ROYAL LONDON

This applies to our colleagues in the UK and Ireland.

Parental leave policy overview

At Royal London, we understand how important a good work-life balance is. We're committed to supporting our colleagues when they need extra time off to look after their child.

Parental leave is a period of unpaid, planned time off work to care for your child.

Who it's for

Leave is available to colleagues with parental responsibility for a child.

What you need to know

Parental leave entitlements vary by location.

In the UK, colleagues can take up to 18 weeks of leave per child up to their 18th birthday, with no minimum service requirement.

In Ireland, colleagues can take up to 26 weeks per child subject to service requirements, up to their 12th birthday (or 16th if they have a disability or long-term illness)

Works for you

Flexibility

We offer flexibility around when you take the parental leave subject to local arrangements ensuring a healthy work-life balance.

Benefits during your leave

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