

## **Parental Leave Policy for Members**

### **Procedure for Members Taking Parental Leave**

The steps outlined below, set out the procedure for an Elected Member who would like to request Parental Leave as per the Parental Leave Policy for Members (2020).

#### **1. Make formal notification (in writing) to appropriate Group Leader to have period of absence covered by the Policy.**

Application should state:

- Reason for leave notification i.e.
  - Maternity<sup>1</sup>
  - Paternity<sup>2</sup>
  - Adoption<sup>3</sup>
  - Shared Parental Leave<sup>4</sup>
  - Parental Leave<sup>5</sup>
  
- Expected duration of absence in weeks (and expected return date)

#### **2. Group Leader to acknowledge notification for leave (within 3 working days)**

Group Leader forwards **notification** to Member & Democratic Services (MaDS)

#### **3. MaDS office arrange meeting<sup>6</sup> as appropriate (to take place as practicable as possible) between:**

- Leader of the Council
- Representative of Senior Leadership Team
- Other Party Group Leader (should the request come from a Member of that Group)

#### **Meeting takes place to:**

- Consider notification
- Initial discussion on who will pick up duties whilst Member is taking parental leave

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<sup>1</sup> S4 of MAPP Policy

<sup>2</sup> S47 of MAPP Policy

<sup>3</sup> S18.2 and 22.1 of MAPP Policy

<sup>4</sup> S30.1 of MAPP Policy

<sup>5</sup> S51 of MAPP Policy

<sup>6</sup> Or telephone conference call if deemed more appropriate i.e. leave is requested is of a sensitive nature

- Address any other matters arising from Member's leave including support that may be required

#### 4. The Member should, ahead of leave start date:

- Set up an out of office message within Outlook<sup>7</sup>
- Include details of who will pick up constituency casework (will usually be a Member from within same district/borough<sup>8</sup>)
- If in receipt of SRA, the Member should agree with the Leader of the Council, or Leader of the Opposition, as appropriate who will take on SRA position responsibilities. The general guiding principles are:
  - Cabinet Member responsibilities will pass to Cabinet colleague
  - Cabinet Support Member responsibilities will pass to appropriate Cabinet Member
  - Community Cabinet Support Member responsibilities will pass to Cabinet Member for Communities
  - Committee Chairman responsibilities will pass to appointed Vice Chairman
  - Leader of the Opposition responsibilities will pass to Deputy Leader of the Opposition
  - Deputy Leader of the Opposition responsibilities will pass to xx
  - Opposition Vice Chairman (Corporate Review Select Committee) responsibilities will pass to xx
  - Opposition Vice Chairman (Safe & Strong Select Committee) responsibilities will pass to xx
- Notify MaDS of arrangements

#### 5. MaDS to inform relevant officers of arrangements:

- Senior and Wider Leadership Team
- Chairmen of appropriate committees
- Communications Team

#### 6. When to apply

Type of Leave	When	Maximum duration of leave permitted
Maternity	By the end of the 15th week before her expected week of childbirth (EWC) or as soon as	Up to 52 weeks 'leave' away from their Member duties after the birth of their child in the

<sup>7</sup> Template to be provided by MaDS

<sup>8</sup> Expected that the Member taking leave will consult with Group Leader and designated 'cover' to agree

Type of Leave	When	Maximum duration of leave permitted
	<p>is reasonably practicable of the following:</p> <ul style="list-style-type: none"> <li>• that she is pregnant</li> <li>• of the expected week of childbirth (EWC)</li> <li>• of the date her maternity leave will begin. This cannot be earlier than the beginning of the 11th week before the expected week of childbirth.</li> </ul>	<p>child's first year.</p>
Paternity	<p>Before the 15th week before the baby is expected or in the case of adoption within 7 days of being notified that a child has been matched, unless it is not reasonably practicable, you must inform your manager in writing of the following:</p> <ul style="list-style-type: none"> <li>• That you intend to take paternity leave the week the baby is due/or in the case of adoption the week the child is expected to be placed for adoption and the date when you were notified that you were matched with a child for adoption;</li> <li>• whether you wish to take one or two weeks leave; and</li> <li>• when you want the leave to start<sup>9</sup></li> </ul>	<p>Up to 2 weeks 'leave' away from their duties after the birth of their child.</p>
Adoption	<p>Within 7 days of being told they have been matched with a child (or as soon as is reasonably practicable)</p>	<p>Up to 52 weeks leave away from their Member duties after the placement of their child in the first 12 months of the child's first year.</p>
Shared	<p>At least 8 weeks before date of</p>	<p>Up to 50 weeks 'leave' away</p>

<sup>9</sup> You can change your mind about the start date of leave provided you give your manager at least 28 days notice, unless this is not reasonably practicable.

Type of Leave	When	Maximum duration of leave permitted
Parental Leave	leave	from their Member duties, less any time the mother of the new born child has taken as maternity leave (minimum of 2 weeks must be taken by mother).

## 7. Returning to Office<sup>10</sup>

If a Member is returning to work at the end of their full maternity / adoption / shared parental leave entitlement they will not have to give any further notification to their Group Leader.

It will be assumed that the Member is returning to work at the end of their maternity/adoption / shared parental leave on the date previously notified.

If the Member intends to return early, they should provide 8 weeks' notice, otherwise they simply return at the end of the period.

## 8. What if leave period falls across administration period i.e. County Council Election?

If, when the application for leave is being made, it becomes apparent that the duration of leave takes place over the next County Council Election, it will be assumed that the leave period will cease on the final date of the administration<sup>11</sup>.

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<sup>10</sup> S41 of MAPP Policy

<sup>11</sup> By way of an example, the term of office for the 2017-2021 expires on Thursday 6<sup>th</sup> May 2021