



Maternity and pregnant parent policy overview

At Royal London, we understand how exciting it is to have a baby. 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 pregnant colleagues, including surrogates, whether or not they'll be caring for the child after birth.

At Royal London, we use the term 'pregnant parent' to include all colleagues, though 'maternity' may still be used in forms and payroll for legal reasons.

What you need to know

In the UK, you can take up to 52 weeks of leave starting any time after the 11th week before the due date, with a compulsory two-week leave after birth. In Ireland, you can take up to 42 weeks of leave starting from the 16th week before the due date but no later than two weeks before, with four weeks of mandatory leave after birth.

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.

Our policy aims to offer flexibility and support during your transition to parenthood.

Works for you

Enhanced maternity pay

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

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.

