

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

<b>Policy / Practice</b>	<b>Parental Leave (V6.00)</b>
<b>Owning Department</b>	<b>People and Development</b>
<b>Date EqHRIA Completed</b>	21/10/2019
<b>Purpose of Policy / Practice</b>	The purpose of this procedure is to explain the eligibility criteria to take parental leave, and how to apply for it. There have been no substantive changes made to the content – the procedure and all terms and conditions remain the same; only language and layout have been changed (simplified).

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

Potentially positive impact relative to pregnancy and maternity, as the procedure allows parents to spend quality time with their child(ren). In addition, requests for parental leave immediately after the child is born cannot be postponed, so this time off is guaranteed, if applied for within the specified timescales.

Potentially positive impact relative to religion or belief, as the time off allowed by the procedure may be used to attend religious ceremonies with the child(ren) or to prepare for these ceremonies.

The procedure applies equally to all parents, regardless of gender or sexual orientation, and examples of how parental responsibility may be proven for individuals whose names do not appear on their children’s birth certificates have also been given, in line with this.

The procedure has the potential to disadvantage younger parents who do not have required levels of service.

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

There are no mitigating measures necessary, as despite the potential the procedure has to disadvantage younger parents who do not have required levels of service, the provisions outlined are in line with the legislative minimum requirements.

**OFFICIAL**

**Management Log – Policy Support Dept. Use Only**

<b>Review Date</b>		<b>Review Date</b>	
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