



David Ross Education Trust  
Broadening Horizons

# Paternity Leave Policy





## Contents

Contents .....	3
1. Introduction .....	4
2. Eligibility for Statutory Paternity Leave .....	4
3. Statutory Paternity Pay .....	5
4. Taking Paternity Leave .....	5
5. Time off to attend ante-natal appointments .....	6
6. Other terms and conditions of employment .....	6
7.	

## 1. Introduction

- 1.1 Paternity Leave is available to eligible employees in order for them to provide support to their partner and child following the birth or in cases of adoption, placement of a child.
- 1.2 The right to take Paternity Leave and Pay is a statutory entitlement subject to meeting certain eligibility criteria.
- 1.3 The right to undertake Additional Paternity Leave has been replaced with Shared Parental Leave, and employees should refer to the Trust's Shared Parental Leave Policy.
- 1.4 This Policy will be applied with due consideration to the Trust's Equality, Diversity & Inclusion Policy.

## 2. Eligibility for Statutory Paternity Leave

- 2.1 To be eligible, you must:
  - Be the father,
  - Be the husband or

### 3. Statutory Paternity Pay

- 3.1 During your paternity leave you will be entitled to receive two weeks Occupational Paternity leave at your normal rate of pay.

- On a predetermined date after the first day of the EWC

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- 6.2 If you take more than four weeks' parental leave excluding Paternity Leave, you are still entitled to return to the same job on the same terms and conditions as if you had not been absent unless this is not reasonably practicable, in which case you are entitled to be offered a similar job.
- 6.3 Whilst you are on paternity leave you are still entitled to the same terms and conditions of employment which would have applied if you had not been absent.
- 6.4 A period of paternity leave is not counted as a period of absence for the purposes of the 10.2 (t) wnabo period praason,

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