

**WRITTEN QUESTION TO THE MINISTER FOR EDUCATION AND LIFELONG LEARNING  
BY DEPUTY L.K.F. STEPHENSON OF ST. MARY, ST. OUEN AND ST. PETER  
QUESTION SUBMITTED ON MONDAY 24th MARCH 2025  
ANSWER TO BE TABLED ON MONDAY 31st MARCH 2025**

**Question**

“Will the Minister advise what policies, if any, are currently in place to support teachers and teaching assistants requiring access to fertility treatment, given that treatment cannot always be undertaken out of term time?”

**Answer**

The Managing Attendance Policy has a provision for fertility treatment in section 7.2.3 “*Absence due to sickness does cover one cycle of IVF treatment but any subsequent cycles must be covered by annual leave, unpaid leave or flexi leave.*” The policy provides this guidance to allow managers, including school leaders, the discretion to apply a degree of flexibility with these arrangements.