

Family Friendly Policies

Summary

The Family Friendly Policies has been revised to include the changes to parental rights announced in 2014 with effect from April 2015.

Portfolio - Cllr Charlotte Morley

Date Signed Off: 8 February 2015

Wards Affected

N/A

Recommendation

The Executive is asked to recommend to Council that the Council's Family Friendly Policies be adopted.

1. Resource Implications

1.1 There are no resource issues arising from this report.

2. Key Issues

2.1 There are various statutes all employers need to comply with which are relevant to our Family Friendly Policies e.g. Work and Families Act 2006. The Children and Families Act 2014 sets out new statutory obligations requiring the update of our Family Friendly Policies.

2.2 A summary of the changes is as follows:

- Maternity – fathers can now request leave to attend antenatal appointments/classes
- Paternity - expectant fathers now have more options under the Shared Parental Leave Policy to take time off with their new born or adopted child. Additional Paternity Leave will be removed following implementation of Shared Parental Leave
- Adoption – Shared Parental Leave will give adoptive parents more flexibility
- Shared Parental Leave – Will give greater flexibility in the first year of the birth of a child for both parents or first year following adoption. This comes into effect for births due or adoption placement after 4th April 2015.
- Parental Leave – changes affect parents of children under the age of 5 or adopted child or disabled child under the age of 18

3. Options

- 3.1 The Executive is asked to recommend to Council the adoption of the Council's Family Friendly Policies.

4. Proposals

- 4.1 The implementation of the Council's Family Friendly Policies.

5. Consultation

- 5.1 These policies have been considered by the Joint Staff Consultative Group. The Group made amendments to the documents which have been incorporated in the Policies which are recommended for adoption.

Annexes	Annex A – Family Friendly Policies Appendix 1 – Maternity Process Flowchart Appendix 2 – Paternity Process Flowchart Appendix 3 – Adoption Process Flowchart Appendix 4 – Shared Parental Leave Process Flowchart
Background Papers	None
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Consultations, Implications and Issues Addressed

	Required	Consulted
Resources		
Revenue		
Capital		
Human Resources	✓	✓
Asset Management		
IT		
Other Issues		
Corporate Objectives & Key Priorities	✓	
Policy Framework		
Legal	✓	
Governance	✓	
Sustainability		
Risk Management		
Equalities Impact Assessment	✓	12.11.2014
Community Safety		
Human Rights		
Consultation	✓	✓

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