

TUESDAY'S LIVE TOP TIP



OUR WEEKLY DOSE OF SMART BUSINESS AND FINANCE TOP TIPS



Review staff absence trends - not just Individual Cases

Why?

Look for Patterns

- Monitor absence by team, school, role and reason where appropriate.
- Identify recurring or increasing trends.

Understand the Cost

- Consider supply, overtime and operational impact.
- Use trends to inform workforce planning.

Benefit

Managing individual absence cases is important, but looking at organisation-wide trends can reveal issues that are not visible when cases are considered separately.

Patterns may identify particular teams experiencing higher absence, recurring periods of pressure or increasing reliance on supply cover. Combining absence information with cost and workforce data gives leaders a better understanding of the operational and financial impact and can support earlier action around wellbeing, workload, staffing structures or management support.

Useful Resources

- DfE – School Workforce Guidance
- ACAS – Managing Staff Absence