

## Notice of Motion to Council

### Title: Parental Leave for Councillors

#### Context:

- Currently, there is no ratified parental leave for councillors, meaning that any councillor wishing for maternity, paternity or adoption leave needs to apply for special dispensations to allow them to spend much needed time with their child.
- Data released by the Fawcett Society shows that only 34 per cent of councillors elected in the May 2021 local elections are women, meaning that only 35 per cent of councillors overall are women. The data shows that if this continues at a similar rate, we won't reach equality in local government until 2077;
- As of February 2022, 33 councils have passed the LGA Parental Leave policy, and an additional 7 councils have their own parental leave policy in place.
- In 2019, the LGA co-produced the **21st Century Councils Equalities Toolkit** with MHCLG (Now DLUHC/Department for Levelling Up, Housing and Communities). The toolkit recommends that councils adopt a parental leave policy, and they link to the LGA Parental Leave policy as a model to adopt;
- That the role of a councillor should be open to all, regardless of their background, and that introducing a parental leave policy is a step towards encouraging a wider range of people to become councillors, and is also a step to encourage existing councillors who may want to start a family to remain as councillors;
- That parental leave must apply to parents regardless of their gender, and that it should also cover adoption leave to support those parents who choose to adopt.

#### The Motion:

Members are requested to:

1. Commit to introducing a Parental Leave Policy to give all Councillors an entitlement to parental leave following the birth or adoption of a child.
2. Request that Officers prepare a draft Parental Leave Policy.

3. Request that the Independent Remuneration Panel (IRP) consider the Parental Leave Policy as part of the Members Allowance Scheme Review (2024) and make appropriate recommendations prior to being presented for approval at a future meeting of the Council.

**Proposed by:**

Cllr Amy Redsull

[Signed by Cllr Amy Redsull]

**Seconded by:**

[Signed by Cllr Philippa Gray]

**Date Submitted: 26 February 2024**