

<b>POLICY STATEMENT</b>	<b>PARENTAL LEAVE</b>
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The right to take parental leave first came into force on 15 December 1999 under the Maternity and Parental Leave etc Regulations 1999 and new rights which came into force on 10 January 2002 are contained in the Maternity and Parental Leave (Amendment) Regulations 2001.

Parental leave was introduced to give parents of children born or adopted on or after that date, the right to take a period of time off work to look after a child or make arrangements for the child's welfare. Parents can use it to spend more time with children and strike a better balance between their work and family commitments.

A member of staff who has one year's continuous employment with Gwent Police and who

- becomes a parent (named on a birth certificate) of a child born after 15 December 1999 who is under 5 years old, or
- assumes parental responsibility for a child born after 15 December 1999 who is under 5 years old, or
- adopts a child under the age of 18 after 15 December 1999 or
- has a disabled child born after 15 December 1999 (for whom disability living allowance is awarded).

will be entitled to take unpaid parental leave of upto 13 weeks per child (or 18 weeks for a disabled child).

In the case of children born or adopted between 15 December 1994 and 14 December 1999, the individual's right lasts until 31 March 2005, or in the case of adoption until the child's 18<sup>th</sup> birthday if that is sooner.

In the application of this procedure, Gwent Police will not discriminate against any persons, regardless of sex, race, sexual orientation, colour, language, religion, political or other opinion, national or social origin, association with national minority, property, birth or other status as defined under article 14 of the European Convention on Human Rights (ECHR).

**DATE: 11 March 2003**

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