

This matter is being dealt with by:

Name Jilly Walden

Reference: NCC-035188-18

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**Nottinghamshire
County Council**

8 January 2019

Request for Information: Ref NCC-035188-18

Arrangements in place for maternity, paternity, adoption and kinship care for all councillors.

Thank you for your request for information relating to arrangements in place for maternity, paternity, adoption and kinship care for all councillors. I can now let you have the following information in response to the questions you raised.

- 1. Does the council have a formal policy in place for maternity, paternity, adoption and kinship care for all councillors? If yes, please provide a copy.** Nottinghamshire County Council do not have a formal policy for Councillors in terms of such leave.
- 2. If no, does the council have any informal arrangements in place by which it would make provisions for maternity, paternity, adoption and kinship care for all councillors?** On the rare occasions on which the Council has been faced with such issues we have always taken a flexible and supportive approach, affording Councillors services and support akin to that available to our employees including with the provision of a named HR officer.
- 3. Does the council have a formal policy in place for maternity, paternity, adoption and kinship care for councillors with a Special Responsibility Allowance? If yes, please provide a copy** The Council's Councillors' Allowances Scheme covers this at paragraph 17 :

MATERNITY / SHARED PARENTAL LEAVE AND ADOPTION LEAVE

17. In the event of absence for maternity/shared parental leave or adoption full Special Responsibility Allowance shall be payable to eligible councillors for a period of up to six months.

N.B. Councillors also continue to receive their Basic Allowance in such periods of leave.

- 4. If no, does the council have any informal arrangements in place by which it would make provisions for maternity, paternity, adoption and kinship care for councillors with a Special Responsibility Allowance?** Please see the response above
- 5. Does the council have a formal standards committee?** The Council has a Governance & Ethics Committee which was established in May 2017. This includes issues such as the Code of Conduct for Councillors.

6. **Does the council have a formal role to oversee member conduct and promote equality (e.g. chair of the standards committee, chief whip, etc)?** The Chair of Governance & Ethics Committee is the lead Member for that issue.
7. **Does the council's code of conduct under section 27(2) of the Localism Act 2011 make any reference to promoting equality or tackling sexism?** The Council's Code of Conduct agreed on 10 May 2018 is attached.

Whilst not specifically referring to promoting equality within the Code it does reference the Council's Equality and Diversity Policy within the list of related policies and procedures which Councillors are required to comply with. The Code also does not specifically refer to sexism or distinguish this from other unacceptable forms of conduct.

We hope this now satisfies your request, and should you have any further enquiries please do not hesitate to contact me directly using the contact details below. In addition and for future reference Nottinghamshire County Council regularly publish previous Freedom of Information Requests and answers on our website, under Disclosure logs, available at the following link:

<http://site.nottinghamshire.gov.uk/thecouncil/democracy/freedom-of-information/disclosure-log/>

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to the Team Manager, Complaints and Information Team, County Hall, West Bridgford, Nottingham, NG2 7QP or email complaints@nottscc.gov.uk.

Yours sincerely

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Nottinghamshire County Council