



RECORD OF DECISION TAKEN UNDER DELEGATED POWERS OUTLINED IN THE CONSTITUTION – Part 3 Section 16

**DELEGATED
OFFICER DECISION
TAKEN BY:**

**Jayne Ivory - Strategic Director Children's
Services & Education**

**David Fairclough - Director of HR,
Governance & Engagement**

**PORTFOLIO
AREA:**

Schools and Education

SUBJECT: Various Schools Policies

1. DECISION

The Strategic Director Children's Service & Education and the Director of HR, Governance & Engagement is asked to approve the revised School Policies.

2. REASON FOR DECISION

These Policies have been updated to ensure that they are fit for purpose and up to date in line with employment legislation and best practice.

The changes have been consulted with key stakeholders and through the LA Schools' Policy Development Group and agreed at the Local Joint Negotiating Consultative Committee (Schools & Teaching) and included on the Directors Report.

3. BACKGROUND

Sickness Absence Policy & Guidance

This policy has been reviewed to ensure it remains current in terms of best practice and employment legislation. It has been amended to remove the use of "Cautions" whilst going through the same stages of absence management. This will mean that managing absence for those who have a condition that may not improve has a process which is more sympathetic. The document reflects the Council's approach to managing sickness

Maternity, Adoption & Surrogacy Policy

This policy has been reviewed to ensure that it remains current in terms of best practice and employment legislation. There has also been the incorporation of adoption and surrogacy entitlements within the policy. The main change within this policy is the inclusion of adoption and surrogacy. The policy now covers the adoption/surrogacy leave and adoption/surrogacy pay including qualifying for this.

In developing the policy, account has been taken of best practice and current employment legislation

Whistleblowing Policy

This policy has been reviewed to ensure that it remains current in terms of best practice and employment legislation, and in line with "Keeping Children Safe in Education (KCSiE) 2018" from the Department for Education guidelines.

Some changes have been made to ensure reference to external organisations and legislation are accurate.

4. OPTIONS CONSIDERED AND REJECTED

N/A

5. DECLARATION OF INTEREST

All Declarations of Interest of the officer with delegation and the any Member who has been consulted, and note of any dispensation granted should be recorded below:

None

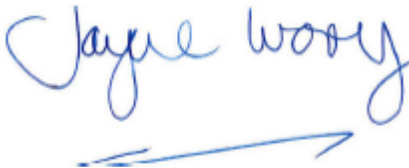
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| CONTACT OFFICER: | Jill Readfern |
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| DATE: | 25/6/21 |
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| BACKGROUND DOCUMENTS: | |
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Signed:



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| Strategic Director Children's Services & Education | Date: 16th July 2021 |
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Signed:



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| Director of HR, Governance & Engagement | Date: 2nd July 2021 |
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