

Working for Lowdham Parish Council

Commitment to equality and diversity

We are committed to ensuring that we treat everyone who lives, works and visits our parish with dignity and respect.

We are also committed to providing equality of opportunity, tackling discrimination, tackling harassment and intimidation, promoting good relations through the parish in accordance with the Equality Act 2010.

Flexible working

The council operates a range of flexible working opportunities including job sharing, flexitime, home working and annualised hours. The council's flexitime scheme allows employees to vary their starting and finishing times, provided that the needs of customers and the service are not compromised.

Generous holidays

Our employees have a minimum of 25 days annual leave in a full year, rising to 33 day after five years' continuous local government service and 35 days after 10 years continuous service. This is in addition to bank holidays

Maternity Leave

All pregnant women are entitled to maternity leave, regardless of how long they have worked for the council.

Paternity Leave

New dads are entitled to two weeks ordinary paternity leave at current Statutory Paternity Pay Rate. This is available to the child's father or the partner or nominated carer of an expectant mother, to be taken within one month before or after the birth of the child.

Eligible employees may take up to 26 weeks' additional paternity leave within the first year of their child's life provided that the mother has returned to work before using her full entitlement to maternity leave

The earliest that additional paternity leave can commence is:

- 20 weeks after the date on which the child is born, or
- 20 weeks after the date of placement of the child for adoption, and it must end no later than 12 months after that date.

Additional paternity leave must be taken as a single block in multiples of complete weeks. The minimum period is two consecutive weeks and the maximum period is 26 weeks.

Adoption Leave

This provides the same entitlement as maternity leave for the adoptive parent.

Compassionate/Special Leave

Up to five days are available in one year for reasons of bereavement/domestic distress.

Learning and Development

When you join the Council you will go through our induction training to ensure you quickly settle into your new post.

In addition to this, the council has an annual appraisal scheme where your training needs will be discussed, and a personal learning plan produced.

Commitment to safety and welfare

The council takes its duty of care to employees very seriously and places great emphasis on ensuring our workplaces are safe and accessible.

Local Government pension scheme

All contracted employees are entitled to join the Local Government Pension Scheme.

Accreditations

We are committed to investing in our staff who we regard as our most valuable asset. We are a 'Mindful Employer' and we support 'Age Positive' job applications

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