

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:	The drafting of a Shared Parental Leave Policy has been created with a local council working group. Wider consultation on the draft Policy has taken place with SMG and Unison in January 2015.
Legal:	Employment law advice and seminars have been sought and attended to support the development of the new Shared Parental Leave Policy reflecting changes to Family Friendly regulations.
Financial:	None - No other payments other than those required by law
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:	Shared Parental leave supports the family friendly agenda of the Council; encourages flexible working and work life integration, combining career and life; supports the Health and Wellbeing agenda; gives parents the choice and attracts and retains employees.