

## **Constitution Committee**

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**Date of Meeting:** 15 July 2019

**Report Title:** Notice of Motion - Parental Leave Policy for Councillors

**Senior Officer:** Brian Reed, Head of Democratic Services and Governance

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### **1. Report Summary**

1.1. The purpose of this report is to consider and respond to the following motion which had been moved by Cllr Jill Rhodes and seconded by Cllr Joy Bratherton at the Council meeting on 21<sup>st</sup> February 2019 and referred to this Committee for consideration:

*“This Council notes:*

- That the role of a councillor should be open to all, regardless of their background, and that introducing a parental leave policy is a step towards encouraging a wider range of people to become councillors, and is also a step to encourage existing councillors who may want to start a family to remain as councillors;*
- That parental leave must apply to parents regardless of their gender, and that it should also cover adoption leave to support those parents who choose to adopt.*

*This Council resolves:*

- To adopt the parental leave policy set out below.”*

[The policy forming part of the motion is appended to this report.]

### **2. Recommendation**

2.1. That the Committee note, and broadly endorse, the principles contained in the motion and consider the matter in greater detail at a future meeting as the review of the Council’s governance arrangements progresses.

### **3. Reasons for Recommendations**

3.1. The reasons for the recommendation are set out in paragraph 5.3.

#### **4. Other Options Considered**

- 4.1. No other options have been considered.

#### **5. Background**

- 5.1. On 21<sup>st</sup> February 2019, a motion was submitted to Council which sought adoption of a model Parental Leave policy for Councillors, based on a policy drawn up by the LGA Labour Women's Taskforce.
- 5.2. In accordance with the Council's Constitution, the motion was referred to the Constitution Committee for consideration.
- 5.3. The issues raised in the motion are fundamentally interlinked with the project now being progressed by the Constitution Committee in respect of the governance arrangements of the Council (ie: the introduction of a committee system). It will also be necessary to consult the Independent Remuneration Panel on any policy proposals for parental leave for councillors once the Panel has been appointed. A report on the appointment of the Panel will be coming to the Committee's September meeting. Therefore, it would not be appropriate to progress the motion in any detail at this stage until more work has been undertaken on the governance project. It is recommended, therefore, that the Committee note and endorse the principles of the motion with a view to a detailed report being submitted to a future meeting.

#### **6. Implications of the Recommendations**

##### **6.1. Legal Implications**

- 6.1.1. The policy adopted needs to comply with any relevant laws and regulations.

##### **6.2. Finance Implications**

- 6.2.1. There are currently no direct implications in respect of Finance but this may change dependent on the outcome of further work.

##### **6.3. Policy Implications**

- 6.3.1. The adoption of the policy would introduce a new policy to the Council and would change the support offered to elected Members.

##### **6.4. Equality Implications**

- 6.4.1. The adoption of the policy would appear to provide similar rights to parental leave for elected Members as those afforded to Cheshire East staff.

## **6.5. Human Resources Implications**

6.5.1. There are currently no direct implications in respect of Human Resources but this may change dependent on the outcome of further work.

## **6.6. Risk Management Implications**

6.6.1. There are no direct implications in respect of risk management.

## **6.7. Rural Communities Implications**

6.7.1. There are no direct implications for rural communities.

## **6.8. Implications for Children & Young People/Cared for Children**

6.8.1. There are no direct implications for children and young people.

## **6.9. Public Health Implications**

6.9.1. There are no direct implications for public health.

## **6.10. Climate Change Implications**

6.10.1. There are no direct implications for climate change.

## **7. Ward Members Affected**

7.1. Not applicable.

## **8. Access to Information**

8.1. Not applicable.

## **9. Contact Information**

9.1. Any questions relating to this report should be directed to the following officer:

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