

## **LANCASHIRE COMBINED FIRE AUTHORITY**

### **RESOURCES COMMITTEE**

Meeting to be held on 7 July 2021

### **MATERNITY POLICY PROVISIONS**

Contact for further information:

Bob Warren – Director of People and Development – Tel No. 01772 866804

#### **Executive Summary**

The purpose of this paper is to update Members of the Resources Committee on proposed changes to the Service's Maternity Policy following a review of the arrangements as part of our Equality, Diversity and Inclusion (EDI) considerations.

#### **Recommendation**

The Resources Committee is asked to endorse this report to allow formal introduction following consultation from August 2021.

#### **Information**

The Maternity and Childcare policy sets out the entitlements and benefits for pregnant employees, adoptive parents and fathers. The aim of the policy is to set out a consistent and supportive approach across the Service and to increase awareness about the provisions available for employees and to ensure the protection of the health and well-being of the mother and their child/unborn child and compliance with legislative requirements.

It sets out the contractual and statutory maternity rights to which all pregnant employees are entitled both before and after the birth of a child. The policy dovetails with the Service's Flexible Working policy.

The Service wants to be an employer of choice and wants the role of a firefighter to be appealing as a role of preference to a diversity of applicants. With this in mind, we have been reviewing our policies and have then been consulting with staff and our Trade Union colleagues in relation to improving our maternity and paternity provision. We are proposing to increase our maternity pay provisions available to women on maternity leave to 26 weeks full pay which will essentially mean that in future, women commencing their maternity leave will receive full pay for the first 6 months of their maternity leave period. The Service's adoption leave arrangements have always mirrored our maternity arrangements and this is continued. This supports the Service's diversity objectives in terms of supporting those employees who wish to become adoptive parents. Those accessing paternity pay will be entitled to 2 weeks full pay following the birth of the baby.

Subject to CFA approval, the new policy will be subject to final consultation with staff and will be supported by a comprehensive update on the Service's flexible working policy which is also being updated in light of our new hybrid working arrangements going forward.

It is proposed to make the changes with effect from any utilisation of these provisions from August.

### **Financial Implications**

The additional direct costs of these proposals will be subsumed into the paybill budgets, whilst the avoidance of any recruitment costs and retention of staff will be an unidentified benefit.

### **Human Resources Implications**

The updating of our paternity and maternity arrangements will have an impact on our general attractiveness as an employer and for those directly affected an enhancement to their terms and conditions.

The discussions held with focus groups and trade unions have been positively received.

The revised policy will apply to our whole workforce.

### **Equality and Diversity Implications**

The amendments to the policy have been driven by the EDI position and are seen to be equitable proposals.

The guidance, and the policies it relates to, are applicable to all eligible employees regardless of age, disability, ethnicity, race, religion or belief, sex, gender identity or gender expression, sexual orientation, marriage or civil partnership, pregnancy or maternity status or any other characteristic.

### **Business Risk Implications**

The proposals update the Service general provisions within society.

### **Environmental Impact**

None

### **Local Government (Access to Information) Act 1985 List of Background Papers**

Paper	Date	Contact
Reason for inclusion in Part 2, if appropriate:		