

	Policy/Protocol	Staff	Members
Maternity Leave	Maternity Policy Next due for review April 21 Leave of absence from meetings Constitution Appendix L	√	√ Note 1
Paternity Leave	Paternity Policy Overdue for review April 18	√	Note 1
Shared Parental Leave	Shared Parental Leave Policy Overdue for review Jan 19	√	Note 1
Flexible working	Flexible working Policy Overdue for review April 20	√	Note 1
Adoption Leave	Maternity/Paternity Policy	√	Note 1
Emergency Leave	Special Leave	√	Note 1
Compassionate Leave	Special Leave	√	Note 1
Carers Allowance	Members' Allowances Scheme in Constitution		√
Disability	Reasonable adjustments Equality Policy Next due for review December 20	√ √	√ √
Diversity	Equality Policy Next due for review December 20	√	√
Discrimination	Dignity at Work Policy Next due for review Nov 20 Equality Policy Next due for review December 20 Disciplinary policy if serious Next due for review May 21 Code of conduct in Constitution	√ √ √ √	√ √
Language Abusive/Obscene	Protocol on Officer/Member Relations in Constitution Dignity at Work Policy Next due for review Nov 20 Disciplinary policy if serious Next due for review May 21	√ √ √	√
Sickness absence	Sickness Management Policy Next due for review Oct Capability Policy Overdue for review July 20 Leave of absence from meetings Constitution Appendix L	√ √	√ Note 1

Note 1: The legislation provides that members are automatically disqualified if they fail to attend any of the following meetings for a continuous period of 6 months – Council; Cabinet (if they are a Cabinet member); Committee. PDGs don't count. However, the Council may approve, before expiry of the 6-month period, the reason for failing to attend.