

Bolsover District Council

Meeting of the Executive on 15th April 2024

Updated Maternity Policy with Health and Safety Arrangements

Report of the Portfolio Holder for Resources

Classification	This report is public.
Report By	Peter Wilmot, HR Business Partner

PURPOSE/SUMMARY OF REPORT

The purpose of this report is to seek approval for the updated Maternity Policy, which includes provisions for health and safety arrangements aimed at ensuring the well-being of expecting mothers in the workplace.

REPORT DETAILS

1. Background

- 1.1 The existing Maternity Leave Policy requires revision to align with current legislative standards and best practices. Incorporating health and safety arrangements into the policy is essential to safeguard the physical and mental well-being of pregnant employees.
- 1.2 The updated policy has been considered by the Council's Senior Leadership Team and the Trade Unions have been consulted.

2. Details of Proposal or Information

2.1 Policy Updates:

- **Extended Leave Duration:** The revised policy proposes an extension of maternity leave duration to better support the needs of new mothers during the post birth period.
- **Flexible Work Arrangements:** To accommodate the varying needs of expecting mothers, the policy includes provisions for flexible work arrangements such as telecommuting or modified schedules.
- **Health and Safety Arrangements:** The updated policy outlines specific health and safety measures to mitigate workplace hazards for pregnant employees, including ergonomic assessments, access to appropriate facilities, and education on prenatal health.

2.2. Justification:

- **Legal Compliance:** Adhering to updated legal requirements ensures the organisation's compliance with maternity leave regulations and reduces the risk of legal liabilities.
- **Employee Retention and Satisfaction:** Providing comprehensive maternity leave benefits and prioritising employee health and safety contribute to higher employee satisfaction and retention rates.
- **Positive Organisational Image:** Demonstrating a commitment to supporting working parents enhances the Council's reputation as a family-friendly employer.
- The updated policy brings together the employment and health and safety arrangements which should make it easier for managers and employees to use.

2.3 Implementation Plan:

- **Training and Awareness:** Educate employees and managers about the updated policy and their respective roles in its implementation.
- **Communication Strategy:** Develop clear communication channels to disseminate information about the revised policy and address any questions or concerns from stakeholders.
- **Monitoring and Evaluation:** Establish mechanisms to monitor the effectiveness of the policy implementation and solicit feedback from employees to identify areas for improvement.

2.4 Conclusion:

The proposed updates to the Maternity Leave Policy incorporate health and safety arrangements, reflect our commitment to supporting the well-being of our employees and maintaining compliance with regulatory standards. We request approval for the updated policy.

3. Reasons for Recommendation

- 3.1 Ensure best practice when it comes to expectant employees pre and post birth and to comply with equality and health and safety regulations.

4 Alternative Options and Reasons for Rejection

- 4.1 Continue to utilise the existing policy and health and safety arrangements.

RECOMMENDATION(S)

Approve the updated Maternity Policy.

Approved by Councillor Clive Moesby, Portfolio Holder for Resources

IMPLICATIONS:

Finance and Risk: Yes No

Details:

On behalf of the Section 151 Officer

Legal (including Data Protection): Yes No

Details: Ensures compliance with employment and health and safety regulation.

On behalf of the Solicitor to the Council

Environment: Yes No

Please identify (if applicable) how this proposal/report will help the Authority meet its carbon neutral target or enhance the environment.

Details:

Staffing: Yes No

Details: The policy provides clearer guidance in one document as opposed to separate employment and health and safety documents.

On behalf of the Head of Paid Service

DECISION INFORMATION

Is the decision a Key Decision? A Key Decision is an executive decision which has a significant impact on two or more District wards, or which results in income or expenditure to the Council above the following thresholds: Revenue - £75,000 <input type="checkbox"/> Capital - £150,000 <input type="checkbox"/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i>	No
Is the decision subject to Call-In? <i>(Only Key Decisions are subject to Call-In)</i>	No

District Wards Significantly Affected	None
Consultation: Leader / Deputy Leader <input type="checkbox"/> Executive <input type="checkbox"/> SLT <input checked="" type="checkbox"/> Relevant Service Manager <input type="checkbox"/> Members <input type="checkbox"/> Public <input type="checkbox"/> Other <input type="checkbox"/>	Details:

Links to Council Ambition: Customers, Economy, and Environment.

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DOCUMENT INFORMATION

Appendix No	Title
1	Maternity Policy

Background Papers

(These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Executive you must provide copies of the background papers).

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