

Family Leave:	Details
Maternity Leave	<ul style="list-style-type: none"> - Up to 12 months' statutory leave and statutory maternity pay for those eligible. - For colleagues with 5 years' service, Maternity Pay is topped up to 50% of wages during week 7-26.
Shared Parental Leave	<ul style="list-style-type: none"> - Up to 12 months' leave can be shared between two parents. Statutory Shared Parental Pay for those eligible.
Adoption Leave	<ul style="list-style-type: none"> - Up to 12 months' adoption leave. Statutory Adoption Pay for those eligible. - For colleagues with 5 years' service, Adoption Pay is topped up to 50% of wages during week 7-26.
Paternity Leave	<ul style="list-style-type: none"> - Up to two weeks' paternity leave and statutory paternity leave for those eligible. - For colleagues with 5 years' service, 50% of basic pay.
Parental Leave	<ul style="list-style-type: none"> - Unpaid parental leave to look after child's welfare. - Up to 18 weeks leave for each child and adopted child (up to 4 weeks per year for each child).
<p data-bbox="204 907 443 936">Applies to all leave:</p> <ul style="list-style-type: none"> - Benefits continue during leave, including: staff discount, paid holiday, share save scheme, pension contributions, continued use of company car/ mobile/ laptop. - Paid or unpaid time off for antenatal/ pre adoption appointments for both parents. - Entitlement to return to previous role within a specified period. - Entitlement to be consulted on any proposed changes (such as restructuring). - Paid keep in touch days (except paternity leave). 	