

HR & OD POLICIES

human resources and organisational development



Adoption Leave Policy Local Government Employees

1. POLICY STATEMENT

In accordance with its Statement of Aims, Aberdeenshire Council recognises the value of its employees and the importance of providing appropriate adoption leave provision, taking into account relevant statutory regulations and National Conditions of Service.

2. SCOPE OF POLICY

This procedure will apply to all employees of the Council covered by the following National Schemes of Conditions of Service:

3. RELATED LEGISLATION

This policy links to other associated policies, agreements, legislation and procedures including:

- Work and Families Act 2006
- The Employment Rights Act 1996
- The Employment Act 2002
- The Paternity & Adoption Leave Regulations 2002
- The Employment Rights Act 1996 (Application of Section 80B to Adoptions from Overseas) Regulations 2003
- The Paternity and Adoption Leave (Adoption from Overseas) Regulations 2003
- Scottish Negotiating Committee for Teachers - SNCT 11/26 Part 2, Section 7 - Family Leave
- The Additional Paternity Regulations 2010

4. GUIDANCE NOTES

For more information on adoption leave including adoption pay and notification procedures please refer to the appropriate guidelines below.

- [Adoption Leave: Guidelines Local Government Employee](#)
- [Adoption Leave: Guidelines Teaching](#)

Adoption Leave

Index of Documents

Revision Date	Previous Revision Date	Summary of Changes
25-11-2011		Creation of Document
10-06-2015	25-11-2011	Update