

Committee	Board of Management		
Number on Agenda	28		
Date paper prepared	24/03/2023	Date of committee meeting	29/03/2023
Subject	Shared Parental Leave and Pay Policy		
Author	Matt Sierocinski King		
Action requested	To Approve		
Purpose of the paper	<p>Human Resources and Remuneration Committee was inquorate when it met to consider this policy for approval. Therefore the policy was referred to the Board of Management for approval.</p> <p>The minutes of Human Resources and Remuneration Committee on this item state the following:</p> <p><i>“Professor Lewis (Principal) introduced the policy, noting that it had been agreed at LNCC and that the policy applies to all staff, until such time as a national policy is adopted.</i></p> <p><i>The Committee raised a question regarding the pay levels being linked to Maternity pay. Ms Burden (Depute Principal Tertiary) responded.</i></p> <p>Decision: <i>The Committee members present recommended the policy to the Board of Management for approval.</i></p> <p>Action: <i>Mx Sierocinski King (Board Secretary) shall add the Shared Parental Leave and Pay Policy to the agenda of the next meeting of the Board of Management for approval.”</i></p>		
Brief summary of the paper	Please see the Cover Paper contained within paper “BOM-2022-XX BOM-HRR-2022-25 HRR Shared Parental Leave Policy”		
Consultation	Human Resources and Remuneration Committee		
Resource implications	See paper		
Risk implications	The policy is a legal requirement		
Link with strategy	Sustainability		

Equality, Diversity and Inclusion	The Policy enhances equality diversity and inclusion, supporting partners of mothers to share leave if they so chose to.
Island Community Impact	N/A
Paper status	<input checked="" type="checkbox"/> Open – The paper may be circulated to non-members of the committee and published online without restriction. <input type="checkbox"/> Restricted – The paper must not be circulated to non-members or published online until after the committee meeting. <input type="checkbox"/> Confidential - The paper must not be circulated beyond the committee members and should not be published online. [Please note papers may still be subject to Freedom of Information requests – see below].
Freedom of information	Open If closed/ withheld, select date this will become 'open': Enter a date.