



<b>FOI REF:</b>	17067
<b>RESPONSE SENT:</b>	19/05/2026

### Request

Please supply the following:

1. A copy of your current paternity-leave policy, including any variations depending on employee status (e.g. full-time, part-time, length of service). Please clearly state the standard entitlement (number of weeks) and the rate of pay (full pay, statutory pay, enhanced pay, etc.) across that entitlement.
2. For the most recent three financial years (or calendar years) for which data is held: a) the number of employees who took paternity leave, and b) the average number of weeks taken per employee, and c) if available, a breakdown of take-up by type of pay (e.g. full pay vs statutory pay).
3. The median (or mean) gross pay of all council employees

### Response

1. 2 weeks paternity leave. 1 week Statutory Paternity Pay (SPP) paid at the statutory rate set by Government and 1 week Maternity Support Leave paid at full pay.
2.
  - a) 9 employees
  - b) average 2 weeks paternity leave
  - c) most employees received 2 weeks statutory paternity pay (SPP) with one week topped to full pay with occupational paternity pay (OPP).
3. Median gross salary £36,363  
Mean gross salary £39,905

