

Report Title:	Family Friendly Policy for Elected Members
Contains Confidential or Exempt Information?	NO - Part I
Member reporting:	Councillor Dudley, Leader of the Council
Meeting and Date:	Council 26 June 2018
Responsible Officer(s):	Alison Alexander, Managing Director
Wards affected:	All

REPORT SUMMARY

1. In July 2017, a Local Government Commission published a report looking at representation of women in elected roles and identifying ways in which representation could be improved. One area that was identified was the provision for elected Members to take maternity and other types of family friendly leave. Only 12 of the councils who responded to the Commission's request for information had policies in place for elected Members.
2. At present, around 20% of elected members in the Royal Borough are female and in order to increase diversity, the Independent Remuneration Panel is being asked to consider options to implement family friendly leave for elected Members including maternity, paternity, adoption, carers and shared parental leave.
3. The Panel will make recommendations to full council for consideration in order to amend the elected Members' allowance scheme as appropriate.

1. DETAILS OF RECOMMENDATION(S)

RECOMMENDATION: That Council notes the report.

2. REASON(S) FOR RECOMMENDATION(S) AND OPTIONS CONSIDERED

- 2.1 In July 2017, the Local Government Commission, with support from the Fawcett Society, published a report entitled 'Does Local Government work for women', looking at the representation of women in elected roles and identifying ways in which representation can be improved. One area that was identified was the provision for elected Members to take maternity and other types of family friendly leave. Only 12 of the councils who responded to the Commission's request for information had policies in place for elected Members.
- 2.2 Currently, the only family friendly provision for elected Members in the Royal Borough is a Dependents' Carers' Allowance for childcare or care for dependants on social/medical grounds to enable members to perform an 'Approved Duty'; see Appendix A.

- 2.3 At present around 20% of elected Members at the Royal Borough are female. With council elections scheduled for 2019, consideration is being given to action that the council can take now to encourage diversity amongst future candidates.
- 2.4 The potential introduction of paid family friendly leave for elected Members requires an options paper to be presented to the Independent Remuneration Panel. The panel would then write with recommendations to full Council in September 2018 for consideration in order to amend the elected Members' allowance scheme as appropriate.
- 2.5 The options paper prepared for the Independent Remuneration Panel will cover different types of leave including maternity, paternity, adoption, carers and shared parental leave.

Options

Table 1: Options arising from this report.

Option	Comments
To note that the Independent Remuneration Panel is asked to consider a range of options for family friendly leave, including maternity, paternity, adoption, carers and shared parental leave, for consideration by full Council in September 2018 This is the recommended option	Consideration of implementing a wider range of family friendly policies for elected Members could encourage a wider range of people to stand for election.
The council does not consider widening the range of family friendly policies available for elected Members. This is not recommended	Not having a range of family friendly policies for elected Members may put off potential candidates from standing for election to the council.

3. KEY IMPLICATIONS

- 3.1 The key implications are in table 2.

Table 2: Key Implications

Outcome	Unmet	Met	Exceeded	Significantly Exceeded	Date of delivery
Recommendations of the Independent Remuneration Panel are considered by full Council.	N/A	25 September 2018	N/A	N/A	25 September 2018.

4. FINANCIAL DETAILS / VALUE FOR MONEY

- 4.1 There are no financial implications arising from this report. Any recommendations of the Independent Remuneration Panel which are approved by full Council in September 2018 may result in changes to the Members' Allowance Scheme.

5. LEGAL IMPLICATIONS

- 5.1 The council has the power to request consideration of options by the Independent Remuneration Panel.

6. RISK MANAGEMENT

- 6.1 N/A

7. POTENTIAL IMPACTS

- 7.1 N/A.

8. CONSULTATION

- 8.1 Comments from elected Members to the Independent Remuneration Panel will be included as part of the process.

9. TIMETABLE FOR IMPLEMENTATION

Table 3: Implementation timetable

Date	Details
July 2018	Independent Remuneration Panel considers options paper.
August 2018	Independent Remuneration Panel submits recommendation paper for full Council.
25 September 2018	Full Council consider recommendation paper.

- 9.1 Implementation date if not called in: Immediately.

10. APPENDICES

- 10.1 The appendices for this report are as follows:

- Appendix A – Extract from Members' Allowance Scheme.

11. BACKGROUND DOCUMENTS

- 11.1 N/A

12. CONSULTATION (MANDATORY)

Name of consultee	Post held	Date sent	Commented & returned
Cllr Dudley	Leader of the Council	15/06/18	15/06/18
Cllr Targowska	Principal Member for HR	15/06/18	15/06/18
Alison Alexander	Managing Director	15/06/18	15/06/18
Kevin McDaniel	Director of Children's Services	15/06/18	
Russell O'Keefe	Executive Director	15/06/18	
Andy Jeffs	Executive Director	15/06/18	18/06/18
Rob Stubbs	Section 151 Officer	15/06/18	18/06/18
Hilary Hall	Deputy Director Strategy and Commissioning	15/06/18	15/06/18
Elaine Brown	Head of Law and Governance	15/06/18	18/06/18
Louisa Dean	Communications	15/06/18	

REPORT HISTORY

Decision type: For information	Urgency item? No	To Follow item? No
Report Author: Nikki Craig, Head of HR and Corporate Projects, 01628 796627		

Appendix A

Extract from Members' Allowance Scheme

Dependants' Carers' Allowance

The Dependents' Carers' Allowance can be claimed by all Members who are the main carers of dependant relatives. The allowance will be paid where a Member requires care provision for a dependant relative or co-habitee to enable the Member to perform an Approved Duty (as defined in Schedule 2).

There are two categories of dependants:

- Childcare – i.e. children aged fifteen or less
- Care for dependants on social/medical grounds – i.e. elderly parents or disabled children/siblings who are dependant upon a Member.

The Dependents' Carers' Allowance may be claimed from the Council subject to the following conditions:-

- The allowance is payable for the length of the qualifying approved duty and can include travel time up to a maximum of one hour per claim.
- The total amount claimable per approved duty is capped at 4 hours and within any one week a maximum of 18 hours can be claimed.
- No claims are permitted for when dependent children are at school.
- The hourly rate payable will be as follows:
 - Childcare - to be paid at and indexed to the hourly minimum wage applicable to the age of the carer (who must be 16 years of age or over) or less for actual reimbursement.
 - Care for dependants on social/medical grounds – the hourly rate paid to be the Royal Borough's average hourly homecare charge.
- Councillors wishing to claim the allowance will need to complete a Dependents' Carers' Allowance claim form and sign a declaration that states:
 - the carer provided a babysitting/carer service to the Member in order that the Member could attend the meetings listed in the claim.
 - the carer is 16 years of age or over and not an immediate member of the claimant's family or person residing with the Councillor who has provided the care.