



My Ref: FOI 5985
Enquiries to: Information Requests
E-Mail: informationrequests@barnsley.gov.uk

Dear Requester,

Re: Request for Information – Freedom of Information Act 2000

I wish to confirm that the council has completed its search for the information which you requested.

The information requested and our findings are as follows: -

- 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.**

Paternity leave

All employees, regardless of service, are entitled to paternity leave if they meet statutory criteria, including being:

- The biological or adoptive father or partner
- The spouse or partner of the child's mother or adopter
- A nominated carer

Employees must also have or expect to have responsibility for the child's upbringing. The employee could also consider adding unpaid parental leave to allow more time to care for their partner and new child.

Paid Paternity Leave

Employees with at least 26 weeks' continuous service by the 15th week before the EWC (or comparable adoption date) are entitled to paid paternity leave, subject to the eligibility criteria set out in section 6.2.

Duration

Paternity leave entitlement is:

- Up to two weeks, taken as either:
 - One block of two weeks, or
 - Two separate blocks of one week
- Must be taken within 12 months of birth or placement

Paternity Pay is paid as follows, subject to eligibility:

Week 1 – Occupational Paternity Pay

Paid at the employee's normal weekly rate of pay, provided the employee:

- has 26 weeks' continuous service by the 15th week before the EWC (or equivalent adoption date).

Week 2 – Statutory Paternity Pay

Paid at the statutory rate or 90% of average weekly earnings, whichever is lower, provided the employee:

- has 26 weeks' continuous service by the relevant qualifying week; and
- has average weekly earnings at or above the LEL

Employees who do not meet the eligibility for paternity pay may still take unpaid paternity leave or request annual leave.

- 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).**

Please see attached spreadsheet.

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

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.

The median salary is currently £34,343 and the mean salary is currently £37,879. This information is based on the current salaries as of 23.04.2026 and for BMBC employees only.

If you have any queries about this letter, please contact Information Requests Via email.

Please remember to quote the reference number above in any future communications.

If you are unhappy with the way the Directorate has handled your request, you may ask for an internal review. Please clearly mark your correspondence 'Complaint' and address it to:

Barnsley MBC
Information Requests Team
PO Box 634
Barnsley
S70 9GG

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email: informationrequests@barnsley.gov.uk

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: -

Customer Services Team
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Email: <http://www.ico.org.uk/foicomplaints>

Kind regards,

Information Requests Team, Barnsley MBC

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