

Shared Parental Leave and Pay Policy

1. Introduction

This policy outlines the statutory rights and responsibilities of staff in relation to Shared Parental Leave (SPL) and Shared Parental Pay (ShPP), as well as the policy of the University.

SPL enables eligible parents to choose how to share responsibility for the care of their child during the first year of birth or following adoption. Its purpose is to give parents more flexibility in considering how to best care for and bond with their child.

The entitlement for a mother to take maternity leave and receive maternity pay (or a primary adopter to take adoption leave and receive adoption pay) remains unchanged but the mother/primary adopter must curtail their maternity/adoption leave in order to enter into the SPL regime should they choose to do so.

Where staff meet the eligibility criteria (see Shared Parental Leave and Pay Procedures for further detail), they have a statutory right to take SPL. They may also have an entitlement to ShPP, depending upon their own individual circumstances.

2. Shared Parental Leave (SPL) and Shared Parental Pay (ShPP)

SPL is an alternative to the mother/primary adopter remaining on statutory maternity/adoption leave and can be taken during the period that starts immediately following the birth of the child and ends 52 weeks after the commencement of her maternity leave, or during the period that starts from the date of placement and ends 52 weeks after that date (provided that both parents are eligible to take SPL and that they comply with the notice requirements).

The mother must take two weeks of compulsory maternity (or adoption) leave and therefore this leaves 50 weeks remaining for the parties to share.

Where eligible, and once the woman/primary adopter has curtailed their maternity/adoption leave, they can also opt to share up to 37 of the 39 weeks of statutory maternity/adoption pay with their partner. In such circumstances, SMP/SAP will cease and will be replaced by ShPP.

Further information on the entitlement to time off and pay under the statutory SPL provisions can be found in the Shared Parental Leave and Pay Procedures on the People Services Intranet.

3. Equality, Diversity and Inclusion

Policies are inclusive of all Open University staff, regardless of age, care experience, caring status or dependency, civil status, disability, family status, gender, gender expression, gender identity, gender reassignment, marital status, marriage and civil partnership, membership of the Traveller community, political opinion, pregnancy and maternity, race, religion or belief, sex, sexual orientation, socio-economic background or trades union membership status.

4. Useful References

Maternity Leave and Pay Policy
Paternity Leave and Pay Policy
Adoption Leave and Pay Policy
Shared Parental Leave and Pay Procedures