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Your ref: CAF 15-138
Our ref: Gov/CAF 15-138

Tel 0300 456 4000

12 August 2015

Re: Freedom of Information Request

Thank you for your email of 27 July 2015. You made the following requests for information:

1. In 2012, 2013 and 2014 how many parents went on maternity or paternity leave?
2. What was the average length of this maternity or paternity leave?
3. For those who went on leave in 2012 and 2013 how many parents changed their hours or the way in which they worked (i.e part time, using flexi time or job share) within 12 months and 24 months of returning?

Please see the below table for the number of Cafcass staff who have been on parental leave by financial year between 2012/13 to 2014/15, alongside the average length of the leave and the number of staff who changed their working hours within 12 months or 24 months upon returning to the organisation. Please note that due to the availability of data we have provided by financial year rather than calendar year.

	Total number of staff working for Cafcass as of 31 st March	Number of staff starting parental leave	Average length of parental leave in weeks	Number of staff who had been on parental leave and who changed working hours within 12 months of returning	Number of staff who had been on parental leave and who changed working hours within 24 months of returning
2012/13	1848	53	24.6	23	26
2013/14	1873	42	27.1	25	25
2014/15	1804	41	26.4	N/A	N/A

Baroness Tyler of Enfield Chair
Anthony Douglas CBE Chief Executive





4. How many parents left their job after maternity leave within 24 months of returning and what were their reasons for leaving?

Please see the below table for the number of and the reasons why staff left Cafcass within 24 months of returning from parental leave:

Leaver reasons for staff who left Cafcass within 24 months of returning from parental leave	2012/13	2013/14	2014/15
Career Progression/Development	1	2	
Personal Circumstances	1	1	
Relocation	1		
Resignation	7	4	2
Severance	1	1	
Other reason		1	
Redundancy			1
Total	11	9	3

5. What flexible working options does your department provide?

Cafcass is an entirely flexible organisation, and staff are provided with the tools and resources they need to manage their daily routine around work, family and personal commitments. Projects that have supported this have included:

- All staff have lightweight, 4G laptops or tablets, whilst social work staff also have Smartphones, allowing them to work flexibly at home, in the office, at court or when travelling to visit service users;
- Cafcass case files are digital and available online, which has removed the need for social workers to transport heavy case bundles to court;
- Video conferencing facilities are available which can be accessed via individual laptops. This reduces the burden of staff having to travel to offices for meetings whilst maintaining face to face communication;
- Cafcass has shared parental leave, providing the flexibility to parents/guardians on they manage caring responsibilities for new children.

This approach has been recognised externally, when in 2015 Cafcass won [‘Best for Flexible Working’ at the Working Families Awards](#).

6. What HR and growth costs has the department incurred as a result of loss of talent within this demographic, this includes the time it takes for a new





employee to get to optimum efficiency level which Oxford Economics anticipates to be 28 weeks worth of wages.

This information is not held by Cafcass.

We hope that you feel your question has been answered effectively. If you are unhappy with the decisions made in relation to your request, you may ask for an internal review to be undertaken. If you are dissatisfied with the way the internal review is handled or with the final decision made at that review about the information released, you are free to contact the Information Commissioner's office (www.informationcommissioner.gov.uk):

Post

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Yours sincerely,

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