



NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

REPORT OF THE HEAD OF HUMAN RESOURCES – SHEENAGH REES

Matter for Decision

Wards Affected: All wards

Introduction of a Parental Bereavement Leave Policy

1. Purpose of Report:

The purpose of this report is to seek Member approval to introduce a Parental Bereavement Leave Policy to support employees who suffer the bereavement of a child.

2. Background:

The Parental Bereavement Leave Regulations 2020 and the Statutory Parental Bereavement Pay (General) Regulations came into force on 6th April 2020. The Regulations cover deaths or stillbirths occurring on or after 6th April 2020.

Neath Port Talbot Council recognises that, whilst dealing with any bereavement is difficult, the death of a child is among the most devastating events that an employee can ever face.

This policy sets out our commitment to supporting bereaved parents through their grief by ensuring they can take parental bereavement leave.

The key provisions of these regulations are to provide two weeks leave to employees who have suffered a bereavement with no service eligibility. The Parental Bereavement Leave may be taken at any time within 56 weeks of the date of the death of the child.

The rationale behind this extended period is that it is anticipated that parents may wish to take their second week of leave around the date of the first anniversary of the death.

In addition to this, is the right to statutory parental bereavement leave pay for the two weeks, at the statutory rate. In order to receive pay, employees must have 26 weeks continuous service with the Council at the date of the child's death.

This Council however, recognises the need to provide bereaved parents with as much support as possible, so if they qualify for statutory parental bereavement pay, we will pay them their full contractual pay during the parental bereavement leave period of two weeks. This will include the statutory parental bereavement pay. The Policy is attached as Appendix One.

3. Development of the Policy

The Policy was developed by the HR Team in line with the Regulations. The Trade Unions have been consulted and, subject to Member approval have agreed the Policy. The Trade Unions applauded the sensitive way in which it has been drafted.

4. Communication of the Policy

As this is a new policy, it is important that it is communicated widely across the Council. We will do this by including an article in the Council's newsletter In The Loop, we will place it on the HR Intranet, we will send an email to all Heads of Service requesting them to cascade details of the new policy to all their service areas.

5. Financial Impacts:

There are no financial impacts associated with this report.

6. Integrated impact assessment:

A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016). The first stage assessment, attached at appendix 1 has indicated that a more in-depth assessment is not required. A summary is included below:

“A full impact is not required as there is no impact on any protected group. It also has no negative impact on bio-diversity or the Welsh Language”.

7. Valleys Communities Impacts:

No Implications

8. Workforce Impacts:

The introduction of this policy will have a positive impact on those employees across our workforce who suffer the bereavement of a child.

9. Legal Impacts:

No implications.

10. Risk Management Impacts:

No implications.

11. Consultation:

There is no requirement under the Constitution for external consultation on this item. The proposed changes have been communicated with the Trade Unions who were fully supportive of the introduction of this policy.

12. Recommendations:

It is **RECOMMENDED** that Members **APPROVE** the introduction of the Parental Bereavement Leave Policy.

FOR DECISION

Implementation of Decision: The decision is for immediate implementation.

13. Appendices:

Appendix 1 – Parental Bereavement Leave Policy

Appendix 2 – First Stage Integrated Impact Assessment

14. List of background papers:

None.

15. Officer Contact

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