

 Employment Committee - September 16th 2015		Agenda Item No. <h1 style="text-align: center;">5</h1>
Title	Shared Parental Leave	
For further information about this report please contact	Elaine Priestley Senior HR Officer 01926 456682	
Wards of the District directly affected	None	
Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006?	No	
Date and meeting when issue was last considered and relevant minute number	None	
Background Papers	None	

Contrary to the policy framework:	Yes/No
Contrary to the budgetary framework:	Yes/No
Key Decision?	Yes/No
Included within the Forward Plan? (If yes include reference number)	Yes/No
Equality & Sustainability Impact Assessment Undertaken	Yes/No (If No state why below)

Officer/Councillor Approval		
Officer Approval	Date	Name
Chief Executive/Deputy Chief Executive	September 2015	CMT
Head of Service	September 2015	
CMT	September 2015	As above
Section 151 Officer	September 2015	Mike Snow
Monitoring Officer	September 2015	Andy Jones
Finance	September 2015	Mike Snow
Portfolio Holder(s)	September 2015	Cllr Mobbs
Consultation & Community Engagement		
Consultation and agreement with Unions confirmed		
Final Decision?		Yes/No
Suggested next steps (if not final decision please set out below)		

1. **SUMMARY**

- 1.1 The report presents the Council's guide to Shared Parental Leave and the legislative requirements of the Council to support parents following the birth or adoption of children born on or after 5th April 2015.

2. **RECOMMENDATION**

- 2.1 That Employment Committee approves the report in line with legislation – at Appendix 1

3. **REASONS FOR THE RECOMMENDATION**

- 3.1 The Council requirement forms part of employment regulations that came in to force from legislation/central government hence the need to be formally adopted by the Council.

4. **POLICY FRAMEWORK**

- 4.1 **Policy Framework** – the report does not bring forward changes to any underpinning policies.
- 4.2 **Fit for the Future** – The report is not contrary to the aims of the Fit for the Future programme of work.

5. **BUDGETARY FRAMEWORK**

- 5.1 There is not an impact on the Budgetary Framework.

6. **RISKS**

- 6.1 Agreeing and publishing the Shared Parental Leave Statement is a legal requirement. By complying, this should remove any risk of external challenge to the Council.

7. **ALTERNATIVE OPTION(S) CONSIDERED**

- 7.1 None considered – it is required by law

8. **BACKGROUND**

- 8.1 Agreeing and publishing the Shared Parental Leave Statement is a legal requirement.

8.2 **Main Points from the Shared Parental Leave Policy are:**

- Shared parental leave will enable eligible parents to choose how to share the care of their child during the first year after birth or following adoption.
- All eligible employees have a statutory right to take SPL.
- The total amount of SPL that can be taken is 50 weeks, less the weeks spent by the child's mother/adopter during maternity/adoption leave (or the weeks in

which the mother has been in receipt of SMP or MA if not entitled to maternity leave).

- SPL can only be taken during the 12 months following the birth/placement of the child, up to the eve of the child's first birthday/anniversary of placement. SPL not taken by this point will be lost.
- The father may wish to consider using ordinary paternity leave before taking SPL. Once SPL is started, any untaken paternity leave entitlement is lost. SPL entitlement is additional to paternity leave entitlement.