

Model motion to adopt parental leave – Labour Group

This Labour Group notes:

- That analysis of the 2019 Local Election results by the Fawcett Society found that only 35% of councillors in England are women, up 1% since 2018. Of the seats that were up for election in 2019, 35% went to women, up just 3 percentage points on 2015 when these seats were last contested;
- Following the 2019 local elections, 45% of Labour councillors are female, 30% of Conservative councillors are female and 34% of Liberal Democrat councillors are female;
- Following the 2019 local elections, only 24 out of 122 Labour councils and only 31 out of 145 opposition Labour Groups are led by women;
- As of October 2019, 27 councils have passed the LGA Labour Group's Parental Leave policy, and an additional 9 councils have their own parental leave policy in place. Over 30 Labour Groups have passed the Labour Group parental leave policy;
- In 2019, the LGA co-produced the 21st Century Councils Equalities Toolkit with MHCLG. The toolkit recommends that councils adopt a parental leave policy, and they link to the LGA Labour's Parental Leave policy as a model to adopt;
- That the equalities section of the Labour Party Democracy Review mandates all Labour councils and Labour Groups to introduce a parental leave policy for to cover their group and their council as applicable;
- That the role of a councillor should be open to all, regardless of their background, and that introducing a parental leave policy is a step towards encouraging a wider range of people to become councillors, and is also a step to encourage existing councillors who may want to start a family to remain as councillors;
- That parental leave must apply to parents regardless of their gender, and that it should also cover adoption leave to support those parents who choose to adopt.

This Labour Group resolves:

- To adopt the parental leave policy drafted by the LGA Labour Group's Women's Taskforce to give Labour councillors an entitlement to parental leave after giving birth or adopting;
- To ensure that councillors with children and other caring commitments are supported as appropriate;
- To take a motion to full council to adopt the policy so that parental leave is available to all councillors, regardless of the political party they are a member of;
- To notify the LGA Labour Group that we have passed the parental leave policy as a Labour Group and that a motion will be taken to full council to pass a parental leave policy as a council.