

Annual Leave Arrangements 2026/27

Leave entitlement at Liverpool Hope University comprises a minimum of 28 days annual leave, 8 days public and bank holidays and 4 or 5 days Hope Liturgical Days (HLDs) which are discretionary and granted in recognition of the University's Christian Foundation. In 2026/27, HLDs will be 24th, 29th, 30th, 31st December (4 days) and 25th March 2027 (Maundy Thursday).

Academic staff receive 35 days annual leave, support staff at Grade 8 and above receive 32 days and support staff at Grade 7 and below receive 28 days. Therefore, staff receive between 40/41 and 47/48 days leave per annum. Entitlement is pro rata for part-time staff. Annual leave must be requested and granted to fit the University's business needs and will not be unreasonably withheld. It is important that staff enjoy a productive work-life balance and take their full annual leave entitlement in any one year.

The following leave arrangements apply for 2026/27:

- Leave will not normally be granted for student facing staff during the periods of core teaching activity* (14/09/26 to 18/12/26; 04/01/27 to 19/03/27; 05/04/27 to 30/04/27) other than for occasional days in exceptional cases with the permission of the Head of School or Senior Professional Services Lead (normally a member of University Executive Board).
- No staff will normally be granted leave on Foundation Day (Wednesday 27th January 2027) or Graduation Days (28th January and 20th - 22nd July 2027). This is a standing convention aimed at providing optimal support for our students and their families.
- The University will be closed for two weeks after business on Friday 18th December 2026 and re-open on Monday 4th January 2027. Monday 21st, Tuesday 22nd, Wednesday 23rd December (3 days) will be taken as annual leave; Thursday 24th, Tuesday 29th, Wednesday 30th and Thursday 31st December will be HLDS (4 days); and the remaining time is bank holidays.
- Managers are required to ensure that all leave including time off in lieu is taken in the year it is allocated. It is the manager's responsibility to ensure this is done.

Maundy Thursday 25th March 2027 will remain as a Hope Liturgical Day.

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For staff working in Initial Teacher Training, the core teaching periods may be slightly different and aligned with those of schools in order to meet Government requirements on engagement with practice. All other aspects of this policy apply to ITT staff.

With effect from August 2023, there is no longer a requirement for staff to take 7 days annual leave between the end of July graduation and the end of August.