

# Paternity Leave Policy Statement



<b>Policy Number</b>	222
<b>Policy Owner</b>	Head of HR
<b>Version</b>	1.0
<b>Last Review Date</b>	June 2011
<b>Next Review Date</b>	May 2013
<b>Date of SDG approval</b>	June 2011 for Note
<b>Protective Marking</b>	Not protectively marked

<b>This document has been assessed for:</b>	
Compliance with Legislation	<input checked="" type="checkbox"/>
Equality Impact Assessment	<input checked="" type="checkbox"/>
Freedom of Information issues	<input checked="" type="checkbox"/>
Human Rights compliance	<input checked="" type="checkbox"/>
Health and Safety	<input checked="" type="checkbox"/>
Risk Management	<input checked="" type="checkbox"/>

# **Paternity Leave Policy Statement**

## **1. Policy statement**

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Paternity Leave is one of the types of leave supported through the Forces' commitment to work-life balance. Cleveland Police recognises the benefits about achieving a balance between work requirements and home life to the mutual benefit of both the organisation and the individual.

Paternity Leave and Maternity Support Leave are interchangeable terms. Paternity Leave is the term used by the government to describe the statutory leave and pay available to qualifying individuals following the birth or adoption of a child. Police Regulations and the Police Staff Council (PSC) Handbook refer to Maternity Support Leave. Maternity Support Leave is a local arrangement which in most cases has greater benefits than Paternity Leave. Some individuals may not meet the government criteria for Paternity Leave but could still be entitled to the Force Maternity Support Leave. Individuals can take Paternity Leave or Maternity Support Leave, but not both.