

REVIEW OF FAMILY FRIENDLY POLICIES

SUMMARY OF CHANGES

The following policies have been combined / introduced into the Family Friendly group of policies:

- Part 1: Maternity Leave
- Part 2: Maternity Support Leave
- Part 3: Breastfeeding
- Part 4: Shared Parental Leave
- Part 5: Paternity Leave
- Part 6: Parental Leave
- Part 7: Adoption/Surrogacy Leave
- Part 8: Special Leave: Compassionate/Dependants/Other Leave
- Part 9: Flexible Working

Changes have been made to the above to ensure the policies are user friendly and that they comply with the following legislation:

- The Shared Parental Leave Regulations 2014
- The Shared Parental Pay (General) Regulations 2014
- The Maternity and Adoption Leave (Curtilment of Statutory Rights to Leave) Regulations 2014
- The Statutory Maternity Pay and Statutory Adoption Pay (Curtilment) Regulations 2014
- Employment Rights Act 1996
- The Children and Families Act 2014
- Equality Act 2010
- The Surrogacy Arrangements Act 1985
- The Paternity and Adoption Leave (Amendment) Regulations 2014
- Flexible Working Regulations 2014
- The Management of Health and Safety at Work Regulations 1999

Changes have also been made in accordance with ACAS guidance and relevant ACAS Codes of Practice.