



Paternity Leave Policy

Reviewed and agreed: Full Council Committee meeting 22nd April 2021- Agenda item 7

1 Introduction

1.1 Sandgate Parish Council recognises that employees may wish to take time off work to support the mother of a baby or look after the baby.

2 Scope

2.1 The scheme applies to all Parish Council employees.

3 Authority

3.1 The Parish Clerk is accountable for the proper application of the Paternity Leave Scheme.

4 Legal Framework

4.1 These provisions take account of the framework of statutory rights as set out in the Employment Rights Act 1996, as amended by the Employment Relations Act 1999 and the Employment Act 2002. The details of these rights are set out in supporting regulations: The Paternity and Adoption Leave Regulations 2002, as amended by the Paternity and Adoption Leave (Amendment) Regulations 2006, The Children and Families Act 2014 and The Paternity and Adoption Leave (Amendment) (no 2) Regulations 2014.

5 Provisions

5.1 The Council provides one type of paternity leave, Ordinary Paternity Leave of 1 – 2 weeks.

6 Ordinary Paternity Leave

6.1 To be eligible for Ordinary Paternity Leave an employee must:

- Have, or expect to have responsibility for the child's upbringing;
- Be the biological father of the child or the mother's husband or partner;
- Have worked continuously for the Council for 26 weeks leading into the 15th week before the baby is due and be employed continuously during the pregnancy up to the actual date the baby is born.

6.2 Employees may choose to take leave any time up to 8 weeks after the date of birth. The leave is based on the employee's normal working week, pro rata for part time employees.

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7 Process

7.1 Employees must complete the Application for Ordinary Paternity Leave Form (Appendix 1) and return it to by the 15th week before the Expected Week of Childbirth (EWC). The Parish Clerk will confirm authorisation of leave.

7.2 If the baby is born early the employee can choose to take their leave any time between the actual date of birth and the end of an 8-week period running from the Sunday of the week the baby was originally due.

7.3 Where the employee has chosen to start his/her leave on the date the child is born, and he/she is at work on this date, his/her leave will begin on the following day.

7.4 The employee must notify the Parish Clerk of the date the child was born, as soon as is reasonably practicable.

7.5 The employee may change the proposed date providing 28 days' notice is given.

8 Payment

8.1 Employees will receive Statutory Paternity Pay for each up to two weeks Paternity Leave. This will be the lower of 90% of average weekly earnings or the current SPP rate. The employee must

have average weekly earnings which are no less than the current National Insurance lower earnings limit in the 8 weeks prior to the qualifying week.

9 Shared Parental Leave

9.1 Shared Parental Leave (SPL) is a new legal entitlement for eligible parents of babies due, or children placed for adoption, on or after 5 April 2015. It provides both parents with the opportunity to consider the best arrangement to care for their child during the child's first year.

The amount of leave available is calculated using the mother's entitlement to maternity/adoption leave, which allows them to take up to 52 weeks' leave. If they reduce their maternity/adoption leave entitlement, then they and/or their partner may opt-in to the SPL system and take any remaining weeks as SPL.

10 Time Off for Ante-Natal Appointments

10.1 An expectant father or partner of a pregnant woman is entitled to take unpaid time off work to accompany the woman to up to two of her ante-natal appointments.

10.2 Employees and qualifying Agency Workers (workers are required to have been doing the same kind of job for the Council for at least 12 weeks) are entitled to time off to accompany an expectant mother to her ante-natal appointments if they are:

- The baby's father
- The expectant mother's spouse, her civil partner, or partner (of either sex) in an enduring relationship;
- Intended parents of a child in a surrogacy arrangement if they expect to be entitled to and intend to apply for a parental order in respect of that child.

10.3 Employees are entitled to unpaid leave for 1 or 2 appointments. The time off is capped at 6.5 hours for each appointment.

10.4 The employee is not required to provide evidence of such appointments, as they are considered the property of the expectant mother attending the appointment. However, the employee should complete a declaration stating the date and time of the appointment, that they qualify for the unpaid time through their relationship with the mother or child and that the time off is for the purpose of attending the ante-natal appointment.

10.5 There is no qualifying period for employees – they are entitled to receive this entitlement from day one, providing they meet the qualifying criteria in paragraph 10.2.

11 Contractual benefits

11.1 You are entitled to the benefit of your normal terms and conditions of employment, except for terms relating to wages or salary throughout your paternity leave. You may however be entitled to SPP for this period.

11.2 You will continue to remain bound by any obligations arising under your contract of employment.

12 Return to work after paternity leave

12.1 You are entitled to return to the same job following no more than two weeks' paternity leave. If, however, you take two or more consecutive periods of statutory leave (which could include additional adoption leave or parental leave of more than four weeks), you will be entitled to return to the job in which you were employed before your absence or, if that is not reasonably practicable for the Council, then to return to another job which is both suitable and appropriate in the circumstances.

12.2 You have the right to return:

- with your seniority, and similar rights
- on terms and conditions not less favourable than those which would have applied if you had not been absent.

12.3 You will not be subject to any detriment by the Council because you took or sought to take paternity leave.

SANDGATE PARISH COUNCIL

Application for Ordinary Paternity Leave

Please complete the form in BLOCK CAPITALS.

Title: Mr / Mrs / Miss / Ms

First Name _____

Surname _____

Job Title _____

Home Address _____

Tel Number (Work) _____

Tel Number (Home) _____

Mobile: _____

I wish to inform you that I intend to take Ordinary Paternity Leave as follows:

Expected date paternity leave period to commence* _____

Expected return to work date ** _____

Partner's Expected Week of Childbirth (EWC) or expected date of placement for adoption:

*Your paternity leave cannot begin prior to the baby's birth/date of placement for adoption, but you can state that you wish your paternity leave to start on the day your child is born.

**Ordinary paternity leave must be taken in blocks of either one or two weeks

Paternity Leave Policy - Approved at the meeting of the Personnel Sub-Committee on 14th June 2018.

I declare that I:

- am the baby's biological father / married to the mother / living with the mother in an enduring family relationship, but am not an immediate relative (please delete as applicable)
- will have responsibility for the child's upbringing
- will take time off work to support the mother or care for the child.
- have provided a copy of my partner's MAT B1/matching certificate with this form

Signed:

Date:

This form must be returned to the Parish Clerk 15 weeks before your baby's due date, or within 7 days of receiving a matching certificate for adoption.

Section to be completed by Parish Clerk

Approved Date:

Employee informed of approval: