

## Request 9169 – Councillors

1. Does the council have a formal policy in place for maternity, paternity, adoption and kinship care for all councillors? If yes, please provide a copy.
2. If no, does the council have any informal arrangements in place by which it would make provisions for maternity, paternity, adoption and kinship care for all councillors?
3. Does the council have a formal policy in place for maternity, paternity, adoption and kinship care for councillors with a Special Responsibility Allowance? If yes, please provide a copy.
4. If no, does the council have any informal arrangements in place by which it would make provisions for maternity, paternity, adoption and kinship care for councillors with a Special Responsibility Allowance?
5. Does the council have a formal standards committee?
6. Does the council have a formal role to oversee member conduct and promote equality (e.g. chair of the standards committee, chief whip, etc.)?
7. Does the council's Code of Conduct under Section 27(2) of the Localism Act 2011 make any reference to promoting equality or tackling sexism?

## Response

1. Does the council have a formal policy in place for maternity, paternity, adoption and kinship care for all councillors? If yes, please provide a copy.  
The Council has no formal policy for this.
2. If no, does the council have any informal arrangements in place by which it would make provisions for maternity, paternity, adoption and kinship care for all councillors?  
The Council reimburses up to a maximum hourly rate of £15.59 for the cost incurred for childcare or care for a sick or dependent relative to facilitate fulfilment of approved Council duties.
3. Does the council have a formal policy in place for maternity, paternity, adoption and kinship care for councillors with a Special Responsibility Allowance? If yes, please provide a copy.  
The Council has no formal policy for this.

4. If no, does the council have any informal arrangements in place by which it would make provisions for maternity, paternity, adoption and kinship care for councillors with a Special Responsibility Allowance?

All councillors are treated equally in this regard. (See answer to question 2)

5. Does the council have a formal standards committee?

The Council has a Civic Affairs Committee which is responsible for overseeing the ethical standards of the Council.

6. Does the council have a formal role to oversee member conduct and promote equality (e.g. chair of the standards committee, chief whip, etc.)?

The Monitoring Officer advises and guides Members on matters of conduct, there is no member role to carry out this function.

7. Does the council's Code of Conduct under Section 27(2) of the Localism Act 2011 make any reference to promoting equality or tackling sexism?

The Code of Conduct is based on the "Nolan principles" of selflessness, integrity, objectivity, accountability, openness, honesty and leadership. It does not make specific reference to promoting equality or tackling sexism.