

Long COVID Disability

As part of the NASUWT's Long COVID Campaign, the Union has been pressing for Long COVID to be classed as a disability. Whilst many employers have taken this approach, others have not, which has led to members not receiving the support they should, and being treated unfairly.

In a potentially landmark decision, the Employment Tribunal has deemed the symptoms of Long COVID to amount to a disability where they are substantial and long term.

This decision reinforces the NASUWT's position that absence arising from Long COVID illness, in common with other disabilities, should be counted separately to other absences and disregarded for absence monitoring 'triggers'. This is also consistent with the [Joint Union Long COVID Protocol](#).

If employers fail to do this, they are potentially in breach of the Equality Act 2010.

If any member is suffering from Long COVID, and is subject to formal absence management processes, or fears that they may be about to become subject to them, they should obtain further advice from the NASUWT immediately.



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