

58995 Paternity Leave

Please supply the following:

A copy of your current paternity-leave policy, including any variations depending on employee status (e.g. full-time, part-time, length of service).

Please clearly state the standard entitlement (number of weeks) and the rate of pay (full pay, statutory pay, enhanced pay, etc.) across that entitlement.

Please refer to the [Family Leave Policy](#) which includes paternity leave, known as Partner Support Leave within the Council. This can be downloaded from our Policy Register on our website at:

<https://www.edinburgh.gov.uk/directory-record/1619863/family-leave-policy>

Eligible colleagues are entitled to two weeks Partner Support Leave; one paid at full pay and one paid at statutory pay.

For the most recent three financial years (or calendar years) for which data is held:

- a) the number of employees who took paternity leave

Please refer to the table below.

Year	2022	2023	2024
Number of Colleagues	79	84	59

- b) the average number of weeks taken per employee

The average amount of leave taken by colleagues is 9 days (1.3 weeks).

- c) if available, a breakdown of take-up by type of pay (e.g. full pay vs statutory pay).

Where colleagues have only taken 7 days off, this will have been paid at full pay. Where a further 7 days were taken, this will have been paid at statutory rate.

The median (or mean) gross pay of all council employees.

Please refer to the table below.

Year	2022	2023	2024
Mean Pay	£31,083	£33,827	£35,667