

<b>SUBJECT:</b>	<b>HR POLICIES</b> <ul style="list-style-type: none"><li>• <b><i>MISCARRIAGE AND STILLBIRTH POLICY</i></b></li><li>• <b><i>MATERNITY/PATERNITY/ADOPTION LEAVE POLICY UPDATE</i></b></li></ul>
<b>DIRECTORATE:</b>	<b>CHIEF EXECUTIVE</b>
<b>REPORT AUTHOR:</b>	<b>ALI THACKER (HR AND PAYROLL TEAM LEADER)</b>

## 1. Purpose of Report

- 1.1 To request that Executive approve the proposed introduction of a Miscarriage and Stillbirth Policy and an update to the Maternity/Paternity/Adoption Leave policy in order to become a Foster Friendly Employer.

## 2. Background

- 2.1 The HR team are required to continually review the Council's policies and procedures as and when required to ensure they are clear, cohesive, fit for purpose, and legally compliant.
- 2.2 The HR team propose to introduce a Miscarriage and Stillbirth Policy. In addition, the HR team propose to add provisions to the Maternity/Paternity/Adoption Leave Policy in order to become a Foster Friendly Employer.

These policies have previously been discussed with the Trade unions and were taken through JCC on 18<sup>th</sup> January 2022.

## 3. Main Changes

### **Miscarriage and Stillbirth Policy**

- 3.1 This proposed policy sets out the rights of employees affected by a miscarriage or stillbirth and explains the emotional and practical support that we can provide as an employer.

We recognise that the effects of a miscarriage or stillbirth can be extremely distressing and that many employees will regard a miscarriage as the loss of a baby, regardless of how early in pregnancy it occurs.

A miscarriage or stillbirth can have significant physical and emotional consequences, which may affect an employee's attendance or performance at work.

We are committed to supporting employees who are affected by a miscarriage or stillbirth, and we encourage employees to discuss their situation with us.

This policy specifically outlines how a miscarriage or stillbirth may affect an employee at work and encourages employees to tell the Council if they have had a miscarriage or stillbirth. The policy also sets out what time off employees will be entitled to if they have had a miscarriage or stillbirth and provides an overview of the types of support which we as a Council can offer to employees.

In addition to this the policy also sets out the roles of other employees where a colleague is experiencing a miscarriage whilst at work.

### 3.2 **Foster Friendly – Policy Amendments**

In order to become a Foster Friendly Employer, the Council would need to:

*‘Agree to implement a fostering friendly HR policy for all foster carers in their employment and to promote Foster Care Fortnight.’*

In summary our policy would need to show that:

1. It applies to all employees who are foster carers
2. Foster carers in employment with our organisation are entitled to an additional five days paid leave per annum to allow for the process of becoming a foster carer, settling in a new child, training courses, support groups, meetings and emergencies
3. We promote Foster Care Fortnight during the annual campaign

Based upon the above we propose to insert section 14 into the Maternity/Paternity/Adoption Policy.

## 4. **Organisational Impacts**

### 4.1 Finance (including whole life costs where applicable)

There would not be any significant costs associated with this proposal.

### 4.2 Legal Implications including Procurement Rules

There are no legal implications arising from this report.

### 4.3 Equality, Diversity and Human Rights

The Public Sector Equality Duty means that the Council must consider all individuals when carrying out their day-to-day work, in shaping policy, delivering services and in relation to their own employees.

It requires that public bodies have due regard to the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people when carrying out their activities

These policy changes are aimed at improving provisions and support to employees who are affected by a miscarriage or stillbirth, and to employees who are foster carers/ becoming foster carers.

#### 4.4 Human Resources

The joint HR and Trade Union meetings have been used to consult with the Trade Unions so that their views can be taken into account prior to JCC.

There were no concerns or issues raised during JCC, and the Unions outlined that they were in full support of these proposed changes.

#### 4.5 Land, Property and Accommodation

Not applicable.

#### 4.6 Significant Community Impact

Not applicable

#### 4.7 Corporate Health and Safety implications

Not applicable.

### 5. Risk Implications

#### 5.1 (i) Options Explored

Not applicable.

#### 5.2 (ii) Key Risks Associated with the Preferred Approach

Not applicable.

### 6. Recommendation

#### 6.1 That Executive approve the proposed introduction of the Miscarriage and Stillbirth Policy and the proposed changes to the Maternity/ Paternity/ Adoption Leave policy in terms of becoming a foster friendly employer.

**Is this a key decision?**

No

**Do the exempt information categories apply?**

No

**Does Rule 15 of the Scrutiny Procedure Rules (call-in and urgency) apply?**

No

**How many appendices does the report contain?**

2

**List of Background Papers:**

2 Policies

**Miscarriage and Stillbirth Policy**  
**Maternity/Paternity/ Adoption Policy.**

**Lead Officer:**

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