

## READING BOROUGH COUNCIL

TO:	PERSONNEL COMMITTEE		
DATE:	14 JULY 2016	AGENDA ITEM:	5
TITLE:	SHARED PARENTAL LEAVE POLICY REVIEW		
SERVICE:	HUMAN RESOURCES	WARDS:	BOROUGHWIDE
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### 1. PURPOSE AND SUMMARY OF REPORT

- 1.1 To provide Personnel Committee with an update following the implementation of the Shared Parental Leave Policy in April 2015.

### 2. RECOMMENDATIONS

- 2.1 Personnel Committee is invited to note the report and uptake of Shared Parental Leave.

### 3. BACKGROUND

- 3.1 The Shared Parental Leave Scheme applies to all Council employees (including those employed in Community Schools) whether they are the mother, adopter or the partner.
- 3.2 Shared Parental Leave has been endorsed by the Council's Management and Personnel Committee/s in consultation with the recognised trades unions.
- 3.3 Shared Parental Leave (SPL) is a new legal entitlement for parents of babies due, or children placed for adoption, on or after 5<sup>th</sup> April 2015.
- 3.4 SPL is also available to surrogate parents.
- 3.5 Shared parental leave and pay replaces additional paternity leave and pay. It enables mothers / adopters to end their maternity / adoption leave and pay and to share the untaken balance of leave and pay as shared parental leave and pay with their partner.
- 3.6 The leave is intended to be an important means of reconciling work and family life, and of promoting equal opportunities and treatment between men and women.

### 4. UPTAKE AND FEEDBACK

- 4.1 As anticipated, the uptake of shared parental leave has been low with the majority of maternity leave being taken by the mother.

4.2 Since April 2015, no employees have yet to take shared parental leave. One individual has applied and his leave will start in August 2016.

4.3 There was concern within Human Resources that an influx of requests from colleagues to take shared parental leave may create an administrative burden, however this has proved not to be the case.

4.4 HR will recirculate the policy to remind colleagues of the existence of this facility.

## 5. LEGAL IMPLICATIONS

5.1 Shared Parental Leave has been a legal entitlement since April 2015.

## 6. FINANCIAL IMPLICATIONS

6.1 N/A

## 7. OTHER IMPLICATIONS

7.1 N/A

## 8. BACKGROUND PAPERS

8.1 None