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| <b>FOI REF:</b>       | 16172 |
| <b>RESPONSE SENT:</b> |       |

## Request

Please can you provide the following information:

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

Our policy states:

### **PATERNITY LEAVE**

#### **8. Statutory Paternity Leave (SPL)**

##### **Eligibility**

8.1 Employees are eligible to take 2 weeks Statutory Paternity Leave (SPL)

##### **Rate of SPP**

10.3 SPP is payable at the statutory weekly rate as set by Government (or 90% of your average weekly earnings, whichever is lower.

A copy of the policy was supplied to the requestor.

