

We understand that becoming a parent, growing your family or looking after those who mean the most to you can be life changing and we want to support you whilst you adjust to the changes in your family and work life.

We're proud of the support we offer and we know that family policies are important. By publishing an overview of our policies you don't need to worry about asking these questions.

Maternity and Adoption leave

Regardless of how long you've worked for us you can take up to 52 weeks maternity or adoption leave.

If you have been with us for a year, at least 15 weeks before the child's arrival date, you will receive full pay for the first 14 weeks, with a further 25 weeks at statutory pay. This is paid on the basis that you are returning to employment after.

During your time off we would love you to take advantage of up to 10 paid keeping in touch days with your team and line manager. This is a great way to stay connected and know what's happening in the business.

Paternity leave

As with maternity and adoption, if you've been with us for a year, at least 15 weeks before the child arrives, you will receive 2 weeks paternity leave paid at full pay. We are flexible with moving the dates you need as we know babies sometimes have their own timeline.

If you've not quite reached a year but have been working with us for 26 weeks, 15 weeks before the child arrives we'll arrange for you to take 2 weeks paternity leave which will be paid at the statutory rate.



Shared parental leave

Shared parental leave allows you to share the caring responsibilities of your child during the first year.

Providing you meet the qualifying conditions set out by the Government, you can share up to 50 weeks shared parental leave paid at the statutory rate.

Parental leave

Providing you meet the qualifying conditions set out by the Government, you could be entitled to unpaid parental leave for a child under the age of 18. The maximum amount of parental leave you can take per child each year is 4 weeks.



Flexible working

It may be beneficial for you to apply to change your working hours on a short or long term basis. This could be after returning to work following the birth of your child, adopting a child, supporting a dependent during a significant period or if you wish to change your hours or working pattern to support your work life balance.

Requests will be agreed with your line manager taking into consideration the requirements of the business.

Fostering leave

As a foster carer you may require time off to attend training. Time off may be paid or unpaid and this will be agreed with your line manager.

Time off for dependants

You may need reasonable time off during working hours to support an urgent matter involving a dependant. Reasonable time off for dependants could be paid or unpaid depending on the circumstances and will be agreed with your line manager.

Compassionate leave

We give up to 3 days paid compassionate leave following the death of a close relative. However we understand that these times are difficult therefore your line manager has the discretion to increase paid leave.