

HR Policy Review

1. INTRODUCTION

- 1.1 The purpose of this report is to provide the Partnership Board with a copy of the Family Leave Policy for noting.
- 1.2 The Performance and Audit Committee approved the revised policy at its meeting on the 2nd June 2023

2. HR POLICY REVIEW

- 2.1 An annual review of the HR policies by SEStran's HR Adviser has commenced and will continue over summer.

Due to updated government guidance on UK and overseas adoption and fostering for adoption, the Family Leave Policy has been identified as requiring revision and the following is a summary of the changes made:

- Leave entitlement has been updated to up to 52 weeks, regardless of length of service
- Reference to adoption pay or leave now includes surrogacy pay and leave unless otherwise stated
- Inclusion of adopting a child from overseas and fostering for adoption
- New guidance added for Foster Carers and Approved Kinship Carers which provides support to staff in the form of flexible working arrangements and time off for eligible staff

- 2.2 A copy of the draft tracked change policy can be found here:

<https://sestran.gov.uk/wp-content/uploads/2023/05/2023-06-02-Item-8-Family-Leave-Policy.pdf>

3. RECOMMENDATIONS

It is recommended that the Partnership:

- 3.1 Notes the amendments to the Family Leave Policy which were approved by Performance and Audit Committee for implementation.

Policy Implications	As outlined in the report
Financial Implications	Additional paid leave provided to eligible staff
Equalities Implications	None
Climate Change Implications	None