



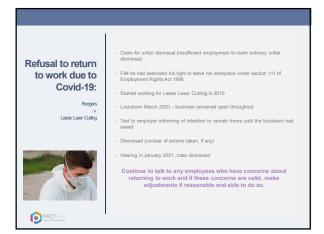








Refusal to wear a mask whilst on site at a customer's site - Employer policy to comply with PPE instructions of customers when on their site - Customer policy was masks to be worn on site and handed out on entry - Driver refused on two occasions - Claimed not compulsory under law and that his lorry was his home - Customer banned driver from their site - Employer took disciplinary action and dismissed - Employee lodge claim for unfair dismissal but case was rejected - Important to ensure your decision to dismiss falls within the band of reasonable responses. This case gives some indication of how employment tribunals may apply existing principles in Covid-19 situations.





Employment Legislation: - Settled / Pre-settled status - have they applied? - Assist if possible - Record their status - Reminder - Record their status Deadline: 30th June 2021 Public Sector Exit Cap - Revoked! - 12th February 2021 - Un-reduced pensions should now be paid regardless of whether or not a cash alternative payment has been made to the individual and a full strain cost should be requested.





Employment Legislation:

National Professional Qualifications Announcement

- The existing Middle Leadership NPQ has been replaced with three new NQP's these are:
- NPQ for Leading Teacher Development
- NPQ for Leading teaching
 NPQ for Leading Behaviour and Culture



Employment Legislation:

Benefits to the new NPQ's

- Supports teachers and leaders wanting to expand and development their skills
- The frameworks that support this have been developed in consultation with an expert advisory board
- The providers of the NPQ's will use these frameworks to design their courses
- In March the DfE announced who the lead providers will be:
 Ambition Institute
- Ambisin institute
 Basel Practice Network (home of Outstanding Leaders Partnership)
 Church of England
 Education Development Trust
 Haris Federation
 Leadership Learning South East
 Teacher Development Trust
 Teach First
 UCL Institute of Education



Employment

- Any teacher who is currently, or aspiring to be:

 a senior leader (with ross-school responsibilities) or:
 head teacher or head of school (with responsibility for leading a school) or;
 an executive head teacher or school trust CEO (with responsibility for leading several schools).

- Additionally, the specialist qualifications will be available to any teacher who may have, or are aspiring to have, responsibilities for the following:

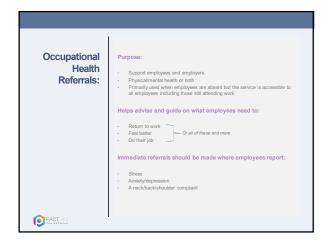
 Leading bearing in a subject, year group, by stage, or plant of the subject of

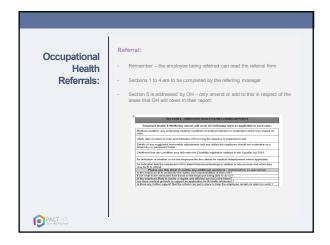


Legislation: Benefits to the new NPQ's

_				







Occupational Health Referrals:

Referral: Section 4

- Detail, detail and more detail!
- Current absence details:

 - reason for absence
 Any changes or developments throughout the period of absence
 Any treatment, medication and/or support
 Any other relevant factors that would be useful to OH for context
- Sickness absence history:
 Remember your GDPR obligations
- Management actions:
 - Meetings, phone calls, adjustments etc



Occupational Health Referrals:

Final Steps

- Review and ensure accuracy
 Ensure requested attachments are provided
 Seek advice from your HR Business Partner where needed
 Send to occupationalhealthadmin@Bradford.gov.uk

Appointment & Report

- It is advisable to ensure the employee is aware of the date and time of their appointment to minimise the risk of non-attendance and associated fees
- OH will make recommendations in the report they will not stipulate you have to do something as it is for you to determine if any adjustments being suggested are reasonable for your school
- Again, seek advice from your HR Business Partner where needed







Paula Beck HR Business Partner

PACT HR

COVID19: 12 months on & lessons learnt

Lockdown Positives and lessons learnt: General commerts form Schools - School's one way systems: We are going to keep them, they work children coming in wearing their PE kits - it saves time and cuts down on staff time sorting out lost property - Staggered start and finish times - much less traffic around school - Parents evenings going to offer in person or remote and arrange a separate time a block session for parents to come in to see books.

Lockdown Positives and lessons learnt: - Leadership Meetings - Reduction in sickness absence (non-Cowld 9 related) since the introduction of hand sanitiser and the extra hygiene measures - Less time spent on managing staff absence - Greater appreciation and respect for colleagues - Breaking down barriers and the stigma associated with Mental Health; people are being more open - The pre-recorded briefing sessions We'd love to hear more of your thoughtst Drop us a line or tweet us @Pact HR

