

## Briefing 6 - 2020 / 2021

### October 2020

### Nexus MAT Policy Updates

In line with their scheduled review dates, the following policies have been updated by the executive and approved by the Nexus MAT Board of Directors on 21 October 2020. All published policies can be found at <https://www.nexusmat.org/about/policies-and-procedures>

<b>Policy Name</b>	<b>Complaints</b>
<b>Review cycle</b>	<b>3 Years</b>
<b>Summary of changes</b>	This has been revised extensively, based on a model policy published by the ESFA. Despite the changes in structure within the body of the policy. are no changes to our 3 stage complaints procedure.

<b>Policy Name</b>	<b>Responding to a bereavement</b>
<b>Review cycle</b>	<b>3 Years</b>
<b>Summary of changes</b>	Text has been updated throughout the policy to reflect the change from LSCBs to Local Safeguarding Children Partnerships.  Hyperlinks have been tested with out of date links updated or removed from the appendices.

<b>Policy Name</b>	<b>Grievance</b>
<b>Last reviewed</b>	<b>September 2018</b>
<b>Summary of changes</b>	<p>A further statement has been added to chapter 2 "Application and General Principles", as follows:</p> <p>Under section 1 (Scope &amp; Purpose) the following has been added:</p> <p>1.3. Any allegation of wrongdoing relating to a criminal offence should be raised immediately with the Headteacher, Chief Executive Officer (if the allegation involves the Headteacher) or the Chair of Directors (if the allegation involves the Chief Executive Officer) via the MAT's Confidential Reporting and Whistleblowing Policy.</p> <p>2.6. Employees are encouraged to raise grievances and will not suffer any detriment for doing so. If a grievance is found to be malicious or to have been made in bad faith, however, then a</p>

	<p>culpable individual may be subject to the organisation's disciplinary procedure.</p> <p>In Chapter 4 (Formal Stage), a new 4.4. has been added, as follow:</p> <p>4.4. The timescales outlined above will be adhered to wherever possible. Where there is a legitimate reason, either party can request that the other agrees to an extension of the permitted timescale, e.g. the need for further investigation or the lack of availability of a witnesses.</p>
--	--

<b>Policy Name</b>	<b>Shared Parental Leave Policy (including Maternity and Adoption Leave)</b>
<b>Last reviewed</b>	<b>May 2019</b>
<b>Summary of changes</b>	<p>Policy has been renamed to '<b>Shared Parental Leave Policy (including Maternity, Paternity and Adoption Leave)</b>'</p> <p>Part 2 <b>Maternity Leave and Pay</b> has been added with the following sections of information:</p> <p><b>Notification of Pregnancy</b>  <b>Teachers Occupational Maternity Pay Entitlements</b>  <b>Maternity Pay Support Staff</b>  <b>Ante-Natal Care</b>  <b>Health and Safety</b>  <b>Maternity and Sickness</b>  <b>Notification of Return to Work</b>  <b>Keeping in touch ("KIT") days</b>  <b>Accrual of annual leave during Maternity Leave for School Teachers How does this impact on schools?</b></p> <p>Within Part 2 reference has been made to staff whom state that they intend to return and then change their mind who will have to repay the 12 weeks half pay received. Also staff returning on a part time basis, where they were previously full time, may have lengthened notice periods should they choose to leave employment.</p> <p>Part 3 Paternity <b>Leave and Pay</b> has been reformatted and numbered accordingly.</p> <p>Within Part 3 reference has been made for Ordinary Paternity Leave (births) that you are only entitled to one period of leave irrespective of whether more than one child is born as the result of the same pregnancy.</p> <p>Part 4 <b>Adoption Leave and Pay</b> has been added with the following sections of information:</p> <p><b>The Right to Adoption Leave</b>  <b>Adoption Leave Pay</b></p>

**Summary of Benefits – Teaching Staff**

**Other Provisions**

Part 5 **Other** has been added with the following sections of information:

**Contact during leave**

**Your rights on return to work**