

Committee: **Council**

Date of Meeting: **20th July, 2023**

Report Subject: **IVF Policy**

Portfolio Holder: **Councillor Stephen Thomas, Leader of the Council / Executive Member Corporate Overview & Performance**

Report Submitted by: **Andrea Prosser, Head of Organisational Development**

Reporting Pathway								
Directorate Management Team	Corporate Leadership Team	Portfolio Holder / Chair	Governance & Audit Committee	Democratic Services Committee	Scrutiny Committee	Cabinet	Council	Other (please state)
5/10/22	8/12/22						20.07.23	Trade Unions 27/10/22

1. **Purpose of the Report**
The purpose of this report is to seek approval for an amendment to the Council's IVF Policy.
2. **Scope and Background**
 - 2.1 The IVF Policy outlines the support employees can expect when undergoing fertility treatment, especially as this is a stressful and emotionally demanding experience.
 - 2.2 Organisational Development (OD) have recently reviewed and updated the policy, and a draft is attached as appendix 1.
 - 2.3 As part of the review, we consulted with Council's across Wales to establish what support they offered employees, which varied by authority.
 - 2.4 To support an employee undergoing treatment, the Council currently grants up to 2 days paid leave, which is also granted for partners of those undergoing the treatment, if needed. This provision is in addition to time off to attend hospital appointments. The days may be taken as a block or separately and may also be taken as half days or hours, as necessary around appointments.
 - 2.5 The above paid time off is currently available for only one cycle of IVF treatment, but it is proposed to increase this to two cycles, which would bring the entitlement in line with other Local Authorities provisions. Additionally, NHS Wales typically offers patients two cycles of funded treatment.

3. **Options for Recommendation**

3.1 *To include Recommendation(s) / Endorsement by other groups, e.g. CMT/Committees/Other groups)*

Option 1: That Council support increasing paid time off to two cycles of IVF treatment.

Option 2: Council does not support the increase in provision.

4. **Evidence of how does this topic supports the achievement of the Corporate Plan / Statutory Responsibilities / Blaenau Gwent Well-being Plan**

N/A

5. **Implications Against Each Option**

5.1 ***Impact on Budget (short and long term impact)***

There would be an impact on budgets if the employee taking time off for IVF treatment was covered by another member of staff for their absence from work. Cover would mainly be arranged for frontline workers e.g. home carer.

5.2 ***Risk including Mitigating Actions***

N/A

5.3 ***Legal***

N/A

5.4 ***Human Resources***

The increase in paid time off would support employees during a stressful and emotionally demanding time. This links directly to the HR Strategy and the Council's aims of becoming an employer of choice and improving the wellbeing of our workforce.

6. **Supporting Evidence**

6.1 ***Performance Information and Data***

N/A

6.2 ***Expected outcome for the public***

N/A

6.3 ***Involvement (consultation, engagement, participation)***

The Trade Unions and CLT have been consulted on the review of this policy and support the proposal to increase the provision of leave to two cycles of IVF Treatment.

6.4 ***Thinking for the Long term (forward planning)***

N/A

6.5 ***Preventative focus***

N/A

6.6 ***Collaboration / partnership working***

This Policy has been updated following consultation with other local authorities, OD DMT, CLT and the Trade Unions.

6.7 ***Integration (across service areas)***

N/A

6.8 ***Decarbonisation and Reducing Carbon Emissions***

N/A

6.9 ***Integrated Impact Assessment*** *(the screening template should be completed for any decisions to identify if a full integrated impact assessment (IIA) is needed. A full IIA will need to be completed if the decision is part of the socio-economic duty to consider how the decision might help to reduce the inequalities of outcome associated with socio-economic disadvantage).*

Updated Integrated Impact Assessment completed.

Language in the policy has been updated to ensure accessibility and inclusivity for all employees of the Council; to ensure that no individuals are limited by the use of terminology and that the Council is compliant with the Equalities Act 2010.

7. **Monitoring Arrangements**

7.1 *State how the work will be monitored e.g. through scrutiny or directorate performance management arrangements*

The revised policy will be monitored regularly and reviewed in line with OD's Policy Schedule.

Background Documents /Electronic Links

- Appendix 1 – draft IVF Policy