

SPL for Non-Teaching Staff

SPL is something that anyone who meets certain eligibility criteria can apply for.

However, whether it will have the benefits advertised on our website for teachers will depend on your contract.

Often in school non-teaching staff are on term time only contracts paid pro rata. The difficulty this poses is that you would be requesting to return to working during a period where not technically contracted.

Our experience has shown that some schools will pay support staff who return over the holiday period, and some will not. This seems to depend on how payroll process their holiday pay. If when you start maternity leave payroll calculate and pay any owed holiday, and likewise on your return then it is unlikely that SPL would work for you.

The difficulty we often find is that you need to be able to ask HR to determine whether this will work for you, but HR often do not know themselves.

We recommend that you ask HR the following questions:

- If they have experience and understanding of SPL, can they tell you if it would work in the same way for you?
- If not, can they tell you if payroll calculate any holiday pay owed to them when starting maternity leave? (If so, SPL probably won't work, e.g. if you were going on mat leave at the end of July, they should pay you holiday owed for August0.
- They may be able to tell you, if you returned from maternity leave at the end of a term, would you commence full pay immediately (over the holiday period) or once your contract kicks back in at the beginning of term. (if the former SPL should work).

We wish we could give a more concrete answer, but it's all a bit of a grey area and we would hate to advise you to take SPL and for you to then end up with less pay overall. If you intend to be off for more than 39 weeks (i.e. you will use up all of your maternity leave) then it is worth a shot as there's nothing to lose – worst case they don't pay you for the holidays, but you're still claiming all 39 weeks of statutory so aren't losing any...best case they pay you and you get both!

If you wish to go ahead we will help, but we cannot provide the same guarantee that you will be paid for the holidays that we can for teaching staff on annual salaried contracts.