

**COUNCIL 14<sup>th</sup> FEBRUARY 2024****Governance and Business Committee, 15<sup>th</sup> January 2024****33 NEW HR POLICY - EMPLOYER SUPPORTED VOLUNTEERING LEAVE POLICY EXEMPT**

The Head of Human Resources and Organisational Development submitted a written report which sought approval to implement the new Employer Supported Volunteering Leave Policy. The Human Resources and Organisational Development Service along with the Voluntary Sector Project Manager had developed this new Employer Supported Volunteering Leave Policy to allow Calderdale Council employees paid leave to access opportunities to volunteer. This Policy had been consulted on and developed with the Managers HR Policy Focus Group, Manager Peer Network, Staff Networks, Legal Services, Insurance Section, Finance Services, Health and Safety, HR and Payroll Systems Team and the Trade Unions. The Equality Impact Assessment was completed to ensure it was in line with the Equality Act 2010.

The new Employer Supported Volunteering Leave Policy would support Calderdale Council to demonstrate its corporate social responsibility and maintain strong relationship with the Volunteer Community Social Enterprise (VCSE) sector. The new Policy aimed to support cohesion, bringing together people from different communities across Calderdale and providing opportunities for them to work together for the common good. In line with the Workforce Strategy and the Fair Work Charter, volunteering would enable Calderdale Council employees to develop new skills and share their knowledge with the VCSE.

During discussions, Members commented on wanting more clarity on what organisations staff could volunteer for and ensuring that service needs had still been maintained. Members advised they would like an update at a later date to see the breakdown of staff that had taken up the opportunity.

**\*RESOLVED that it be recommended to Council that the Employer Supported Volunteering Leave Policy as outlined in the Head of Human Resources and Organisational Development's written report be accepted and approved.**

*Original reports considered can be found on the Council's website as follows:*

[Governance and Business Committee on Monday, 15th January, 2024, Minute 33](#)