

DEPENDANTS LEAVE POLICY

December 2025

We consider equality implications before and at the time that we develop policy and take decisions, not as an afterthought, and we keep them under review on a continuing basis. All policies are approved by the governing board and reviewed annually.



But the plans of the Lord stand firm for ever, the purposes of his heart through all generations.

*Psalm 33:11
New International Version*

Contents

1.	Scope	3
2.	Introduction.....	3
3.	Eligibility	3
4.	Circumstances in which right to time off for dependants applies.....	3
5.	Procedure	4
6.	Pay.....	4
7.	How much time off can be taken?	4
8.	Other types of leave.....	4

1. Scope

This policy applies to all employees. It has been subject to consultation with Trade Unions. It does not form part of anybody's contract of employment and may be varied.

2. Introduction

We recognise that there will be occasions where employees are faced with emergency situations involving dependants where they may need to take time off work.

This policy explains the right to take time off work to manage unexpected or sudden problems, and of taking a reasonable amount of time for issues relating to a dependant and in order to make any necessary longer-term arrangements.

3. Eligibility

This policy applies to all employees.

A dependant is defined as:

- a spouse
- a civil partner
- a child
- a parent
- a person who lives with the employee other than as their employee, tenant, lodger or boarder
- any other person who would reasonably rely on the employee for assistance if they fell ill or was injured or assaulted, or who would rely on the employee to make arrangements for the provision of care in the event of illness or injury
- in relation to the disruption or termination of care for a dependant, any other person who reasonably relies on the employee to make arrangements for the provision of care.

4. Circumstances in which right to time off for dependants applies

All employees (irrespective of length of service, and whether they are part time or full time) are entitled to take a reasonable amount of time off during working hours to take necessary action:

- to provide assistance when a dependant falls ill, gives birth or is injured or assaulted
- to make arrangements for the provision of care for an ill or injured dependant
- in consequence of the death of a dependant
- because of the unexpected disruption or termination of arrangements for the care of a dependant
- to deal with an incident that involves their child and occurs unexpectedly while the child is at school/ another educational establishment.

5. Procedure

An employee who needs to take time off for dependants should contact the Headteacher at the earliest opportunity. If the employee becomes aware of an emergency situation while at work, they should immediately speak to the Headteacher about leaving work early. The employee should explain:

- the reason for the absence; and
- how long they expect to be absent from work.

If the employee is not at work and is unable to contact the Headteacher before taking time off for dependants, they should contact them as soon as possible.

The employee must inform the Headteacher as soon as possible of any change in the anticipated date of their return to work.

6. Pay

There is no statutory entitlement to receive pay while taking time off for dependants.

Emergency paid leave of up to a maximum of 5 days per year (rolling year) may be granted to allow for the care of sick children where no alternative arrangements can be made. If granted, emergency paid leave is pro-rata and only the first day is paid on each occasion. Emergency paid leave is subject to the school's discretion.

7. How much time off can be taken?

The right to time off for dependants will, in most cases, be one or two days. The employee must actively seek alternative longer-term arrangements for the care of a dependant as soon as possible after the emergency occurs. If the employee is unable to make alternative arrangements, they must contact the Headteacher and explain why further absence is required.

8. Other types of leave

Time off under this policy is intended to be for the employee to deal with emergency situations involving dependants. Once the immediate emergency has been taken care of, the employee is expected to return to work or, if further time off is necessary, request to take it as another form of leave. Authorisation of further leave is at the Headteachers discretion.