

# Shared parental leave policy overview

At Royal London, we believe in giving families the flexibility to share the joy and the responsibilities of welcoming a new child. Our policy allows eligible parents to share up to 50 weeks of leave and up to 37 weeks of pay during the first year after birth or placement. Whether you're the birth parent, adopter, or partner, this leave gives you the freedom to decide how and when to take time off, together or separately.

## Who it's for

Leave can be taken by the mother or pregnant colleague, adopter or surrogate, and by the father, spouse, civil partner or partner.

## What you need to know

You can take up to 50 weeks of leave. The number of weeks available is calculated using your or your partners entitlement to statutory maternity or adoption leave.

Any weeks of shared parental leave you take will be paid at the statutory rate for shared parental pay.

## Works for you

### Paid leave

You're entitled to up to 50 weeks of leave and up to 37 weeks of pay during the first year after birth or placement.

### Benefits during 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.

