

Parental Leave policies in parishes

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ATTENTION: Rectors and Wardens

SDS CONTACT: **Daniel Glynn, Diocesan Secretary**
9265 1668 | diocesansecretary@sydney.anglican.asn.au

Dear rectors and wardens

I am writing at the request of the Standing Committee, to encourage your parish to consider adopting a parental leave policy for clergy in your parish, if it has not done so already.

You may recall that in 2016, the Synod passed the [Parental Leave Ordinance 2016](#) (the Ordinance), which provides a framework for parental leave for members of clergy licensed to parishes, with the intention that parishes would use the framework to guide the adoption of a policy in their parish.

The Ordinance includes a model parental leave policy as a Schedule that provides for female clergy to take unpaid parental leave for up to 52 weeks after the birth of a child (or placement of the child, if adopted). Male clergy may take up to 2 weeks paid leave within the period that is 6 weeks after the birth or placement of a child. The model policy provides for return to service and a mechanism for requesting a return on a part-time basis.

The model policy may be adopted by parish councils; or may be amended for the specific circumstances of a parish, to accommodate both the needs of parents and parish.

If your parish adopts a policy, please inform the Registrar at registry@sydney.anglican.asn.au (and provide the Registrar with a copy of the policy if it has been adopted with amendments), in accordance with clause 4 of the Ordinance.

Kind regards

Daniel

DANIEL GLYNN
Diocesan Secretary