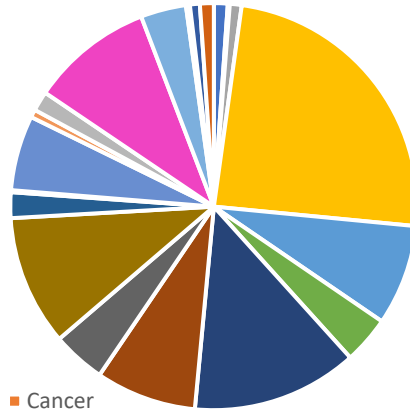**Absence Reasons**

The table below shows the absence reasons across Children & Learning over the last rolling 12 x months. The %'s represent the absence reasons by occasions of absence and number of days lost. For example, there may be more occasions of absence due to colds (e.g. lots of single day absences) but there may be more days lost due to psychological absences (e.g. longer term absences due to stress).

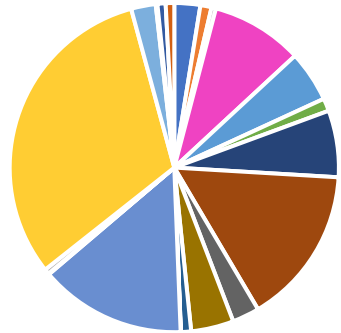| Absence Reason	Occasions of Absence	No. of Days Lost
Bereavement	1%	3%
Cancer	0%	1%
Cardiac	1%	0%
Cold/Cough/Flu	24%	9%
Covid	8%	5%
Ear, Nose, Throat & Dental	4%	1%
Gastrointestinal	13%	7%
General/Other	8%	16%
Genitourinary & Gynaecological Disorders	4%	3%
Headaches/Migraines	10%	4%
Infectious Diseases	2%	1%
Menopause	0%	0%
Musculoskeletal	6%	14%
Neurological	1%	0%
Pregnancy	2%	1%
Psychological	10%	31%
Respiratory	4%	2%
Skin	0%	0%
Unrecorded	1%	1%
Vision	1%	1%

Absence reasons pie chart by occasions

Absence Reasons (By occassions)

- ■ Bereavement
- ■ Cancer
- ■ Cardiac
- ■ Cold/Cough/Flu
- ■ Covid
- ■ Ear, Nose, Throat & Dental
- ■ Gastrointestinal
- ■ General/Other
- ■ Genitourinary & Gynaecological Disorders
- ■ Headaches/Migraines
- ■ Infectious Diseases
- ■ Menopause
- ■ Musculoskeletal
- ■ Neurological
- ■ Pregnancy
- ■ Psychological
- ■ Respiratory
- ■ Skin
- ■ Unrecorded
- ■ Vision

Absence reasons pie chart by days lost

Absence Reasons (By days lost)

- ■ Bereavement
- ■ Cardiac
- ■ Covid
- ■ Gastrointestinal
- ■ Genitourinary & Gynaecological Disorders
- ■ Infectious Diseases
- ■ Musculoskeletal
- ■ Pregnancy
- ■ Respiratory
- ■ Unrecorded

- ■ Cancer
- ■ Cold/Cough/Flu
- ■ Ear, Nose, Throat & Dental
- ■ General/Other
- ■ Headaches/Migraines
- ■ Menopause
- ■ Neurological
- ■ Psychological
- ■ Skin
- ■ Vision

Sickness absence trend – C&L

Sickness Absence Days Lost per Employee

● No. of Days Lost to Sickness Absence per FTE ━━━ Sickness Target

7.15	6.95	7.06		7.02	6.56	6.72	6.36		7.03	7.07

Nov 2022   Jan 2023   Mar 2023   May 2023   Jul 2023   Sep 2023