

Derby City Council – Response

ID Reference FOI605032680

Date 29/12/2025

Information Requested	Response												
1. 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.	<p>The Paternity Policy information is contained in the Family Leave and Pay Policy this is attached.</p> <p>Entitlement is for up to 2 weeks leave at full pay, proportionate for part time employees:</p> <ul style="list-style-type: none">• employees must have 26 weeks service by the end of the 15th week before the child is due to be born or the date of being matched with the child (adoption) or entering the UK (overseas adoption)• have or expect to have responsibility for the child's upbringing												
2. For the most recent three financial years (or calendar years) for which data is held: a) the number of employees who took paternity leave, and b) the average number of weeks taken per employee, and c) if available, a breakdown of take-up by type of pay (e.g. full pay vs statutory pay).	<p>Please see table below:</p> <table border="1"><thead><tr><th>Financial Year</th><th>No of Employees</th><th>Average Weeks</th></tr></thead><tbody><tr><td>April 2022 – March 2023</td><td>10</td><td>1.80</td></tr><tr><td>April 2023 – March 2024</td><td>7</td><td>1.57</td></tr><tr><td>April 2024 – March 2025</td><td>11</td><td>1.86</td></tr></tbody></table> <p>Please note the type of pay will be as set out in the policy.</p>	Financial Year	No of Employees	Average Weeks	April 2022 – March 2023	10	1.80	April 2023 – March 2024	7	1.57	April 2024 – March 2025	11	1.86
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3. The median (or mean) gross pay of all council employees	<p>The mean average gross salary for all employees as at 23 December 2025 is £36,709.</p>												
<p>If the data is only available in aggregated or anonymised form, I am happy to receive it in the most detailed format permissible under FOI / data-protection rules. If you are only able to comply with a part of this request within spending limits please prioritise 1, 2a and 2b.</p>													



Please note, the following applies, if the response includes council officers (or other officers) names.

If you are a company that intends to use the names and contact details of council officers (or other officers) provided for direct marketing, you need to be registered with the Information Commissioner to process personal data for this purpose. You must also check that the individual (whom you wish to contact for direct marketing purposes) is not registered with one of the Preference Services to prevent Direct Marketing. If they are you must adhere to this preference. You must also ensure you comply with the Privacy Electronic and Communications Regulations (PECR). For more information follow this Link www.ico.org.uk

For the avoidance of doubt the provision of council (and other) officer names and contact details under FOI does not give consent to receive direct marketing via any media and expressly does not constitute a 'soft opt-in' under PECR.

