

55175

Request for the following information covering the period from 2020 to present:

The total number of employees who have taken career breaks or sabbaticals lasting more than one month.

160 Distinct Employees had 177 Employment breaks in the period Jan 2020 to Apr 2025

Year Started	Instances	Distinct Head Count / Employees
2020	36	35
2021	34	32
2022	56	51
2023	25	24
2024	17	17
2025	9	9
Grand Total	177	160

A breakdown of these career breaks by:

o Length of break (1-3 months, 4-6 months, 7-12 months, more than 12 months)

0 - 3 Months: 25
4 - 6 Months: 32
7 - 12 Months: 69
Over 12 Months: 51

o Department or service area (if available)

Of the 160 Distinct Employees,
79 - Children, Education and Justice Services,
44 - Health and Social Care,
31 - Place and
13 - Corporate Services

o Employee grade or level (junior, middle management, senior management)

Of the 160 Distinct Employees
115 - Junior Grades,
44 - Middle Manager Grades
1 - Senior Manager Grades

o Employee age

Of the 177 Employment Breaks (note some employees had multiple)
9 were under 30 at the start of their employment break;
51 were between 30 and 40;
62 were between 40 and 50;
45 were between 50 and 60 and
10 were 60 or older

o Employee gender

Of the 160 Distinct employees who took Employment Breaks of at least a month
132 - Female
28 - Male

The main reasons given for these career breaks, categorised if possible (e.g., further education, travel, family responsibilities, volunteering, personal development).

Unfortunately, we are unable to provide you with the information requested because it is not held by the Council.

The number of employees who returned to work following their career break.

Of the 177 Employment Breaks of a Month or more in the period,
121 employees returned to Work.
39 employees did not return to Work.
17 employees are still on their Employment Break.

Any notable patterns in the timing of career breaks (e.g., particular months or seasons when more employees take breaks).

12% of Employment Breaks (over a month) in the period began in either January, February or August making up a quarter for months but 36% of Employment Breaks.

January, February and August are the most popular months for career breaks and this is a quarter of the year. The number of days taken during these months equals 37% of the total of days taken.

January & February are the start of the Calendar Year and August is the start of the School Year

A copy of your current policy on career breaks and sabbaticals

This information is available online.

<https://www.edinburgh.gov.uk/downloads/file/26902/employment-breaks-policy>