

HR and employment Covid-19 FAQs for schools and academies - September 2021

With many Covid-19 restrictions now removed we have prepared a new set of employment/HR related FAQs to support schools and academies for the new academic year commencing in September 2021.

07 September 2021

Please note: the information contained in this legal update is correct as of the original date of publication.

With many Covid-19 restrictions now removed we have prepared a new set of employment/HR related FAQs to support schools and academies for the new academic year commencing in September 2021. The Government updated its operating guidance to schools on 19 July and again on 18 and 27 August 2021.

- Preparing for the new term
- Vaccines
- Wellbeing and managing anxiety
- Long Covid

Preparing for the new term

What actions should our school take prior to the next term?	+
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Can pregnant employees including those who are 28 weeks or more, return to work on site?	+
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What about CEV staff?	+
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Vaccines

Can employers mandate staff to have the Covid-19 vaccination?	+
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What are the risks of making the vaccination mandatory?	+
What should employers do if you are aware that an employee is not double vaccinated?	+
Can I refuse to pay a member of staff who is required to self-isolate due to being a close contact because they have not been doubled vaccinated?	+
Can we ask staff to confirm whether they have been double vaccinated or not so that we can manage risks in the form of ensuring those who need to isolate do so, and to manage staffing levels in school	+
What about vaccinated staff who choose to isolate – can we treat them as being on unpaid leave?	+

Wellbeing and managing anxiety

What do we need to do if an employee is anxious about restrictions being lifted and being in school?	+
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Long Covid

What is long Covid?	+
What do we do if an employee is absent due to having symptoms of long Covid?	+
If an employee is off with long Covid symptoms, would this count towards absence triggers in line with our sickness absence policy?	+
Would they be paid in accordance with the sick pay scheme?	+
Do clauses 9.1 and 10.1 of the Burgundy Book apply to long Covid?	+
Can we dismiss an employee who is absent due to long Covid if we have exhausted the stages in our sickness absence policy?	+

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