



Information Governance Team

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Dear Sir/Madam

Freedom of Information Act 2000 (FOIA)

Request ID: FOI529908819

Thank you for your request for information relating to paternity leave.

You have requested the following information:

1. How many weeks of paternity/partner's leave at full pay do you offer upon the birth of a child?

Paternity: Up to two weeks leave, one week at full pay or two weeks, one week at full pay on addition to one week at Statutory Paternity Pay. Alternatively, Maternity Support Leave is one week leave at full pay.

a. Is there a qualifying length of service to be eligible for this leave?

Paternity Leave/Pay: 26 weeks continuous service with Coventry City Council by the end of the 15 weeks before the baby is due and be employed continuously during the pregnancy up to the actual date the baby is born.

Maternity Support Leave: None

2. Do you offer time off for fathers/partners to attend antenatal appointments? Is this time off paid or unpaid?

An expectant father or partner of a pregnant woman is entitled to take unpaid time off work to accompany the woman to up to two of her ante-natal appointments. Time is capped at 6.5 hours

for each appointment.

**3. How many weeks of additional paid leave do you offer to fathers/partners if their baby is born premature or hospitalised for at least seven days after birth?
Is there a qualifying length of service to be eligible for this leave?**

Entitlement is as above.

4. How many weeks of enhanced pay (above Statutory Shared Parental Pay) do you offer employees who take Shared Parental Leave?

None, statutory only.

a. Does this enhanced pay need to be claimed within a specific period of time following the birth?

b. Does the amount of enhanced pay reduce based on any enhanced maternity pay taken by the mother?

c. Do you require employees to return to work for a certain length of time after taking Shared Parental Leave in order to be eligible for enhanced pay? If so, how long?

For Questions 4a to 4c, these are not applicable. Please refer to Question 4.

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If you are unhappy with the handling of your request, you can ask us to review our response. Requests for reviews should be submitted within 40 days of the date of receipt of our response to your original request – email: infogov@coventry.gov.uk

If you are unhappy with the outcome of our review, you can write to the Information Commissioner, who can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or email icocasework@ico.org.uk.

Please remember to quote the reference number above in your response.

Yours faithfully

Information Governance