

STAFFORDSHIRE MOORLANDS DISTRICT COUNCIL

Constitution Review Working Party

21 November 2024

TITLE:	Proposed Parental Leave Policy for Councillors
PORTFOLIO HOLDER:	Councillor Mike Gledhill – Council Leader
CONTACT OFFICER:	Linden Vernon – Head of Democratic Services
WARDS INVOLVED:	Non-Specific

Appendices Attached – Appendix A – Local Government Association Parental Leave Policy

1. Reason for the Report

- 1.1 To consider the adoption of the proposed Parental Leave Policy for Councillors produced by the Local Government Association (LGA).

2. Recommendation

- 2.1 That the Council adopts the LGA Parental Leave Policy for Members (attached at Appendix A).

3. Executive Summary

- 3.1 Members will be aware that, unlike employees of the Authority, councillors are not automatically entitled to the same rights around areas such as maternity, paternity or adoption leave.
- 3.2 It is up to individual councils to decide whether to adopt formal or informal policies granting such entitlements to councillors.
- 3.3 Having a parental leave policy in place for councillors may help to increase the diversity of people seeking election to local government, in particular making it easier for women, younger people and those with caring responsibilities to seek election, or to seek re-election.

3.4 The Local Government Association (LGA) has adopted the model parental leave policy (Appendix A), which covers key issues, including those specific to councillors, such as leave entitlement, notice, continued payment of allowances, continued payment of special responsibility allowances, expectation of returning to the same or similar roles after a period of parental leave, and cover arrangements during periods of leave.

4. **How this report links to Corporate Priorities**

4.1 The ability to attract people to stand as candidates in District Council elections, who reflect the Council's population, is integral to the Council achieving its corporate priorities.

5. **Alternative Options**

5.1 The LGA policy may be used as a template for adoption by the Council to cover specific local circumstances or preferences.

Mark Trillo
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and Monitoring Officer

**Web Links and
Background Papers**

LGA Parental Leave Policy – attached Appendix A

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