

East Herts Council Report

Human Resources Committee

Date of meeting: 05 June 2024

Report by: HR and Organisational Development Service Manager

Report title: Family Friendly Policy

Ward(s) affected: None

Summary

New legislation passed in April 2024 has initiated the requirement to review our Family-friendly policy, the details of which are shared below. We have taken the opportunity to consolidate shared parental leave and fertility treatment within this version as they sit better under the 'family-friendly' policy rather than stand-alone.

The Local Joint Panel has recommended this policy for approval by the Human Resources Committee on 5 June 2024.

RECOMMENDATIONS FOR Human Resources Committee:

- a) To approve the updated Family Friendly Policy

1.0 Proposal(s)

- 1.1 The proposals are set out in the recommendations below.

2.0 Background

- 2.1 The legislation changed regarding paternity leave from 6/4/2024. The changes are:
 - 2.1.1 Instead of taking the entire two-week entitlement in consecutive weeks, employees can now separate their leave into separate one-week blocks.

2.1.2 Employees can take paternity leave at any time during the 52 weeks after the birth or adoption of their child.

2.1.3 Rather than the current 15-week notice period before the expected week of childbirth or adoption, employees only need to give 28 days' notice (4 weeks).

2.1.4 Any dates specified for leave to be taken can be changed as long as an employer is given at least 28 days' notice. This is instead of just changing the start date to reflect the other changes.

3.0 Reason(s)

3.1 We have updated this policy to reflect the statutory changes above. We have combined shared parental leave and fertility treatment within this version as they sit better under the 'family friendly' policy rather than stand-alone. This policy has been informed by best practices from Brightmine (previously XpertHR) and should be more user-friendly and clearer.

3.2 The revised forms for this policy will follow.

3.3 The policy has been approved by the Leadership Team and Unison.

4.0 Options

4.1 N/A

5.0 Risks

5.1 None

6.0 Implications/Consultations

6.1 This policy was considered by the Local Joint Panel on 21 May 2024.

Community Safety

No

Data Protection

No

Equalities

No

Environmental Sustainability

No

Financial

No

Health and Safety

No

Human Resources

Yes – as set out in the report

Human Rights

No

Legal

No

Specific Wards

No

7.0 Background papers, appendices and other relevant material

7.1 The updated policy can be found at Appendix 1.

Contact Officer

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