ROYAL LONDON

This applies to our colleagues in the UK and Ireland.

Paternity, postnatal support and co-adopter policy overview

At Royal London, we understand how exciting it is to have a baby or to adopt a child. Our policy supports our commitment to equality, diversity and inclusion by offering benefits that exceed statutory requirements, giving you paid time off to spend time with your new child.

Who it's for

You're eligible for leave if you are your child's biological father, the spouse, civil partner or partner of the mother or birth parent (including a same-sex partner), or a co-adopter, and you have or expect to have responsibility for the child's upbringing, or you're taking time off to care for them.

What you need to know

You're entitled to up to four weeks of paid leave for this.

In the UK, leave can begin on the date of birth or placement, or any time within the first year. In Ireland, two weeks must be taken within the first 26 weeks, and the remaining two weeks within the first year.

If your child needs specialist medical care for seven or more consecutive days within the first 28 days after birth, you may be eligible for up to 12 additional weeks of paid leave.

Works for you

Paid leave

We offer four weeks of paid leave, regardless of service or statutory entitlement in the UK or Ireland.

Benefits during your leave

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