

Our Ref: 2015-154

Date: August 2015

Subject: Parental leave

This request asked about maternity and paternity leave as follows.

1. *In 2012, 2013 and 2014 how many parents went on maternity or paternity leave?*

The following information is for staff who began their leave in the year in question.

Maternity Leave:

2012 – 2

2013 – 4

2014 – 8

Paternity Leave: the centrally recorded figures are as follows, although some paternity leave may have been recorded as 'leave' rather than centrally recorded as 'paternity leave':

2012 – 6

2013 – 4

2014 – 4

2. *What was the average length of this maternity or paternity leave?*

Maternity Leave:

2012 – 10 ½ months

2013 – 11 ½ months

2014 – 11 months (This is based on those who have returned to work, there are some staff who are still on maternity leave)

Paternity Leave:

All staff whose spouse, civil partner or partner gives birth to a child, or if they adopt a child, is entitled to two weeks paid paternity leave. Paternity Leave, is available to both men and women including those in same sex relationships. To qualify for Paternity Leave, the employee must have, or expect to have, responsibility for the child's upbringing. Staff with qualifying service are also entitled to apply for additional paternity leave (APL). No SFO staff have applied for APL since it was introduced. All paternity leave recorded in the period 2012-2014 has been for 2 weeks.

3. *For those who went on leave in 2012 and 2013 how many parents changed their hours or the way in which they worked (i.e. part time, using flexi time or job share) within 12 months and 24 months of returning?*

Maternity Leave:

2012 – 2

2013 – 3

2014 – 0

We have no central record of staff taking paternity leave subsequently changing their working pattern, but none have reduced their working hours.

4. *How many parents left their job after maternity leave within 24 months of returning and what were their reasons for leaving?*

Across the period 2012-2014, one person left their job after maternity leave, within 24 months of returning. The reasons for leaving were withheld under section 40(2) of the Freedom of Information Act.

5. *What flexible working options does your department provide?*

Full time options	Reduced hours options	Other arrangements
Flexi-time	Reduced hours	Home working
Compressed hours	Job-share	Combined arrangements
Full time flexible	Part year	
Saturday working	Annualised hours	