

Written statement of a non-key officer decision
Chief executive

Title	Family Friendly Leave Policy
Decision maker	Chief executive
Date of decision	7 May 2026
Report exemption class	Open
Purpose	To approve the Family Friendly Leave policy.
Decision	That: a) The Family Friendly Leave Policy, Appendix 1 is approved.
Reason for the decision	As set out in the report. Documents relating to this decision are available at http://councillors.herefordshire.gov.uk/mglIssueHistoryHome.aspx?IId=50054727
Consultation	The policy has been through a lengthy consultation process with staff and management through a cross section of differing groups and staff networks. Items or points raised by these groups have been taken on board and considered. The policy has also been shared with the recognised Trade Unions who were invited to comment and feedback on the policy, and their views have been taken in to consideration on drafting this policy. The policy has also been consulted with the Employment Panel on 26th March 2026, The panel shared feedback on the policy which have been incorporated.
Options considered	The policy is not adopted and implemented by the council; this is not recommended as the policy provides clear guidance to managers and employees on family related leave and pay entitlements.
Declarations of interest	
Call-in expiry date (decisions are not subject to call-in where special urgency provisions apply)	14 May 2026

Officer:

Date 7 May 2026

Paul Walker
Chief executive