



MIDDLESEX
LEARNING
PARTNERSHIP

HOME WORKING GUIDELINES

APPROVED BY:	HR & Pay Committee
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NEXT REVIEW DUE BY:	October 2027

(COVID-19)

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1. Scope

This guidance applies to all employees of the Middlesex Learning Partnership (Academy Trust) who need to work from home during the Coronavirus (COVID-19) pandemic.

The Trust may be referred to as Academy Trust or School throughout this policy.

2. Purpose

This guidance explains the basic principles of homeworking in these exceptional circumstances (COVID-19 pandemic). It covers the safeguards that need to be put in place and the practical arrangements that make homeworking a success for both the Academy Trust and the member of staff concerned.

Homeworking does not entitle you to choose when and how you work unless you have been advised differently by management. It simply means doing your job from home as you would in your normal work setting as far as this is possible.

3. Homeworking Considerations

If you work from home, contractual obligations, duties and responsibilities remain in place and you remain subject to the same rules, procedures and expected standard of conduct and performance as you would in your normal place of work. Our workplace policies should continue to be observed.

We want you to remain as involved as possible in the Academy Trust's business and our activities while you are working from home. This includes having access to Trust and individual school news, events and benefits such as welfare support, as well as online opportunities for ongoing professional development and training.

We will endeavour to keep in regular contact with you during your homeworking via phone, email, video conferencing (TEAMS or Zoom) and you are expected to reciprocate this where necessary.

If you at any point feel isolated or lacking guidance or support, you should discuss this with your manager or a member of Trust HR. You may also want to seek confidential advice or support from the Trust's Employee Assistance Programme (EAP) – our EAP can be contacted on;

Medigold EAP link:	www.healthassuredeap.com
Helpline:	0800 028 0871
Employer Name:	Middlesex Learning Partnership
Employer code:	MHA189244

If you cannot work because of illness or injury, you must follow the usual procedure set out in the Trust's Managing Attendance Policy.

Where an ICT or other problem prevents you from working effectively from home, you should contact ITSupport@mlp.org.uk immediately and inform your line manager.

The Academy Trust believes you to have the personal attributes and skills that mean you should be able to do your job effectively from home. This includes:

- the ability to work independently
- self-motivation
- self-discipline
- good time management
- being accessible
- the ability, through remote technology, to access materials you will need and speak with people you will need to speak with
- being able to separate work life and home life.

Your home environment should be suitable for homeworking. This includes having:

- a safe working area
- a good internet connection
- due regard to health and safety considerations
- due regard to confidentiality.

When working from home, the Policies and Procedures that you need to have particular regard to are:

- Data Protection
- Code of Conduct
- Alcohol and Drug Abuse Policy
- ICT Usage Policy
- Social Media Policy
- All safeguarding and child protection policies.

Please take a moment to remind yourself of these Policies and Procedures. Your attention is drawn to:

- security and confidentiality requirements (e.g. use of device lock screens, protection of passwords, secure storage and disposal of documents etc.). If you are unsure about any aspect of security, confidentiality, or data protection you must speak with your manager **or** a member of Trust HR/ Data Protection Officer
- diligently working via the Trust's network and ICT procedures
- use of work equipment only for work purposes and not for social or personal use
- professional behaviour and conduct.