



# Managing Attendance at Work Policy

Signature:..... Name:..... Date:.....  
Chair of Governors

Signature:..... Name:..... Date:.....  
Executive Headteacher

Reviewed OCTOBER 2014  
Reviewed November 2015

This Policy strives to ensure the wellbeing of employees at work, through support, advice and help where underlying health issues are contributing to their absence in order to encourage consistent high levels of attendance. It recognises that whilst a certain level of sickness may be inevitable, a reasonable balance must be maintained between the needs of the business and those of employees to take time off from work due to sickness. This policy outlines what is expected from managers and employees when such situations occur (both short and long term sickness absence) in order to ensure that support and treatment is consistent, lawful, fair and equitable. The [Code of Practice](#) details the responsibilities of both parties and the mechanisms put in place to underpin our policy.

The County Council expects its employees to take responsibility for managing their own health wherever possible to ensure regular attendance at work, and to engage fully in the attendance management process when sickness absence occurs.

The County Council will use the Bradford factor scoring system to monitor all sickness absence, and employees not meeting the expected standards of attendance will be managed under the terms of this policy.

Sickness absences arising from and related to maternity, pregnancy, disability (Equality Act 2010), critical illness, or where the employer accepts that there has been an accident on duty in considering whether formal action is appropriate will normally be discounted from the Bradford score. An exception to this may be where reasonable adjustments have been agreed and put in place, but sickness absences continue to occur.

Staffordshire County Council will manage attendance through the use of Return to Work Discussions which will be conducted each time an employee returns to work following any period of sickness absence.

## Policy Principles

The three stages of managing attendance are progressive and intended to remind and enforce the attendance standards that are expected from all employees, with support mechanisms to encourage this. The manager must take formal action at the appropriate stage where the Bradford score is 150 or above, after taking account of absences that are normally discountable.

The policy applies from the first day of employment, although an employee must never unknowingly find him or herself under consideration of the formal attendance procedure.

Sometimes conflict with others at work can lead to employees taking sickness absence. In these circumstances mediation can be particularly helpful, providing a process for the parties involved to explore their issues in a safe and confidential environment, paving the way to a successful return to work.

This policy and its supporting procedural documents provide a framework to manage attendance issues in ways that are founded on the principles of:

- Effective support in the handling of sensitive and complex matters;
- Recognising disability related conditions and issues in the workplace and taking appropriate action to mitigate the effect of these;
- Equity and fairness of treatment;
- Consistency of application of the process and procedures agreed for handling sickness absence and attendance issues;
- Timeliness (in accordance with reasonable timelines).

## Other supporting information

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1. For more information on how to apply this policy visit the following documents:

- *When an Employee Goes off Sick*
- *Return to Work Discussions*
- *Formal Absence Process*
- *Managing Long Term Absence (including dismissal)*

2. Employees are expected to engage appropriately with this policy insofar as they are affected by it. Abuse or misuse of this policy is unacceptable and may give rise to action under the County Council's formal procedures.

3. Information recorded during this process may on request be disclosed to any party involved in the process (subject to exemptions). When a request for information is received, it would need to be established if the requested information is the requestor's personal data. The request would then be assessed to identify if there are any exemptions from release, for example, would release put another person at harm. Written requests for information will be subject to the Data Protection Act 1998 and the Freedom of Information Act 2000. For further advice please contact Information Governance.

4. For more information on associated County Council policies select from the following:

[Accidents at Work](#) [Staff Counselling](#) [Help with Being a Parent/Maternity Leave](#)

6. For information on [Occupational sick pay and governing legislation](#)

7. Further background information on this topic is available on the following websites:

[www.bis.gov.uk/](http://www.bis.gov.uk/)

[www.acas.org.uk](http://www.acas.org.uk)

See also national conditions of service and local agreements before determining or issuing advice.

### Policy Revisions (version control)

<b>Revision Date</b>	<b>Summary of Changes</b>
April 2012	Policy revised to reflect a more consistent approach in its application.