



MIDDLESEX
LEARNING
PARTNERSHIP

COVID-19 Policy

Staff Update

Autumn Term 2024

APPROVED BY: HR & PAY COMMITTEE

DATE: OCTOBER 2024

NEXT REVIEW DUE: OCTOBER 2025

Whilst we all sincerely hope that lockdowns, school closures and remote learning are well and truly behind us, Covid-19 very much remains a factor in our day to day lives, and staff members at each of the Trust schools are still coming down with the virus.

This policy update, formulated in line with current government guidance, has been produced therefore to outline the Trust's current policy and procedures, and to hopefully answer any questions you may have, should you be unfortunate enough to come down with Covid-19, or to have a colleague absent because of Covid-19.

So, the most important question that needs answering:

Q: What to do if you have a positive COVID-19 test result.

A: The answer to this is simple - try to stay at home and avoid contact with other people.

If you have a positive COVID-19 test result, it is very likely that you have COVID-19 even if you do not have any symptoms. You can pass on the infection to others, even if you have no symptoms.

Many people with COVID-19 will no longer be infectious to others after 5 days. If you have a positive COVID-19 test result, try to stay at home and avoid contact with other people for 5 days after the day you took your test. Try to work from home if you can. If you are unable to work from home, talk to your line manager about options available to you.

At the end of this period, if you are still symptomatic (have a high temperature or feel unwell), try to follow this advice until you feel well enough to resume normal activities and you no longer have a high temperature if you had one. In other words, assess how you are feeling and the symptoms you have at that point.

Once you are no longer symptomatic and / or returning a negative test, then you are expected to return to school to assume your usual role.

So, in summary, having tested positive, you should try to stay at home for five days after the day you tested positive.

During this period, there are a number of possible scenarios for staff:

1. If you are too unwell to work, then you will receive sick pay in accordance with the terms of your contract.
2. If you feel well enough to work (and it must be your decision), and there are sufficient tasks for you to do from home (as agreed with your line manager), then you are entitled to work from home.
3. If you feel well enough to work from home, but due to the nature of the job that you do, then working from home is not feasible, then you will receive full pay for the 5-day period that you are off.

In scenarios 1 & 3, the absence **WILL** count towards your triggers under the Trust's sickness absence policy.

Further advice is available on the government website:

<https://www.gov.uk/guidance/reducing-the-spread-of-respiratory-infections-including-covid-19-in-the-workplace>

Please also feel free to pop in to the HR department if you'd like to discuss this in more detail or if you have any additional questions that are not answered here.