

Equality and Human Rights Impact Assessment (EqHRIA) Summary of Results

Policy / Practice	Shared Parental Leave
Owning Department	People and Development
Date EqHRIA Completed	08/10/20
Purpose of Policy / Practice	The purpose of the shared parental leave procedure is to provide information about shared parental leave and pay and what support is available to birth and adoptive parents.

A. Summary of Analysis / Decisions - What the assessment found and actions already taken.

Full consultation and engagement was undertaken in November 2018 with all statutory and diversity staff associations, and thereafter consideration was given to any feedback provided. Having reviewed the feedback it is anticipated that the proposed amendments which were mainly using a more simplified language as part of the ongoing policy simplification work and providing additional guidance will help individuals and managers understand their roles and responsibilities which should help advance equality and eliminate any perceived discrimination against the protected characteristics. The amendments should also help provide clearer guidance regarding shared parental leave and the introduction of the policy hub will make the information easier to find.

Management will continue to monitor and review the impact to individuals following implementation of the revised procedure. Further detail of how this will be achieved is explained in Section B

B. Summary of Mitigation Actions - What else we plan to do and how we are going to check that it has been done.

Review uptake of Shared Parental Leave – Ongoing (Scope reports run by People and Development)

Assess impact of not offering enhanced rates of pay – Ongoing (Scope reports run by People and Development)

Monitor requests for SPL that have been refused – Ongoing by Line Managers and People Development.

Update January 2019

Only 35 people have accessed SPL since it was introduced in April 2015.

An average of 43 authority/police staff have been on paternity leave each year since 2015 and 645 officers were on maternity support (paternity) leave between 1 April 2017 and 31 March 2018. These figures would suggest that the uptake of SPL is minimal most likely because new parents cannot afford to take time off on statutory or no pay.

To date People and Development have not been advised of any cases that have been refused.

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