

COVID 19 – STAFF ABSENCE SCHEME 2020/21

We are currently in the process of approving all the Staff Absence applications for 2020/21 and you will be receiving your contracts through via email. Although some schools may be closed for part of 2020/21, we anticipate an increase in claims when schools open up again, therefore we will not be offering reductions in premiums at this time. We will however review this position at the end of 2020/21.

What will the Scheme cover while schools are closed?

While schools are closed the staff absence scheme will stop reimbursements for any absences for the duration of the closure. This is because the reimbursements are used to fund supply and if the school is closed no supply cover will be needed.

It is recognised that in some instances schools may continue to incur cover costs related to an employee absence when the school is closed. Examples could include the below and will be paid in line with the school's cover option:

- If the school has a current maternity absence and a replacement teacher on a temporary/fixed term contract is providing cover for this absence.
- If a school has an ongoing long term sickness absence that is unrelated to Covid 19 and this absence is being covered by a replacement teacher on a temporary/fixed term contract.

The Staff Absence Scheme will consider reimbursements of these absences on a case by case basis and the Scheme may ask for evidence to verify these claims.

What will the Scheme cover for those schools that have remained open?

For schools that have remained open the Scheme will pay reimbursements for the following during term time in line with the school's cover option:

- It is anticipated that due to reduced pupil numbers the level of staff needed in school will be low but if due to staff absence, supply/agency staff are needed then the Scheme will reimburse the school.
- If the school has a current maternity absence and a replacement teacher on a temporary/fixed term contract is providing cover for this absence.
- If a school has an ongoing long term sickness absence that is unrelated to Covid 19 and this absence is being covered by a replacement teacher on a temporary/fixed term contract.

The Staff Absence Scheme will consider reimbursements of these absences on a case by case basis and the Scheme may ask for evidence to verify these claims.

What will the scheme cover for Covid 19 related absences in the financial year 2020/21?

The Scheme will pay out for the following absences relating to Covid 19 once schools have fully reopened.

- For any members of staff self-isolating due to Covid 19 symptoms.
- For any members of staff self-isolating because a family member is self-isolating due to Covid 19 symptoms.
- For any members of staff who are advised not to attend school due to pregnancy.

- For any members of staff who are advised not to attend school due to underlying medical conditions.

For all the absences the Scheme will start reimbursements in line with the school's individual contract and number of waiting days. Reimbursements will not commence from the first day of absence unless the school bought Day 1 cover.

How should Covid 19 related absences be recorded on the system?

These absences should be recorded under sickness and a new category has been added under nature of sickness called Covid 19. To help us track these absences please make sure that all absences related to Covid 19 are recorded under this category.