

Changes to Family Friendly policies

Name of Policy	Current text	Proposed text	Explanation
Adoption Leave	1. Through the provision of Adoption Leave, the City of London Corporation will support employees who intend to / will be adoptive parents. The Director of Human Resources will be responsible for the interpretation, advice and management of the policy and procedure on behalf of the City of London Corporation.	Through the provision of Adoption Leave, the City of London Corporation will support employees regardless of gender and including same-gender partners , who intend to / will be adoptive parents. The Director of Human Resources will be responsible for the interpretation, advice and management of the policy and procedure on behalf of the City of London Corporation.	This explicitly states at the outset, the inclusion of same-gender partners without the need for further clarification.
Maternity Leave	Checked no change required	N/A	Gender neutral
Parental Leave	1. The City of London Corporation strives to provide excellent service delivery through its workforce. This policy supports employees wishing to have a balance between their work and family commitments, believing that it ensures a more effective and efficient workforce. The Director of Human Resources will be responsible for the interpretation, advice and management of the	The City of London Corporation strives to provide excellent service delivery through its workforce. This policy supports employees regardless of gender and including same-gender partners , wishing to have a balance between their work and family commitments, believing that it ensures a more effective and efficient workforce. The Director of Human Resources will be responsible for the interpretation, advice and management of the policy and	This explicitly states at the outset, the inclusion of same-gender partners without the need for further clarification.

	policy and procedure on behalf of the City of London Corporation.	procedure on behalf of the City of London Corporation.	
Paternity Leave		Please see attached	
Shared Parental Leave	<p>1. This policy applies to all employees of the City of London Corporation, including teaching staff in the three City of London Schools and support staff in City of London Police.</p> <p>11. In addition, the employee must share responsibility for raising the child with one of the following:</p> <ul style="list-style-type: none"> • Their husband, wife, civil partner, or joint adopter, • The child's other parent, • Their partner (if they live with them). 	<p>This policy applies to all employees of the City of London Corporation regardless of their sexual orientation or gender identity, including teaching staff in the three City of London Schools and support staff in City of London Police.</p> <p>In addition, the employee must share responsibility for raising the child with one of the following:</p> <ul style="list-style-type: none"> • Their spouse, civil partner or joint adopter, • The child's other parent, • Their partner (if they live with them). 	
Equal opportunity	Multiple changes made	Please see attached	
Equal opportunity statement	Multiple changes made	Please see attached	
Transgender equality	Multiple changes made	Please see attached	
Special Leave and time off	50. Employees who have a qualifying relationship with the pregnant woman or the expected child are eligible to unpaid time off to attend up to two ante-natal	Employees who have a qualifying relationship with the pregnant birth parent or the expected child are eligible to unpaid time off to attend up to two	

	<p>appointments capped at six and a half hours per appointment. A qualifying relationship would be:</p> <ul style="list-style-type: none"> • the husband or civil partner of the pregnant woman; • the partner, including same sex partners, who live with the woman; • the father of the expected child; • a parent of the expected child by virtue of section 42 or 43 of the Human Fertilisation and Embryology Act 2008 (HFEA) (same sex partner treated as parent in case of assisted reproduction) • a potential applicant for a parental order under section 54 of HFEA in respect of the expected child (surrogacy cases). <p>51. Employees wishing to take time off to accompany to ante-natal appoints should provide a signed declaration confirming they have a qualifying relationship with the pregnant woman or expected child and details about the appointment to their line manager in the first instance or follow</p>	<p>ante-natal appointments capped at six and a half hours per appointment. A qualifying relationship would be:</p> <ul style="list-style-type: none"> • the husband or civil partner of the pregnant birth parent; • the partner, including same sex partners, who live with the birth parent; • the second parent of the expected child; • a parent of the expected child by virtue of section 42 or 43 of the Human Fertilisation and Embryology Act 2008 (HFEA) (same sex partner treated as parent in case of assisted reproduction) • a potential applicant for a parental order under section 54 of HFEA in respect of the expected child (surrogacy cases). <p>51. Employees wishing to take time off to accompany to ante-natal appoints should provide a signed declaration confirming they have a qualifying relationship with the pregnant birth parent or expected child and details</p>	
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	their department's procedure if/where one exists.	about the appointment to their line manager in the first instance or follow their department's procedure if/where one exists.	
New Policy			
Name	New		
Transitioning in the Workplace Guide	Completed (Please see attached). This was identified as an area for development in the Stonewall feedback report.		

*5 main documents for approval.