

# MOTION ON NOTICE



**Date of Council Meeting:** 18 March 2024

**Title of Motion:**

Parental Leave for Councillors

**Motion Narrative and Action Required:**

In 2019 the Local Government Association co-produced the 21st Century Councils Equalities Toolkit. The toolkit recommends that councils adopt a parental leave policy, and that they link to the LGA Labour Parental Leave Policy as a model to adopt, this had cross party LGA support.

The role of a councillor should be open to all, regardless of their background, and that introducing a parental leave policy is a step towards encouraging a wider range of people to become councillors and is also a step to encourage existing councillors who may want to start a family to remain as councillors.

Improved provision for parental leave for new parents will contribute towards increasing the diversity of experience, age and background of local authority councillors it will also assist with retaining experienced councillors, particularly women, it will make public office more accessible to any individual considering being a parent who might otherwise feel excluded.

Parental leave must apply to all parents regardless of their gender and it should also cover adoption leave to support those parents who choose to adopt.

This council resolves to

1. To set up a cross-party review of the recommended parental leave policy drafted by the LGA Labour Women`s Taskforce to give all councillors an entitlement to parental leave after giving birth or adopting.
2. To adopt a Parental Leave Policy for Councillors on completion of the cross-party review.

**Proposer:** Cllr Sue Dann

**Secunder:** Cllr Bill Stevens