

City Council – 18 May 2020

Report of the Leader of the Council

Parental Leave Policy for Councillors

1 Summary

- 1.1 This Policy sets out Members' entitlement to maternity, paternity, shared parental and adoption leave and relevant allowances, subject to convening an Independent Remuneration Panel (IRP) later this year.
- 1.2 The objective of the Policy is to ensure that insofar as possible, elected members are able to take appropriate leave at the time of birth or adoption, that both parents are able to take leave, and that reasonable and adequate arrangements are in place to provide cover for portfolio holders and others in receipt of Special Responsibility Allowances (SRA) during any period of leave taken.
- 1.3 There is at present no legal right to parental leave of any kind for people in elected public office and this applies to MPs as well as councillors. The policies within this document can therefore only currently be implemented on a voluntary basis and the suggested changes to part 7 of Nottingham City Council's Constitution will require the Council to convene an IRP to formally consider the changes.

2 Recommendations

- 2.1 To note the contents of the Parental Leave Policy for Councillors.
- 2.2 To note the Council's intention to convene an Independent Remuneration Panel to consider the proposed changes to the Members' Allowances, as detailed in Part 7 of Nottingham City Council's Constitution.

3 Reasons for recommendations

- 3.1 Improved provision for new parents will contribute towards increasing the diversity of experience, age and background of local authority councillors. It will also assist with retaining experienced councillors, particularly women, and making public office more accessible to individuals who might otherwise feel excluded from it.

4 Other options considered in making recommendations

- 4.1 Not to bring forward the Council's intention to adopt a parental leave policy. However, it is reasonable that adequate arrangements are in place making public office more accessible, and therefore this option was rejected.

5 Background (including outcomes of consultation)

- 5.1 The Policy has been endorsed by the Council's Executive, the Leader of the Council and political groups on the Council have been consulted.

6 Finance colleague comments (including implications and value for money)

6.1 The recommendation in this report is to note its content and will be subject to holding an Independent Remuneration Panel to consider the implications on the Members' Allowances Scheme. There are no financial implications to this report.

7 Legal and Procurement colleague comments (including risk management issues, and legal, Crime and Disorder Act and procurement implications)

7.1 The recommendation in this report is to note its content, subject to the Council holding an Independent Remuneration Panel and therefore there are no other implications at this stage. Any changes to the Members' Allowances Scheme, as detailed in part 7 of the Constitution, will require convening an IRP and further consideration at Council.

8 Equality Impact Assessment (EIA)

8.1 Has the equality impact of the proposals in this report been assessed?

No



An EIA is not required at this point and the recommendation is to note the Council's intention to bring forward a future decision. An EIA will form part of that decision. It is appropriate to note that the Policy will provide improved provision for new parents and contribute towards increasing the diversity of experience, age and background of local authority councillors.

9 List of background papers other than published works or those disclosing confidential or exempt information

9.1 None.

10 Published documents referred to in compiling this report

10.1 Nottingham City Council's Constitution

**Councillor David Mellen
Leader of the Council**