

**Jane Hutt AC/AM**  
Y Dirprwy Weinidog a'r Prif Chwip  
Deputy Minister and Chief Whip



Llywodraeth Cymru  
Welsh Government

Assembly Members

6 February 2020

Dear Assembly Members,

In plenary on 14<sup>th</sup> January, Leanne Wood AM raised a question about when Welsh Government would be introducing paid leave for victims of domestic abuse. The Welsh Government's special leave policy allows line managers to consider all reasonable requests for special leave with regard to individual circumstances.

The guidance on special leave was updated in November 2019 to make it explicit that victims of domestic abuse may be granted special leave with pay for up to 10 days. Leave may be granted to allow staff time off for reasons such as, but not limited, to consulting the police, solicitors or other professionals; or seeking alternative accommodation to remove themselves from their domestic situation.

Neath Port Talbot County Borough Council also offers paid leave to staff who are victims of domestic abuse and I have written to all local authorities encouraging them to follow suit. At the same time the Deputy Minister for Housing and Local Government has written to all public sector organisations in Wales highlighting the Workforce Partnership Council for Wales' joint statement on domestic abuse:

<https://gov.wales/sites/default/files/publications/2020-01/joint-statement-on-paid-leave-for-staff-experiencing-domestic-abuse.pdf>

It is my ambition that offering paid leave for domestic abuse should become custom and practice across Wales.

Yours sincerely,

**Jane Hutt AC/AM**  
Y Dirprwy Weinidog a'r Prif Chwip  
Deputy Minister and Chief Whip

Canolfan Cyswllt Cyntaf / First Point of Contact Centre:  
0300 0604400

Bae Caerdydd • Cardiff Bay  
Caerdydd • Cardiff  
CF99 1NA

[Gohebiaeth.Jane.Hutt@llyw.cymru](mailto:Gohebiaeth.Jane.Hutt@llyw.cymru)  
[Correspondence.Jane.Hutt@gov.wales](mailto:Correspondence.Jane.Hutt@gov.wales)

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.