

58841 Response

Q1 & Q2.

Please note that the absence rate has been determined using the calculation: FTE days lost to absence divided by FTE days

Period	Total colleagues with sickness absence in		% FTE days lost to absence	
	Teachers	Local Government Employees	Teachers	Local Government Employees
August 2020 to July 2021	131	267	0.7%	1.8%
August 2021 to July 2022	206	350	1.3%	2.4%
August 2022 to July 2023	225	383	1.4%	2.5%
August 2023 to July 2024	223	428	1.4%	3.3%
August 2024 to July 2025	234	436	1.5%	3.7%

Please note that from October 2024 we moved to a new HR system. System outputs before and after this date may vary due to differences in configuration of the two systems.

Q3.

Please note that from October 2024 industrial injury absences are identified by flag and not a separate absence category.

Absence reason	August 2020 to July 2021	August 2021 to July 2022	August 2022 to July 2023	August 2023 to July 2024	August 2024 to July 2025
Asthma, Bronchitis and/or Respiratory Conditions	1.7%	4.2%	4.7%	3.0%	3.2%
Blood Conditions	0.2%	0.1%	0.2%	0.3%	0.3%
Cancer and/or Malignant Diseases	0.4%	1.1%	1.8%	0.3%	0.5%
Cold, Flu and/or Infectious Diseases	8.6%	13.8%	18.7%	22.5%	29.8%
Covid-19	0.0%	4.5%	5.4%	4.6%	0.8%
Debility and/or Fatigue	1.6%	1.0%	1.8%	0.9%	1.2%
Diabetes, Thyroid and/or Glandular Conditions	0.2%	0.3%	0.4%	0.0%	0.4%
Ear Nose and/or Throat, Dental Conditions and Allergies	4.0%	3.9%	3.3%	2.5%	3.8%
Ear Nose and/or Throat, Dental Conditions and Allergies (Industrial Injury)	0.0%	0.0%	0.0%	0.0%	0.0%
Eye and/or Ophthalmic Conditions	1.0%	0.7%	0.2%	0.3%	0.2%
Eye and/or Ophthalmic Conditions (Industrial Injury)	0.0%	0.0%	0.1%	0.0%	0.0%
Family Care	0.0%	0.0%	0.0%	0.0%	0.0%
Genito-Urinary Conditions	0.8%	1.0%	0.8%	0.8%	0.9%
Gynaecological and/or Obstetric Conditions	2.8%	1.2%	2.6%	4.0%	2.0%
Headache and/or Migraine Conditions	3.3%	2.9%	4.8%	2.2%	8.2%

Headache and/or Migraine Conditions (Industrial Injury)	0.0%	0.8%	0.3%	1.0%	0.0%
Heart and/or Cardiovascular Conditions	1.8%	1.5%	1.6%	0.7%	0.7%
Neurological Conditions	0.0%	0.5%	0.7%	0.8%	1.1%
Pregnancy Related Illness	0.5%	1.5%	1.6%	0.9%	0.8%
Road Traffic Accident	0.4%	0.0%	0.1%	0.0%	0.1%
Skin and/or Dermatological Conditions	0.7%	2.4%	1.0%	0.8%	1.2%
Skin and/or Dermatological Conditions (Industrial Injury)	0.0%	0.0%	0.0%	0.0%	0.0%
Sprain, Strain, Musculo-Skeletal and/or Broken Bones	15.6%	13.8%	12.6%	14.5%	12.9%
Sprain, Strain, Musculo-Skeletal and/or Broken Bones (Industrial Injury)	2.3%	0.7%	2.2%	1.5%	0.0%
Stomach, Bowel, Gastric and/or Intestinal Conditions	11.0%	11.4%	12.1%	10.3%	18.2%
Stress, Depression, Anxiety and/or Psychological Conditions	41.6%	27.4%	21.8%	22.8%	12.5%
Substance Abuse - Incl Alcoholism and/or Drug Dependence	0.0%	0.0%	0.0%	0.0%	0.0%
Work-Related Stress	1.5%	5.1%	1.2%	5.2%	1.1%