

Summary Table for HR Committee December 2022

Key: **Yellow** means we have flagged for information / awareness as there is a change to one or more of the District Councils (4 policies)

Blue means a change to the existing previously agreed SCC policy requiring approval by HR Committee (1 policy)

Policy	Points to Note	Suggested Approval Route
Parental Bereavement Leave	This is based on SCC's current policy, as no DC policies on this are available, this follows legislative advice from the introduction of the Parental Bereavement Leave Act 2020.	Flagged for information as a (favourable) change / new policy to one or more District Councils only.
Fostering	The only stand-alone policy for this sat with SCC, as such this has been used as the basis for the new policy. SDC offer 5 days leave whilst SCC offers 8, as such we have offered 8 days leave.	Flagged for information as a (favourable) change / new policy to one or more District Councils only.
Disclosure	SCC, SDC, and SSSDC currently have this policy. All policies agree due to the legislative nature of this topic.	Flagged for information as a change / new policy to one or more District Councils only
Recruitment of Ex-Offenders	SCC, SDC, and SSSDC currently have a version of this policy. All policies are in agreement with the only consideration being whether we mention acting as an Umbrella Body as SDC does (an umbrella body is a Registered Body that gives other non-registered	Flagged for information as a change / new policy to one or more District

Appendix 1

	<p>organisations access to DBS checks). This has been left out of the policy as this would likely be mentioned in any contract with an external organisation.</p>	<p>Councils only.</p>
<p>Flexible Working Requests</p>	<p>Largely all partners in line with statutory entitlement.</p> <p>SCC's current Flexible Working Policy also covers business led contractual changes to hours or location. These types of changes are dealt with as a consultation exercise supported by the HR Advisory Team and therefore this policy has been amended to cover employee requests for flexible working only.</p> <p>Some DC's require the 26 weeks' service in line with the statutory entitlement, to request flexible working. As this service requirement is likely to be removed by the Government and other authorities do not require it anyway, we have proposed the more favourable position of keeping it as a day one right.</p>	<p>Committee to consider proposed removal of business led contractual changes from the SCC policy.</p> <p>Also flagged for information as a (favourable) change to one or more District Councils only.</p>