

# ICBC PARENTAL LEAVE POLICY

Date approved: December 2021

Review date: December 2024

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Parental leave decisions will be guided by the Baptist Union Policy and the principles of generosity and flexibility. We will endeavour to provide what the Baptist Union recommends but with due consideration given to budget imperatives.

Staff members should initiate a discussion with the Lead Pastor or Chair of the Elders when it is apparent that they will be applying for Parental Leave in the future.