ROYAL LONDON

This applies to our colleagues in the UK and Ireland.

Adoption policy overview

At Royal London, we're proud to support colleagues making and growing their families through adoption. Our policy reflects our commitment to equality, diversity and inclusion by offering enhanced benefits that go beyond statutory entitlements. It provides flexibility and choice to help you balance your new responsibilities with your career.

Who it's for

Our policy is for the primary adopter who is an approved adoptive parent, a dual approved prospective adopter or an intended parent in a surrogacy arrangement. Only the primary adopter may take adoption leave. The other parent or partner may be eligible for paternity, postnatal support and co-adopter leave or shared parental leave.

What you need to know

In the UK, colleagues who are adopting a child or entering a surrogacy arrangement with the intention of applying for a parental order may take up to 52 weeks of adoption leave. In Ireland, colleagues are entitled to up to 40 weeks of adoptive leave.

This leave can begin up to 14 days before placement in the UK and from the date of placement, arrival (for overseas adoptions) or birth (for surrogacy arrangements). Up to 12 weeks of paid neo-natal care leave is available if your baby stays in hospital for seven or more consecutive days in their first 28 days.

Works for you

Payment during your leave

You're entitled to 26 weeks of full pay in the UK and 24 weeks in Ireland, followed by 13 weeks of half pay. The remaining 13 weeks in the UK and three weeks in Ireland are unpaid.

Benefits during your leave

Your benefits, pay increases and service-based entitlements continue during your leave, including pension, salary sacrifice and bonus eligibility.

Keep in touch

You have the option to work, attend training or work events before your leave ends.