

## Parental Leave Policy for Councillors

- To: Constitution and Ethics Committee
- Meeting Date: 29 September 2021
- From: Assistant Director of Human Resources
- Outcome: Establish an approach to parental leave for Councillors.
- Recommendations: The Committee is asked to:
- a) Consider adopting the proposed Parental Leave Policy for Councillors; and
  - b) Subject to recommendation a), agree one of the following approaches to the payment of Special Responsibility Payments during leave related to maternity, paternity, adoption and shared parental leave:
    - i) Councillors entitled to a Special Responsibility Allowance shall continue to receive their allowance in full for a period of six months, in the case of absence from their Councillor duties due to leave related to maternity, paternity, adoption and shared parental leave; or
    - ii) Councillors entitled to a Special Responsibility Allowance shall not receive their allowance during a period of maternity, paternity, adoption or shared parental leave.

### Officer contact:

Name: Lynsey Fulcher  
Post: Workforce Strategy and Policy Manager  
Email: [Lynsey.Fulcher@cambridgeshire.gov.uk](mailto:Lynsey.Fulcher@cambridgeshire.gov.uk)  
Tel: 07917 558361

### Member contact:

Names: Councillor Sebastian Kindersley  
Post: Chair  
Email: [skindersley@hotmail.com](mailto:skindersley@hotmail.com)  
Tel: 01223 706398

## 1. Background

- 1.1 Earlier this year, an Independent Remuneration Panel (IRP) was appointed to review the allowances paid to Councillors within the Council. One of the recommendations from the IRP's report was to consider the adoption of a policy to support parental leave for Councillors.
- 1.2 The purpose of this report is to provide the Constitution and Ethics Committee with a proposed policy that meets this recommendation.

## 2. Main Issues

- 2.1 The IRP recognised the importance of promoting parental leave and the positive benefits that this could bring to enhance and increase the diversity of Councillor representation.
- 2.2 The Local Government Association (LGA) has undertaken work in this area to develop suggested approaches and policies for councillor's parental leave.
- 2.3 The proposed policy, attached at Appendix 1, considers the recommendations of the IRP alongside the approach suggested by the LGA, and clearly sets out a proposed approach that could be adopted by the Council.
- 2.4 The policy proposes two options for the payment of Special Responsibility Allowances during a period of maternity, paternity, adoption and shared parental leave. The recommendation from the IRP, as well as the approach proposed by the LGA, is that Special Responsibility Allowances continue to be paid, although it is recognised that some councils have chosen to discontinue such payments whilst the Councillor is on leave.
- 2.5 Although the exact costs cannot be forecast, the financial impact of continuing to pay the allowances is considered to be low. As a comparison against the Council's workforce of 4300 employees, an average of 70-80 employees are off at any one time on maternity, paternity, adoption and shared parental leave, which amounts to less than 2% of the workforce. Applying this to the number of Councillors would equate to an average of one individual.

## 3. Source documents

- 3.1 [LGA Guidance on Parental Leave for Councillors](#)

## 4. Appendices

Appendix 1 – Parental Leave Policy for Councillors