

**Manchester City Council
Report for Resolution**

Report to: Personnel Committee – 22 March 2023

Subject: Human Resources Organisational Development Revised Policy:
Draft Family Friendly Policy

Report of: Director of Human Resources Organisational Development and
Transformation

Summary

To outline minor revisions to an employment policy for the Committee's consideration: the revised Family Friendly Policy Framework, first approved by the Committee in March 2020.

Recommendations

The Committee is requested to approve the revised policy attached to this report.

Wards Affected: All

Environmental Impact Assessment - the impact of the issues addressed in this report on achieving the zero-carbon target for the city

This report covers how we support prospective and new parents and those who experience pregnancy loss. Fairness and equitable treatment in relation to our employee offer is an important component of attracting and retaining staff all of whom are engaged and essential to achieving this target.

Our Manchester Strategy outcomes	Summary of how this report aligns to the OMS
A thriving and sustainable city: supporting a diverse and distinctive economy that creates jobs and opportunities	The proposed offer of enhanced shared parental pay to all partners with responsibility for raising a child is an employee benefit that will attract candidates to the Council as an employer. This aligns it to the existing offer of enhanced shared parental pay for adoptive parents. Taking the Pregnancy Loss Pledge shows that we are a supportive employer and will again attract candidates to our brand.
A highly skilled city: world class and home grown talent sustaining the city's economic success	
A progressive and equitable city: making a positive contribution by unlocking the potential of our communities	

A liveable and low carbon city: a destination of choice to live, visit, work	
A connected city: world class infrastructure and connectivity to drive growth	

Contact Officers:

Name: Deb Clarke
Position: Director of HR, OD and T
Telephone: 07812 502614
E-mail: deb.clarke@manchester.gov.uk

Background documents (available for public inspection):

None.

1.0 Introduction

- 1.1 Two minor amendments have been made to the Family Friendly Policy Framework, first to enhance occupational shared parental pay for all partners (currently limited to adoptive partners) and secondly to sign the Pregnancy Loss Pledge, supporting those officers who experience a miscarriage.

2.0 Context for the review

- 2.1 The Family Friendly Policy covers a number of arrangements for statutory and occupational leave and pay for maternity leave, adoption leave, maternity support leave and shared parental leave.
- 2.2 The driver for the review is that there is a disparity between shared parental pay for partners and adoptive partners, in that the former are paid at statutory rates and the latter at occupational rates. This has been revised in the attached draft so that both are paid at occupational rates subject to eligibility criteria.
- 2.3 The Pregnancy Loss Pledge has also been incorporated into the revised Policy. This encourages a supportive work environment for those who feel able to discuss and disclose pregnancy loss and help them back to work. This is backed by the Miscarriage Association which estimates that one in four pregnancies ends in miscarriage. With 65% of our officers reporting as female, the commitment to the Pledge will reinforce the supportive work environment for those who experience pregnancy loss.

3.0 Policy Content

- 3.1 This is a summary of the notable changes in the policy:
 - The draft revised policy notes in paragraph 2.4 that occupational maternity, adoption and shared parental pay are all paid at the same rates subject to eligibility requirements.
 - The details of the Pregnancy Loss Pledge are included in paragraph 2.21, stating that the Council encourages a supportive work environment where employees feel able to discuss and disclose pregnancy and/or loss without fear of being disadvantaged or discriminated against. Managers are encouraged to be responsive to the needs of those who experience a miscarriage, showing flexibility where possible.

4.0 Policy Engagement and Implementation

- 4.1 HR Business Partners and the Employee Lifecycle Team have been monitoring requests for Shared Parental Leave by partners to ensure that occupational rates are applied where they are eligible.
- 4.2 The Pregnancy and Maternity Staff Network is supportive of the enhancement to Shared Parental Pay and the introduction of the Pregnancy Loss Pledge.

Communications are being planned about our commitment to the Pledge and how managers can support staff who are affected.

5. Comments from Trade Unions

5.1 None.

6.0 Recommendation

6.1 Personnel Committee are requested to approve the changes to the Draft Family Friendly Policy Framework.