



## **Council Carer's Leave Policy**

**(Approved 8<sup>th</sup> April 2024: Review May 2025)**

All employees are entitled to one week's unpaid leave in any 12-month period to provide or arrange care for a dependant with a long-term care need.

A "week" for these purposes will be equal in duration to the period you are normally expected to work in a week at the time of making the request.

How that is calculated will depend on whether you have non-variable or variable hours of work.

### **A dependant is:**

- your spouse, civil partner, child or parent;
- someone who lives in the same household as you, otherwise than by reason of being your boarder, employee, lodger or tenant, or;
- anybody else who reasonably relies on you to provide or arrange their care.

### **A dependant has a long-term care need if:**

- they have an illness or injury (whether physical or mental) that requires, or is likely to require, care for more than three months,
- they have a disability for the purposes of the Equality Act 2010, or
- they require care for a reason connected with their old age.

The minimum period of carer's leave that can be taken at one time is half a working day, with the maximum period being one continuous week. Leave need not be taken on continuous days.

You must give notice of your request to take a period of carer's leave. This can relate to all or part of the leave to which you are entitled. The notice must:

- Specify that you are entitled to take carer's leave;
- Specify the days on which you would like to take carer's leave and if you will take a full or a half day; and
- Be given with at least three days' notice for one half/full/1.5 day of leave. Or, for 2 or more days' leave, with at least double the length of notice to the time you want off.

The notice does not need to be in writing, but it would be helpful if it was in order to maintain an accurate record of what is being requested.

Lydney Town Council may, in our absolute discretion, waive the notice length requirement above, and as long as the other requirements are met, the request will be treated as one for carer's leave.

If Lydney Town Council reasonably considers that the operation of the business would be unduly disrupted if your request was granted, we may postpone the start of the carer's leave after consulting with you to agree an alternative date(s) which is/are no later than one month after the earliest day or half day of the request.

In these circumstances, Lydney Town Council will give written notice to you of the postponement, setting out the reason for the postponement and the agreed dates you can take the leave.

This notice will be given no later than the earlier of: (a) seven days after your notice was given to Lydney Town Council, or (b) before the earliest day or half day requested in your notice.