

**Report of the Chief Executive**

**Redundancy and Reorganisation Policy**

1. Purpose of Report

To consider amendments to the Redundancy and Reorganisation Policy.

2. Recommendation

**The Committee is asked to RECOMMEND to Cabinet that the amendments to the Redundancy and Reorganisation Policy be approved.**

3. Detail

Employees taking certain types of parental leave now have protection from redundancy for at least 18 months. This protection means that if their role is made redundant their employer must give them first refusal of any other vacancies; however, they can still be made redundant if no appropriate vacancy is available. Previously, employees only had this protection during their period of maternity, adoption or shared parental leave.

Protection now begins on the day the employer is first notified of the employee's pregnancy and ends 18 months after the date of the child's birth. These protections also now extend to 18 months after the date of adoption for parents taking adoption leave or 18 months after the child's birth in cases where a parent is taking at least six weeks of shared parental leave.

These changes were made by the Protection from Redundancy (Pregnancy and Family Leave) Act 2023, and the Maternity Leave, Adoption Leave and Shared Parental Leave (Amendment) Regulations 2024.

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 an equality impact assessment is included in **Appendix 3** to this report.

11. Background Papers

Nil.