

Committee Report No: 184-2021

Document Title: Adoption of COSLA Guidance on Family Leave and Menopause

Document Type: Policy

New/Existing: New

Period Covered: 22/06/2021 - 31/12/2026

Document Description:

This report recommends the adoption of guidance produced by COSLA on family leave and menopause in relation to elected members.

Intended Outcome:

The intended outcome is to support elected members and potential elected members in their participation in the democratic process.

How will the proposal be monitored?

The report does not contain any specific proposals for monitoring, but members will be able to raise any issues about its operation and the policy will be reviewed and proposals brought forward for amendment if required as a result of such feedback.

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A. Equality and Diversity Impacts:

Age:	Positive
Disability:	No Impact
Gender Reassignment:	No Impact
Marriage and Civil Partnership:	Positive
Pregnancy and Maternity:	Positive
Race/Ethnicity:	No Impact
Religion or Belief:	No Impact
Sex:	Positive
Sexual Orientation:	No Impact

Equality and diversity Implications:

This report recognises that the need to balance the demands placed on elected members by work and home life may be a source of pressure and a deterrent to participation in the democratic process. Approval of this report will ensure that the commitment which Dundee City Council has to improving the health and wellbeing of its employees, by introducing and promoting policies which support healthier lifestyles and better work-life balance, also applies to Councillors. Approval of the guidance

on Family Leave will contribute towards increasing the diversity of experience, age and background of Councillors and help make public office more accessible to individuals who might otherwise feel excluded. Positive impacts on other groups may become apparent as the policy is implemented. Approval of the guidance on Menopause will enable equality of opportunity by providing appropriate support.

Proposed Mitigating Actions: None required.

Is the proposal subject to a full EQIA? : No

This report recognises that the need to balance the demands placed on elected members by work and home life may be a source of pressure and a deterrent to participation in the democratic process. Approval of this report will ensure that the commitment which Dundee City Council has to improving the health and wellbeing of its employees, by introducing and promoting policies which support healthier lifestyles and better work-life balance, also applies to Councillors. Approval of the guidance on Family Leave will contribute towards increasing the diversity of experience, age and background of Councillors and help make public office more accessible to individuals who might otherwise feel excluded. Approval of the guidance on Menopause will enable equality of opportunity by providing appropriate support.

B. Fairness and Poverty Impacts:

Geography

Strathmartine (Ardler, St Mary's and Kirkton):	No Impact
Lochee(Lochee/Beechwood, Charleston and Menzieshill):	No Impact
Coldside(Hilltown, Fairmuir and Coldside):	No Impact
Maryfield(Stobswell and City Centre):	No Impact
North East(Whitfield, Fintry and Mill O' Mains):	No Impact
East End(Mid Craigie, Linlathen and Douglas):	No Impact
The Ferry:	No Impact
West End:	No Impact

Household Group

Lone Parent Families:	Positive
Greater Number of children and/or Young Children:	Positive
Pensioners - Single/Couple:	No Impact
Single female households with children:	Positive
Unskilled workers or unemployed:	No Impact
Serious and enduring mental health problems:	Positive
Homeless:	No Impact
Drug and/or alcohol problems:	No Impact
Offenders and Ex-offenders:	No Impact
Looked after children and care leavers:	No Impact
Carers:	Positive

Significant Impact

Employment:	No Impact
Education and Skills:	No Impact
Benefit Advice/Income Maximisation:	No Impact
Childcare:	Positive
Affordability and Accessibility of services:	No Impact

Fairness and Poverty Implications:

This report is intended to be of benefit to elected members (and potential elected members) who have childcare responsibilities or are considering having children. It aims to balance the demands placed on elected members by work and home life and ensure having children or considering having children is not a deterrent to participation in the democratic process. It also recognises and addresses the health issues which can be caused by the menopause.

Proposed Mitigating Actions: None required.

C. Environmental Impacts

Climate Change

Mitigating greenhouse gases: No Impact
Adapting to the effects of climate change: No Impact

Resource Use

Energy efficiency and consumption: No Impact
Prevention, reduction, re-use, recovery or recycling waste: No Impact
Sustainable Procurement: No Impact

Transport

Accessible transport provision: No Impact
Sustainable modes of transport: No Impact

Natural Environment

Air, land and water quality: No Impact
Biodiversity: No Impact
Open and green spaces: No Impact

Built Environment

Built Heritage: No Impact
Housing: No Impact

Is the proposal subject to Strategic Environmental Assessment

No further action is required as it does not qualify as a Plan, Programme or Strategy as defined by the Environment Assessment (Scotland) Act 2005.

Proposed Mitigating Actions: None required.

Environmental Implications: None.

D. Corporate Risk Impacts

Corporate Risk Implications:

The risk implications associated with the subject matter of this report are 'business as normal' risks. The subject matter is routine and has happened many times before without significant loss. There is comfort that the risks inherent within the activity are either transferred to another party, shared equally and fairly between the Council and another party or are negligible.

Corporate Risk Mitigating Actions: None