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## BEXLEY LONDON BOROUGH

### PERIODS OF NOTICE

### TEACHERS

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#### PERIOD OF NOTICE AND TERMINATION OF EMPLOYMENT

For the purpose of this regulation the expression "School Term" or "term" shall have the following meaning:

"Term" means one of the following periods as the case may be:

The Summer Term from 1 May to 31 August

The Autumn Term from 1 September to 31 December

The Spring Term from 1 January to 30 April

The appointment of a teacher shall in all cases be determinable (except in the case of dismissal for misconduct or any other urgent cause) during the first term upon not less than four weeks notice in writing; and thereafter upon not less than two months notice in writing taking effect at the end of Spring or Autumn Term, or upon not less than three months' notice in writing taking effect at the end of a Summer Term.

A Headteacher will be required to give not less than three months notice in writing taking effect at the end of a Spring or Autumn Term or not less than four months notice in writing taking effect at the end of a Summer Term.

Where a teacher has been continuously employed for more than eight years he shall be entitled to receive additional notice specified in the Employment Rights Act 1996. Notice may be given by either party.

The appointment of a teacher shall normally terminate at the end of the term during which he/she shall have attained the age of 65 years. The appointment may be extended by mutual agreement between the Authority and the teacher. During the period of extension, service may be terminated in the same way as for ordinary service.

Any extension so granted shall not exceed one year in the first instance and shall thereafter be subject to annual review.

