

ESSENTIAL REFERENCE PAPER 'A'

IMPLICATIONS/CONSULTATIONS

Contribution to the Council's Corporate Priorities/ Objectives (delete as appropriate):	People – Fair and accessible services for those that use them and opportunities for everyone to contribute This priority focuses on delivering strong services and seeking to enhance the quality of life, health and wellbeing, particularly for those who are vulnerable.
Consultation:	SMG and Unison Have been consulted on the updating of the Family Friendly Policy, formerly known as the Maternity, Paternity, Adoption and Parental Leave Policy.
Legal:	The policy has been updated in line with the changes in Employment law and family friendly regulations which come into effect from April 2015.
Financial:	None
Human Resource:	As detailed in the report
Risk Management:	The regulations must be implemented and interpreted correctly to minimise risk to the Council.
Health and wellbeing – issues and impacts:	The policy supports the family friendly agenda of the Council; encourages flexible working and work life integration; combining career and life; support the Health and Wellbeing agenda; gives parents the choice and attracts and retains employees.