

# SALISBURY CITY COUNCIL

**Subject** : Parental Bereavement Policy  
**Committee** : Personnel Committee  
**Date** : 12 October 2022  
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## 1. Report Summary:

1.1. This report introduces a new policy to comply with statutory legislation concerning parental bereavement leave.

## 2. Background:

- 2.1. From 6 April 2020 legislation was introduced detailing entitlements to parental bereavement leave.
- 2.2. Although a policy was drafted detailing how Salisbury City Council would comply with this legislation, it was not, unfortunately discussed and agreed at Personnel Committee at that time.
- 2.3. It should be noted that the policy has been drafted to comply with statutory requirements. If this was then followed by a period of sickness, then contractual sick pay entitlement would be paid.

## 3. Recommendation:

It is recommended that the Committee:

- 3.1. Approve the Parental Bereavement Policy.

## 4. Wards Affected: All.

## 5. Background papers: Draft Parental Bereavement Policy (Doc 81664).

## 6. Implications:

- 6.1. **Financial:** Statutory parental bereavement pay will be payable for those to whom this policy applies.
- 6.2. **Legal:** The policy complies with The Parental Bereavement Leave Regulations 2020.
- 6.3. **Personnel:** All staff are covered by this policy
- 6.4. **Environmental Impact:** None in relation to this report.
- 6.5. **Equalities Impact Statement:** The criteria states parent/partner and no reference is made to gender.