Monday and Tuesday, if both Christmas Day and Boxing Day fall at a weekend). Pro rata entitlement for part-time staff</p>	□	□	□	□	□
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<u>Leave type and policy section</u>	<u>Description</u>	<u>Entitlement</u>	<u>NJC LG</u>	<u>Soulbury</u>	<u>Teachers (Centrally Employed)</u>	<u>Teachers (Schools)</u>	<u>JNC Y&CW</u>
<p>Flexi-leave</p>	<p>Leave taken with manager's approval using hours accrued under the flexi-time scheme. (Only applicable to certain services and posts.)</p>	<p>Up to 12 days leave per year in half or full days: no more than 2 days per month. Carry forward no more than 15 hours credit or 7.5 hours debit per month. Pro-rata for part-time staff.</p>	□	<p>□ (refer to local arrangements in CYPS)</p>	N/A	N/A	
<p>Time off In lieu (TOIL)</p>	<p>Similar to Flexi time, this is a method of allowing staff time off for extra hours worked. (Only applicable to designated staff)</p>	<p>TOIL is given for staff who have worked on Public Holidays (in addition to pay). Otherwise, Directorate guidance is available for the use of TOIL in certain services.</p>					

Credited medical appointments	Hospital/Clinic Appts Doctor/Dental/ Opticians Appts Specific Medical Appts	As detailed in the leave guidance sections - also see particulars below for antenatal, fertility and gender reassignment.	<input type="checkbox"/>	<input type="checkbox"/>	Teaching staff required to make appts outside the school day where possible. Otherwise at manager's discretion (Hospital appts normally allowed with pay)	Teaching staff required to make appts outside the school day where possible. Otherwise at HTs discretion as to whether paid (Hospital appts normally allowed with pay)	<input type="checkbox"/>
Antenatal	Care during pregnancy including relaxation and parenting classes.	Paid time off for antenatal care is given to all staff expecting a child. Managers can ask to see appointment cards. Fathers and partners are entitled to attend up to 2 antenatal appointments.	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory
Fertility treatment	Leave to attend hospital for treatment	Credited medical leave for hospital appointments up to a maximum of 10 visits per annum. Pro-rata for part-time staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	Employees undergoing gender reassignment.	Credited medical leave for Hospital appointments up to a maximum of 10 visits per annum. Own time for other treatment. Pro-rata for part-time staff.	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory
Maternity	Applies to women who are pregnant	Ordinary Maternity Leave of 26 weeks. 26 weeks additional leave. Occupational and/or statutory pay applies dependent on service.	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory

Leave type and policy section	Description	Entitlement	NJC LG	Soulbury	Teachers (Centrally Employed)	Teachers (Schools)	JNC Y&CW
Maternity support leave	An employee chosen by the expectant parent to be the primary carer when the child arrives.	1 weeks paid leave. Pro rata for part time staff.	<input type="checkbox"/>	<input type="checkbox"/>	Teaching staff excluded via burgundy book but have Paternity Leave provision	Teaching staff excluded via burgundy book but have Paternity Leave provision	<input type="checkbox"/>
Pre-adoption	Applies to staff applying to be adoptive parents	Paid leave of up to 5 days to attend sessions as part of the adoptive process that cannot be held outside of work time. Pro-rata for part-time staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adoption	Applies to an adoptive parent who is the primary carer	Ordinary Adoption Leave of 26 weeks and Additional 26 weeks' adoption leave. Occupational and/or statutory pay applies, dependent on service.	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory
Foster carer's leave	Applies to staff who have been granted foster carer approval.	Up to 5 days paid leave in the first year of foster caring, during the period when Carers are expected to complete the Training, Support and Development Standards. In subsequent years up to 2 days paid leave to attend annual review, on-going training and other meetings relevant to the placement of the young person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paternity	Partner of expecting mother who have responsibility for the upbringing of a baby or adopted child,	Up to 2 weeks Statutory Paternity Pay (SPP) after 26 weeks continuous service. Alternatively, if eligible, 1 week Maternity Support Leave at normal pay plus 1 week Paternity Leave with SPP	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory
<u>Additional paternity leave</u>	For babies due, born or adopted from 3 April 2011 regulations changed to provide the opportunity for individuals to be able to apply for additional paternity leave.	This paid leave is for a maximum of 26 weeks and, providing the partner has returned to work, can be taken between 20 weeks and one year after the child is born / adopted.	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory

<u>Compassionate (paid)</u>	Bereavement within family, including in-laws, step families and grandparents. Attending seriously ill dependants.	Up to 3 days paid leave for bereavement or attending seriously ill dependants. Up to 5 days paid leave where the bereavement arrangements are the primary responsibility of the employee.	<input type="checkbox"/>	<input type="checkbox"/>	Up to 3 days paid leave for bereavement or attending seriously ill dependants.	Up to 3 days paid leave for bereavement or attending seriously ill dependants.	<input type="checkbox"/>
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<u>Leave type and policy section</u>	<u>Description</u>	<u>Entitlement</u>	<u>NJC LG</u>	<u>Soulbury</u>	<u>Teachers (Centrally Employed)</u>	<u>Teachers (Schools)</u>	<u>JNC Y&CW</u>
<u>Interview leave</u>	Leave to attend interviews	Leave with pay up to one day per annum.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Leave for interviews requiring more than one day at the discretion of the HT. May also include pre interview visits to schools	<input type="checkbox"/>
<u>Public service</u>	For specific public duties. Election Duties Jury Service Territorial Army Service or Non-Regular Forces	Up to 12 days paid leave (pro rata for part time), which can be extended at the discretion of the manager. Paid time off Paid time off Leave to attend Summer Camps Paid time off, up to 12 working days including training days. Pro-rata for part-time staff.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<u>Study leave (paid)</u>	Paid leave for work related study as approved.	Up to 1 day's leave per exam to a maximum of 5 days.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
<u>Time off for trade union duties</u>	Please refer to the Time off for Trade Union Duties & Activities Agreement on the intranet. This applies to Unison only.						

Volunteer leave for stronger communities activities (paid)	Paid leave for work related activity.	Up to 1 day's leave per year. For staff within 6 months of retirement date entitlement is for half a day per week and then 1 day per week within 1 month of retirement date.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
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UNPAID:

Leave type and policy section	Description	Entitlement	NJC LG	Soulbury	Teachers (Centrally Employed)	Teachers (Schools)	JNC Y&CW
Parental (unpaid)	Available to all with parental responsibilities	Up to 13 weeks unpaid leave before the child's 5th birthday, or 18 weeks unpaid leave before the 18 th birthday of a child receiving disability allowance. Parents of adopted children are entitled to up to 13 weeks unpaid leave in the first five years following placement, provided this is not later than the child's 18 th birthday	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory
Dependants (unpaid)	Available to all employees with dependants. A dependant is the husband, wife, or partner, child or parent of the employee and also includes someone who lives in the same household as a member of the family, but not tenant or boarder or live-in employees.	Up to 2 days unpaid leave when an emergency arises regarding a dependant. This is a statutory provision.	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory	<input type="checkbox"/> Statutory

Extended leave (unpaid)	Unpaid leave for a period of not more than 3 months.	Following a minimum of 6 months NYCC service, an employee may request a period of extended unpaid leave from their post for caring or personal reasons, including personal development. (replaces Career Break Scheme)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	At the discretion of the HT/Gov Body	<input type="checkbox"/>
Other unpaid leave (unpaid)	Staff can apply for up to 10 days additional leave (unpaid)	Spread the cost across the rest of the leave year for planned unpaid leave. Must be authorised by manager. Can be used to cover any request/reason including the following: <ul style="list-style-type: none"> · Special Leave · Emergency · Bad Weather · Religious See sections below: This is not pro rata but is subject to manager's discretion in considering service needs.	<input type="checkbox"/>	<input type="checkbox"/>	n/a	n/a	<input type="checkbox"/>

Leave type and policy section	Description	Entitlement	NJC LG	Soulbury	Teachers (Centrally Employed)	Teachers (Schools)	JNC Y&CW
Special leave (unpaid)	A number of days (a short period) of unpaid leave may be requested to deal with personal or domestic issues	This must have managers approval. Staff need to tell their Line manager the reason for the absence and their expected return date as soon as reasonably practicable. It is intended that this scheme allows enough time for the employee to cope with the immediate crisis.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	At the discretion of the HT/Gov Body	<input type="checkbox"/>
Emergency (unpaid)	For serious home or domestic problems	Unpaid time off not normally more than one working day, with manager's agreement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	At the discretion of the HT/Gov Body	<input type="checkbox"/>

<p>Bad weather / emergency</p> <p>Please refer to Infectious diseases</p>	<p>Staff prevented from attending work by severe weather, epidemics, fuel shortages etc.</p>	<p>All options should be explored in order to maintain the service. These include:</p> <ul style="list-style-type: none"> -Working from home -Working at a STAR MAT establishment closer to the employees home -Different working times -Taking flexi-leave -Taking annual leave -unpaid leave (see sect on dependants) Where flexi-leave or annual leave have been used, unpaid leave can be taken. All options should be explored and only in exceptional circumstances does the manager have discretion to authorise paid leave subject to approval as necessary. 	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p>All options should be explored in order to maintain the service. These include:</p> <ul style="list-style-type: none"> -Working from home -Working at a STAR MAT establishment closer to the employees home -Different working times, only in exceptional circumstances does the manager have discretion to authorise paid leave subject to approval as necessary. 	<p>If the Head – teacher is satisfied that all reasonable efforts have been made to attend work, leave may be paid – otherwise unpaid</p>	<p><input type="checkbox"/></p>
<p><u>Religious matters</u></p> <p>Festivals /Holidays Prayer Times/Fasting</p>	<p>Employees whose religious beliefs require the observance of festivals which fall on their work days and employees who wish to travel to attend religious gathering See section details</p>	<p>Negotiated time off with Line Manager using annual leave, flexi leave, unpaid leave or lieu time. A number of days (unpaid) special leave can be taken to attend religious gatherings and festivals.</p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p>Up to 3 working days with pay. Equivalent time should be worked in lieu.</p>	<p>Up to 3 working days with pay. Equivalent time should be worked in lieu.</p>	<p><input type="checkbox"/></p>

Recommendation: While schools staff, support and teaching, work in a different environment where the (Corporate) Leave procedure may not always apply it is strongly recommended that school governing bodies adopt this procedure where they can. Where a type of leave is a statutory provision then governors must take steps to make sure that they are legally compliant and provide this type of leave where legitimately requested.