

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 12 November 2019

**Report by
Head of Schools**

Parental and Flexible Working Applications

1. Background

- 1.1. The attached SNCT circular relating to parental leave and flexible working applications was issued to all local authorities on 26 September 2019.
- 1.2. Renfrewshire Council continues to adhere to all such requirements. As such, it is accepted that no employee will automatically be turned down because they hold a leadership or guidance position.

2. Recommendation

- 2.1. JNC is asked to note the contents of this report.

26 September 2019

JS/19/75

Parental Leave and Flexible Working Applications

Dear Colleague

The Joint Secretaries have been asked to issue advice on Parental Leave and Flexible Working Applications.

Following the introduction of the Employment Rights Act 1996 to allow all employees the right to apply for a better work/life balance, employers must give serious consideration to all applications for Flexible Working including from those occupying promoted posts.

No employee should automatically be turned down because they hold a leadership or guidance position. Due consideration should be given to alternative ways of working with the balance of the decision on trying to accommodate the employee wherever possible.

This will ensure that valuable and experienced employees are retained in education whilst acknowledging they may have other commitments and/or circumstances outside of their employment which do not allow them to work on a full-time basis.

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

Tom Young (Employers' Side)
Louise Wilson (Teachers' Panel)
Stephanie Walsh (Scottish Government)

3. Joint Secretaries

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