



Further to your information request FOI/EIR 25/26-338, please find your question and our response below.

Request:

1. Does your Council's policy on paternity leave provide in excess of the statutory provision of 2 weeks leave? (yes/no)
2. Does your Council's policy on paternity leave exceed the Statutory Paternity Pay amounts for some/all of the paternity leave (yes/no)
3. If you have answered yes to any of the above, detail how your Council's policy differs from the statutory provision in either:
 - a) Pay (e.g., your Council may offer a higher rate of payment for some/all of the paternity leave subject to certain conditions)
 - b) Duration of paid paternity leave provided
4. Please provide your authority's paternity leave policy.

Response:

1. Yes
2. No
- 3a) Additional Maternity Support leave at full pay
- b) 5 days
4. Section 4 & 5 from 'Family Leave and Flexible Working Policy' ref Paternity Leave & Pay

4. Maternity support leave

- 4.1. Maternity support leave of 5 days with pay shall be granted to the child's father or the partner or nominated carer of an expectant mother at or around the time of birth. A nominated carer is the person nominated by the mother to assist in the care of the child and to provide support to the mother at or around the time of the birth. To apply, you must complete the Application Form for Maternity Support and/or Paternity Leave (see Appendix 2) and return to the HR team, enclosing a copy of the mother's MATB1 certificate (if available).

5.1. Paternity leave

5.1.1. Paternity leave allows you to take time off because your partner's having a baby, adopting a child or having a baby through a surrogacy arrangement.

5.1.2. You must be taking time off to look after the child and be one of the following:

- the father
- the husband or partner of the mother (or adopter) - this includes same-sex partners
- the child's adopter
- the intended parent (if you are having a baby through a surrogacy arrangement)

5.1.3. To be eligible, you must have been continuously employed by the council for at least 26 weeks up to any day in the 'qualifying week'. The 'qualifying week' is the fifteenth week before the baby is due. This is different if you adopt.

5.1.4. An employee can choose to take either 1 or 2 weeks' statutory paternity leave as one of the following:

- 2 weeks together
- 2 separate blocks of 1 week

5.1.5. An employee can take their statutory paternity leave at any time in the first 52 weeks after the birth, adoption placement or surrogate birth.

5.1.6. To apply, you must complete the Application Form for Maternity Support and/or Paternity Leave (see Appendix 2) and return to the HR team, enclosing a copy of either the mothers MATB1 certificate (if available); or written confirmation that an adopter has been matched with a child; or for surrogacy arrangements, a written statement to confirm that you intend to apply for a parental order in the 6 months after the child's birth.

Employees must give the council 28 days' notice if they want to change their start date.

5.1.7. Paternity leave may be taken in addition to maternity support leave, see section 4.

5.2. Paternity pay

5.2.1. If eligible, you will be entitled to Statutory Paternity Pay or 90% of your average weekly earnings (whichever is lower). Please refer here for the current rates, which can be found at www.gov.uk/paternity-pay-leave/pay

This concludes your request FOI/EIR 25/26-338.

If information has been refused, please treat this as a Refusal Notice for the purposes of the Act.

If you disagree with our decision or are otherwise unhappy with how we have dealt with your request in the first instance you may approach foi@eastcambs.gov.uk and request a review. A request for review must be made in no more than 40 working days from the date of this email.

Should you remain dissatisfied with the outcome you have a right under s50 of the Freedom of Information Act to appeal against the decision by contacting the Information Commissioner, Wycliffe House, Water Lane, Wilmslow SK9 5AF.