

Report of the Chief Executive

Paternity Leave Scheme

1. Purpose of Report

To consider amendments to the Paternity Leave Scheme.

2. Recommendation

The Committee is asked to RECOMMEND to Cabinet that amendments to the Paternity Leave Scheme be approved.

3. Detail

On 6 April 2024, the Government introduced changes to Paternity Leave via the Paternity Leave (Amendment) Regulations 2024. Employees taking statutory paternity leave (and pay, if they are eligible) can now split their two weeks' entitlement into two separate one-week blocks, rather than having to take them both together. They can also take their two weeks at any time within the first year after their child's birth, rather than within only the first eight weeks after the birth as previously required.

Employees now have to give employers 28 days' notice for each week of leave, down from 15-weeks notice previously, before taking leave. However, they still need to give notice of their upcoming entitlement 15 weeks before the expected date of birth.

4. Financial Implications

The comments from the Head of Finance Services were as follows:

There are no additional financial implications to consider with the ongoing business as usual activities continuing to be met within existing resources.

5. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

The Council must demonstrate preparation for and compliance with the requirements of the new legislation in addition to compliance with existing requirements. If this is not implemented correctly, it could leave the Council open to legal challenge.

6. Human Resources Implications

The comments from the Human Resources Manager were as follows:

An update will be provided at the meeting.

7. Union Comments

The Union comments were as follows:
An update will be provided at the meeting.

8. Climate Change Implications

The climate change implications are contained within the report.

9. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

10. Equality Impact Assessment

As this is a change to policy / a new policy an equality impact assessment is included in the **Appendix 4** to this report.

11. Background Papers

Nil.

REFERENCE